

## **APPROVED**

### **THE VIRGINIA APPRENTICESHIP COUNCIL MINUTES**

The Virginia Apprenticeship Council (Council) met on Thursday, April 15, 2010 at New Horizons Regional Education Center at 520 Butler Farm Road, Hampton, Virginia. Chairman Darold Kemp called the meeting to order at 10:00 a.m.

**COUNCIL MEMBERS PRESENT:** Darold Kemp, Chairman  
Dee Esser  
Dudley Harris  
Catherine McQuade  
Everett Patterson  
Gloria Westerman for Chancellor DuBois  
Danny Amos

**STAFF PRESENT:** Courtney Malveaux, Commissioner, DOLI  
Beverley Donati, Division Director  
Patricia Morrison, Assistant Division Director  
Delores Ferrell, Apprenticeship Representative  
Rick Brooks, Apprenticeship Representative

#### **CALL TO ORDER AND INTRODUCTIONS:**

Chairman Kemp called the meeting to order at 10:00 a.m. He thanked New Horizons for hosting the meeting as they have many times before. Chairman Kemp extended thanks to Dave Taylor and Joe Johnson for being supporters of Registered Apprenticeship. Mr. Johnson thanked the Council for the opportunity to host. Council members introduced themselves. Department of Labor and Industry's (DOLI) new Commissioner Courtney Malveaux was introduced.

Special guests in the audience were introduced. Chairman Kemp recognized Ms. Bev Donati, the Director of the Division of Registered Apprenticeship. Ms. Donati introduced Mr. Joe Hersh, US Department of Labor, Office of Apprenticeship Regional Director. Mr. Hersh brought greetings from National Director, John Ladd. Mr. Hersh noted that Action Clinics will be occurring on the East Coast. He also noted the continued effort to upgrade the Federal Regulations.

Ms. Donati introduced members of her staff: Trish Morrison, Delores Ferrell, and Rick Brooks. Ms. Gloria Westerman introduced Mr. Dave Seiwert who is the Eastern Region Specialist for Apprentice Related Instruction. Chairman Kemp announced that Dr. Gary McQuain will be retiring.

#### **PUBLIC COMMENT:**

There was no public comment.

**COUNCIL COMMENTS:**

There were no comments offered by Council members.

**APPROVAL OF MINUTES:**

On proper motion and second the minutes for the Council meeting held on December 10, 2009 were approved by Council members by roll call vote.

**CORRESPONDENCE:**

Bev Donati reported that she received a letter from Sylvia Stroud who was one of the Outstanding Apprentices last year. Ms. Donati read the letter which conveyed how much she appreciated her apprenticeship and the honor of being chosen an Outstanding Apprentice. Ms. Donati indicated that she had received a letter from Everett Jordan, who is the Director of Education from Northrop Grumman. The letter states that the Apprentice School will make a change in delivery of the academic classes in the summer of 2010. The move is primarily driven by the financial pressure. Some summer classes will be canceled resulting in a projected savings of 1.4 million dollars.

**OLD BUSINESS:**

There was no old business.

**NEW BUSINESS:**

Chairman Kemp asked Ms. Donati to review the By-Laws for the necessary changes. She will schedule a sub-committee to review and recommend the changes for a Council vote.

**SUB-COMMITTEE REPORTS:**

**Ad Hoc Subcommittee:**

Ad-hoc committee: Mr. Dudley Harris reported that the sub-committee is looking at the changes in the Federal regulations and is comparing them to the Virginia Apprenticeship regulations. The committee will meet twice more to go over all the changes.

**Exemption from Examination Sub-committee:**

Ms. McQuade reported for Mr. Earl Dickerson that the request for Exemption from Examination was made by Sponsor #2009-01. This request was for a plumber, D.O.T. Code 862.381-030. The sponsor submitted the relevant information regarding the program. Ms. McQuade moved that D.O.T. Code 862.381-030 be added to the approved exemption from examination for Sponsor #2009-01, and the expiration date for this approval will be April 15, 2014 for both occupations. The motion passed on roll call vote.

### **Request for New Occupation Approval:**

Ms. Donati and Ms. Ferrell gave a brief background of the reason for the request for approval. Over this year, staff worked with members of the National Guard to crosswalk military occupation titles to civilian titles. All occupations for this sponsor have been registered using ONET. The main purpose for civilian titles is to better serve soldiers as they return to civilian life. Civilian titles and work processes will allow the soldier to both have a recognized credential and the prospective employer to understand better the skills learned. Chairman Kemp recommended to the council that all occupations be approved in one motion. He also stated that approval would be for Virginia Army National Guard only.

Commissioner Esser asked for clarification about time given as credit to the soldiers. Mr. Patterson asked for clarification on the cross-walk for the Observation Scout/Helicopter Repair position to Avionics Manager. Both issues were clarified. Mr. Amos asked for verification that the apprentices would receive the same cards available in the other trades.

Chairman Kemp moved that the occupations requested by the Virginia Army National Guard be approved as presented. The approval of the occupations as cross-walked to civilian titles is for the Virginia Army National Guard only. The motion passed by roll-call

### **REPORTS:**

#### **Virginia Apprenticeship Alumni Association (VAAA):**

Chairman Kemp, also the VAAA President reported that Trish was busy with the annual renewal mailing which included a newsletter. 394 members and past members received the renewal package. The newsletter states that Jim Walker has been chosen as the Golf Tournament honoree. He was informed and very excited about the honor. Membership cards and stickers are being printed up. Dr. Jim Hughes has volunteered to be the new Treasurer. There will be 3 \$1,000 scholarships given.

#### **Virginia Employment Commission (VEC):**

Commissioner Esser gave an update on the economy, focusing on the Norfolk and Newport News area. The U.S. February unemployment rate was 10.4 percent and Virginia was 7.7 percent which for Virginia is very high; however it is the 12<sup>th</sup> lowest in the nation. The Virginia Beach, Norfolk, Newport News metropolitan area was put together and had a rate of 7.9 percent unemployment. Her informal survey of the business people on the Council indicated that there was a small up-tick in hiring. The trust fund for paying unemployment benefits was depleted in October and Virginia is in a borrowing state now with the federal government in order to keep paying benefits. Virginia has borrowed over 353 million dollars. In 2009, 500,000 people were paid unemployment insurance. She explained how the trust fund tax system works and explained the pool cost for employers. Previously, a company would pay \$8 per person per year for the tax, and is now paying quite a bit more.

She also indicated that people using the system are showing stress and she has had to put guards in 20 of the offices.

**Virginia Community College System (VCCS):**

Gloria Westerman reported that the VCCS has been busy with the 23 community colleges. The activity is from the economy taking a downturn, which means people head back for training. The VCCS has been involved with a number of nationally focused policy forums. One is with the National Governor’s Association on transition. That transition will be focused on adult dislocated workers with an emphasis on adult workers and apprenticeship. The numbers in related instruction were reported to be down a little, but no huge drop-off. Audits have been completed of the related instruction coordinators.

**U.S. Department of Labor, Office of Apprenticeship (U. S. DOL, OA):**

Mr. Hersh had no additional report.

**Division of Registered Apprenticeship:**

Ms. Donati reported that the registration numbers and the completions mirror the economy. However, there are still steady sponsors committed to keeping their apprentices. The Division is just not registering as many apprentices right now. The new regulations will change how to count sponsors as “active.”

Ms. Donati remarked that the work with the Army National Guard has a strong foundation. Over the last several months, Ms. Donati, Ms. Ferrell and Ms. Moore have attended yellow ribbon events with this sponsor. She commended Ms. Ferrell and Ms. Moore for the hours they devoted to understanding the military language and for putting these programs together.

Another grant, a green grant, has been awarded to the Shenandoah Valley Workforce Investment Board. There is 1.2 million dollars in scholarship money available to registered apprentices to pay for related instruction. The grant began on March 1, 2010 and will run through March of 2013 and is specific to construction and manufacturing.

Ms. Donati reported that to date there are:

- 2,223 active sponsors
- 13,769 apprentices
- 1,355 completion certificates issued

Ms. Donati commented on how the many mentors and completed apprentices contribute to the ability of economic development to attract new businesses.

**Department of Labor and Industry:**

Commissioner Malveaux expressed his support for Registered Apprenticeship and to all those who serve the program. He also commended the Division for having the foresight to assist those in the military.

**ANNOUNCEMENTS:**

The next meeting is scheduled for August 19, 2010 at a location to be determined.  
The meeting was adjourned at 11:13 a. m.

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Chairman Darold Kemp

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Courtney Malveaux, Secretary