

## THE VIRGINIA APPRENTICESHIP COUNCIL MINUTES

The Virginia Apprenticeship Council met on Thursday, September 25, 2025

### COUNCIL MEMBERS PRESENT:

Dudley Harris, Chair  
Patrick Dean, Vice Chair  
Nicole Overley, (Secretary of the Council)  
Dr. Jameo Pollock  
Dr. Latitia McCane  
Gary Pan  
Grant Shmelzer, (virtual)  
Douglas Straley  
Meghan Hurt  
Steve Masterson  
Michelle Ramaker  
William Dunn  
Bo Bundrick  
Marjorie King, (Designee)

### STAFF PRESENT:

Angela Kelly-Wiecek, Chief Deputy Commissioner  
Michael Peterson, Chief Information Officer  
Skip Maupai, Workforce Senior Policy Analyst  
David Galloway, Registered Apprenticeship Consultant  
Pedro Ortiz, Registered Apprenticeship Consultant  
Tereza Edwards, Registered Apprenticeship Consultant  
Diana Leyva, Registered Apprenticeship Consultant  
Marina Caminos, Registered Apprenticeship Consultant  
Alice Weathers, Registered Apprenticeship Consultant  
Clayton Duvall, Registered Apprenticeship Consultant  
Marco Pineda, Registered Apprenticeship Consultant  
Karen Rhodes, Registered Apprenticeship Consultant  
Kara Joyce, Registered Apprenticeship Consultant  
Andrew Johnson, Registered Apprenticeship Consultant  
Claudia Williams, RTI Education Specialist  
James Edmunds, Program Support Technician  
Cierra Morgan, Program Support Technician

### CALL TO ORDER AND INTRODUCTIONS:

The Virginia Apprenticeship Council convened on September 25, 2025, at Virginia Works' central office (Holland Tower). The meeting was called to order by the Chair, Dudley Harris, and

Chief Deputy Commissioner Angela Kelly-Wiecek welcomed attendees. It was announced that Molly Bashay, the former Director of Work-Based Learning, is no longer with Virginia Works. Ms. Kelly-Wiecek acknowledged one remote participant, Mr. Grant Schmelzer, CEO of Independent Electrical Contractors, joining from Phoenix, Arizona. Roll call was completed, and no public comments were submitted. Registered Apprentice team members in attendance introduced themselves and the regions they represent.

### **APPROVAL OF MINUTES:**

With a motion from Marjorie King and a second by Gary Pan, the Council unanimously approved the minutes from the previous meeting without any corrections.

### **STATE RECIPORCITY POLICY FOR REGISTERED APPRENTICESHIP:**

Dr. Jameo Pollock presented the draft Reciprocity Policy developed by the Reciprocity Workgroup. The presentation included key decision points such as program management, tracking, approval timelines, and whether reciprocity should be a formal policy or a guideline. The Council engaged in discussion, including considerations around safety standards. The council decided that entities seeking reciprocity will need to include documentation of their safety record. On a motion by Patrick Dean and seconded by Douglas Straley, the Council unanimously approved to affirm the workgroup's recommendations with the addition of the safety documentation and forward them to the Commissioner for implementation. Council members were asked to have additional feedback on this policy to Dr. Pollock by Oct. 15<sup>th</sup>.

### **NEW BUSINESS:**

#### **Policy Review**

Ms. Kelly-Wiecek presented drafts of four policies:

- *Intermediary* – Questions submitted included whether or not there should be a requirement of two partnering sponsors rather than one and whether or not intermediaries should be required to have an apprenticeship committee. As the purpose of this policy is to encourage multiple partnering sponsors, but staff does not recommend holding up the progress of one sponsor pending the identification and signing of another. Additionally,

while larger intermediaries or entities might have the capacity for such a committee, this requirement would be prohibitive for small intermediaries or consultants who could provide value.

- *Credit Awarded for Prior Experience* – The council had a detailed discussion on this policy beginning with if some documentation be kept on how the amount of credit is determined. It was noted that RAPIDS allows for up to 90% credit provided there are at least 1000 hours left. Staff will document as much as possible on this point. Additionally, the Registered Apprenticeship Minimum Standards give the sponsor employer discretion on this point for other work experience. Several members suggested that attendance records be required to grant credit for courses and a discussion was held on whether there would be the ability to obtain class attendance records from the various entities currently providing related technical instruction. Staff emphasized that transcripts are our preference and have always been acceptable particularly because our RTI providers undergo vetting and authorization at the time of program creation. Additional information and research on this topic will be gathered by staff.
- *Electronic Process* – Council members did not have any questions on this policy.
- *Probationary Credits Policies* – Council members received a staff briefing on the origin of this policy.

## **Program Operations**

Two program modifications were reviewed and approved:

- *Electrician Inside Wireman* – Richmond Electrician JATC
- *Telecommunications Technician* – IEC Chesapeake

## **Growth Strategy**

- **Work-Based Learning Ecosystem Survey:**  
The Council reviewed results from a recent survey involving five agencies and 228 responses. The survey provided valuable insights into employer needs and work-based learning trends.

- **Registered Apprenticeship Quarterly Scorecard:**

The Deputy Commissioner introduced a new Registered Apprenticeship Scorecard designed to provide quarterly updates on sponsors, intermediaries, and apprentices “at a glance.” Council members suggested that additional data points including the number of students in CTE classes and the number of completions as well as some information on the types of new programs and sponsors should be included.

### **COUNCIL COMMENTS:**

- Virginia was recognized as the **#1 state apprenticeship agency** for the number of new programs registered in the fiscal year, with **212 new programs** launched.
- The **2024–2025 Apprenticeship Council Annual Report** was distributed. Council members were asked to review the report and submit any additional accomplishments or suggestions by the following week.

### **STRATEGIC PLANNING:**

The meeting concluded with a **SWOT analysis brainstorming session** to identify strengths, weaknesses, opportunities, and threats related to the Council’s mission and operations.

### **ANNOUNCEMENTS:**

The next meeting Virginia Apprenticeship Council Meeting is on Thursday, December 4, 2025.

Chair Harris announced that all 2025 meetings will take place at Virginia Works HQ – Holland Tower – 2221 Edward Holland Dr, Suite 500, Richmond, VA 23230 from 10am – 12pm.

Chair Harris thanked the Council, and all in attendance.

The meeting adjourned at 12:05 pm.

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**Dudley Harris, Chair**  
**Nicole Overley, Commissioner and Secretary**