

**FINAL**

**THE VIRGINIA APPRENTICESHIP COUNCIL MINUTES**

The Virginia Apprenticeship Council met on Thursday, September 15, 2016 at Confederate Hills Recreation Center, Highland Springs, Virginia.

**COUNCIL MEMBERS PRESENT:** Darold Kemp, Chairman  
Dr. Robert Benson  
Danny Brookman  
Steven Foster  
Dudley Harris  
Ellen Marie Hess  
Terry Kelly  
Michael Mays  
Elizabeth Moran for Dr. Glen DuBois  
Ray Davenport, Commissioner

**STAFF PRESENT:** Patricia Morrison, Director  
Kathleen Eddington, Assistant Director  
Jessica Waddy, Administrative Assistant  
Delores Ferrell, Apprenticeship Consultant  
Todd Cook, Apprenticeship Consultant  
Faith Simmons, Apprenticeship Consultant (Apprentice)  
Donna Carvana, Apprenticeship Consultant  
Shannon Crooks, Apprenticeship Consultant (Apprentice)  
Wendell Walker, Apprenticeship Consultant

**CALL TO ORDER AND INTRODUCTIONS:**

Chairman Darold Kemp called the meeting to order at 10:00 am and welcomed everyone. Council members introduced themselves.

Registered Apprenticeship Director, Patricia Morrison introduced staff members Kathleen Eddington, Delores Ferrell, Jessica Waddy, Todd Cook, Faith Simmons, Donna Carvana, and Shannon Crooks. She also acknowledged several others in attendance: Roger Nichols (Virginia Department of Corrections), Steve Kreschner (Department of Professional and Occupational Regulation-Board of Barbers and Cosmetology), Richard Rowland and guest Jarrett Vogt (Millwrights), Gary Duff and guest Greg Spicer (IBEW), Brad Beasley and guest Susan Brooks (Henrico County CTE), Roy Purcell (Ironworkers #28), Gerald Simpson (Operating Engineers), and Jason Wheeler (Carpenters Union).

**PUBLIC COMMENT:**

No public comment.

**COUNCIL COMMENTS:**

Chairman Kemp extended welcome to Director Morrison. He also thanked Henrico County Public Schools and the staff of Confederate Hills for their hospitality.

**APPROVAL OF MINUTES:**

On proper motion and second, the minutes for the Council meeting held on Thursday, June 16, 2016 were approved by Council members by roll call vote.

**CORRESPONDENCE:**

There was no correspondence.

**OLD BUSINESS:**

There was no old business.

**NEW BUSINESS:**

**Proposed New Occupations:**

Director Morrison explained that Executive Order 49 included a mandate to expand Registered Apprenticeship into many areas including business and professional occupations, particularly among Virginia state agencies. This opens the door to new occupations that have not traditionally been pursued in Virginia. The need may arise to come to the Council in the event that new business and professional occupations requested do not fit with processes already offered by the US Department of Labor (USDOL).

**Requests for Exemption from Examination:**

Assistant Director Kathleen Eddington reported that there are no requests at this time. However, there are nine companies that will be reviewed for the Council meeting in March 2017. Packets will be sent out in November 2016 in order to allow ample time for review.

**REPORTS:**

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

Gary Duff reminded everyone that the annual golf tournament would be held on October 6, 2016 at 1:00 pm The Hollows Golf Club. He thanked the Council for their support and extended the invitation for all to attend. There is still time to make donations or sign up to participate.

Additionally, Mr. Duff announced that one \$500 scholarship was given by the VAAA to a graduating senior from a tech center who was going on to become a Registered Apprentice. VAAA donated \$2,000 to Skills USA in order to sponsor a regional winner to go to the national competition. Further, VAAA awarded two \$1,000 scholarships to CTE instructors in the state. VAAA is working on outreach methods in order to spread the word about the association and the scholarships that are available.

**Virginia Employment Commission (VEC):**

Commissioner Hess gave a brief update on the economy in Virginia as it pertains to wages and unemployment. It was recently reported that current wages have caught up to wages in the 1990s when they were at an all-time high. The average weekly wage in Virginia is \$1,011. Unemployment claims are at a forty year low. The unemployment insurance program is less generous than programs in other states. Virginia is ranked nineteenth in the minimum benefit amount offered which is \$60. The highest weekly benefit amount is \$378. Virginia is ranked thirty-ninth due to the fact that the state replaces only thirty-seven percent of the average weekly wage. Average taxes per employee are \$185.60 which brings Virginia's rank in at forty-one. For more information about Virginia's labor market, visit [www.virginia.lmi.com](http://www.virginia.lmi.com).

VEC, the Department of Labor and Industry, the Department of Taxation, and the Department of Professional and Occupational Regulation have come together to create a taskforce concerned with misclassification. Three auditors are working as result of a federal grant. VEC also has a federal grant for publicity around the new hire program. The goal is to educate employers on who should be reported as new hires.

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

Ms. Moran gave an update on two of the major programs VCCS has to assist students seeking credentials. The first is the Workforce Credential Grant (WCG). The grant has encumbered \$1.5 million or thirty-seven percent of funds. VCCS expects to use all funds as only nineteen percent of the fiscal year has elapsed. The purpose of WCG is to reduce the cost of tuition by one-third if the student is receiving credential in a high demand career. Ms. Moran distributed a list to the Council showing the one hundred twenty-four credentials by school that are approved by VCCS.

The Financial Aid for Non Credit Instruction Leading to Industrial Credentials (FANTIC) program gives loans to students with priority to those who are seeking credentials in high demand fields. The loans are given on a first come, first served basis. There is currently \$2 million in the fund.

#### **Division of Registered Apprenticeship:**

Current statistics year to date:

Active apprentices: 15,307

Active occupations: 3,111

Certificates issued: 1,338

Active sponsors: 2,118

Current statistics for the fiscal year to date:

Active apprentices: 15,326

Certificates issued: 497 (33 USMAP, 464 other)

Active sponsors: 1,995

Director Morrison reported that much has happened in her first ninety days as Director. The Division is fully staffed in the field offices (13 consultants across the state). The process has begun to hire another Apprenticeship Related Instruction Specialist. She encouraged the Council and those in attendance to spread the word to those they think would be interested in the position.

The Division, through a collaborative effort, was awarded \$200,000 through the Apprenticeship USA Accelerator Grant. Part of the money will be used to hire a Business Services Analyst who will conduct a thorough study of the current database system and the RAPIDS system used by USDOL. The current system is not as efficient as RAPIDS. Approximately half of the SAA states in the country have transitioned to RAPIDS and have found it to be effective. There will be another position through the Governor's office. However, details are not complete at this time.

Director Morrison attended the NASTAD conference last month. There will be more collaboration between NASTAD and the USDOL Office of Apprenticeship in the future. Director Morrison was placed on the communication committee. The committee's goal is to develop ways to share resources and ideas more quickly and efficiently.

Recently, Director Morrison, Assistant Director Eddington and Apprenticeship Consultant Maynard Stowe participated in a grant writing exercise. It was a good learning experience and as a result, Director Morrison and Assistant Director Eddington will be attending grant writing workshops to further their knowledge. They will also implement ideas for outreach that will not require large amounts of money.

Lastly, there will be a staff retreat and an event similar to the Action Clinic sponsored by USDOL in 2012. It will be a time of sharing with anyone who has a hand in workforce development. More details will be forthcoming.

#### **Department of Labor and Industry (DOLI):**

Commissioner Davenport began by reminding those in attendance that one of the programs that DOLI is responsible for is Occupational Safety and Health. On August 3, 2016, Commissioner Davenport issued a public service announcement regarding the alarming rate of increase in workplace fatalities and injuries in Virginia. At that point, there had been twenty-nine fatalities investigated by DOLI. Many of them were from lapses of attention. There have been two more fatalities since then, bringing the number to thirty-one. This number is tied with the numbers for the 2014 and 2015 calendar years. The number does not include those outside of DOLI's jurisdiction. Commissioner Davenport stressed the need for everyone to continue to focus on workplace safety.

Commissioner Davenport expressed appreciation to Director Morrison for her work over her first ninety days. Registered Apprenticeship has been getting much attention lately. Some partners of Registered Apprenticeship have not been giving accurate information regarding the Division. Commissioner Davenport encouraged the Council to correct inaccuracies when they are encountered. It is important for everyone to uphold the integrity of the program.

Virginia is currently in a budget valley. As such, each state agency must have a five percent reduction in programs using general funds. The budget plans must be submitted by September 20.

Commissioner Davenport ended by thanking the Council for all of their hard work in moving Registered Apprenticeship forward.

#### **ANNOUNCEMENTS:**

Chairman Kemp announced the next Council meeting will be Thursday, March 16, 2017 at 10 am at New Horizons Regional Education Center in Hampton, Virginia.

Meeting adjourned at 10:40 am.

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**Mr. Darold Kemp, Chairman**

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**Mr. C. Ray Davenport, Secretary**