

**APPROVED**

**THE VIRGINIA APPRENTICESHIP COUNCIL MINUTES**

The Virginia Apprenticeship Council met on Thursday, September 21, 2023

**COUNCIL MEMBERS PRESENT:**

Dudley Harris, Chairman  
Patrick Dean, Vice Chair  
Dr. Latitia McCane  
Dr. Jameo Pollock  
J. Doug Straley  
Grant Shmelzer  
William Dunn  
Steve Masterson

**STAFF PRESENT:**

Gary Pan, Commissioner (Secretary of the Council)  
David Johnson, Deputy Commissioner  
Tamson Six, Alignment Coordinator and Education Liaison  
James Edmunds, Program Support Technician  
Ryan Goldsberry, Tech Support

**CALL TO ORDER AND INTRODUCTIONS:**

Chairman Dudley Harris called the meeting to order at 10:00 am and welcomed the Council and new members.

Two new appointees on the Council, William Dunn, from Plumbers and Steamfitters Local 10 and Steve Masterson, from JAC Plumbing, Heating & Air Conditioning, Local 110 were introduced to the Council.

**PUBLIC COMMENTS:**

**Daniel Davis from UVA Facilities Management:** The UVA Apprenticeship Program advocates for the Department of Labor and Industry (DOLI) to remain a part of the Virginia Apprenticeship Council. UVA expresses that DOLI should maintain this seat alongside the Virginia Employment Commission (VEC) and the Virginia Community College System (VCCS) on the Virginia Apprenticeship Council. The primary concern is for the safety and health of the apprentices as they progress through their programs. It is a special concern of the UVA Apprenticeship Program that due to the expertise that DOLI be included in any Subcommittee or Review Committee that is involved with the exemption process. UVA wants to make sure that as apprenticeship moves into the pathway for licensure, any program may or may not have the needed oversight. This oversight ensures that apprentices are tested out and truly proficient and that all safety standards are adhered to.

## **COUNCIL COMMENTS:**

Dr. Latitia McCane updated/informed new council members about how The Apprentice School is a part of a partnership with Jobs for the Future. This is a grant that is supported by the Department of Labor around a center of excellence in equity, diversity, inclusion, and accessibility. Dr. McCane stated that if you need help expanding your apprenticeship around diversity or if you want to create an apprenticeship program, this grant will help you to do that. One of the deliverables for The Apprentice School is to get businesses, CTE centers, High Schools, etc. to sign their pledge. Dr. McCane presented her pledge and asks for any interested council members to sign the pledge.

Grant Shmelzer requested information on any state sponsored activities during National Apprenticeship Week. Mr. Shmelzer also suggested that next year we hold a council meeting during National Apprenticeship Week and make it a larger celebration.

## **APPROVAL OF MINUTES:**

June 2023 meeting minutes were approved through a roll call vote.

## **CORRESPONDENCE:**

None.

## **OLD BUSINESS:**

Chairman Harris informed the council that the Registered Apprenticeship program of Solar Technician and the Exempt from Examination will stay in old business. These issues will be tabled until after changes are made when the Division of Registered Apprenticeship transfers over to the Department of Workforce Development and Advancement. This transition will happen on November 15, 2023. Grant Shmelzer informed the new council members on the updated guidance of the Inflation Reduction Act of 2022.

## **NEW BUSINESS:**

None.

## **REPORTS:**

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

A hardcopy of the following report was given to every member of the council on behalf of Dr. Jason Williams:

- In the early stages, research, and alignment of the Chef Ann Foundation (CAF), VCCS is analyzing the potential of adopting CAF as a third-party certifying organization for Food Specialist certifications. FastForward (FF) funding also allows VCCS students enrolled in culinary programs to have their class/courses paid for. CAF leaders, VCCS Culinary

programs, and the System office staff are wading through how to make this a successful apprenticeship program.

- As part of the Governors Re-Entry Optimization Employment Initiative Task Force Committee, we are focused on how to assist with Re-Entry employment. The VCCS has and will continue to add value by implementing G3 funding to Re-Entry personnel that wants to continue their education at VCCS. The city of Petersburg has been the pilot with the expectations to expand regionally.
- In a combined workgroup effort, which includes VCCS (Virginia Community College System), SCHEV (State Council of Higher Education for Virginia), V-TOP (Virginia Talent and Opportunity Partnership), WSUT (Washington University of Science and Technology), and the Mike Rowe Foundation, VCCS can excitedly report that 4 VCCS colleges have been approved and will begin “Train the Trainer” training in November 2023.
- NASA Roadshow has restarted, explaining all of NASA’s A&WBL opportunities to VCCS students. We have completed 14 as of today and have another 9 colleges to attend.
- Dr. Williams has been scheduling meetings and vetting vendors for a Digital Asset Management (DAM) System that will serve as repository for all VCCS A&WBL related information, data, and colleges matrix to have the ability to query, extract data, and way to pull down ad-hoc reports specifically per college/region along with Employers and Businesses.
- The fourth round of DOL’s Strengthening Community Colleges Training Grant (SCCTG), FOA is out and several VCCS colleges (forming consortia) are interested in applying. The fourth round of the Strengthening Community Colleges Training Grants (SCC4) will increase the capacity and responsiveness of community colleges to meet the skill development needs of employers and equitably support students in obtaining good jobs in in-demand industries. The colleges will use strategies rooted in evidence-based competencies and designed to further provide related evidence on the effectiveness of sector-based career pathways programs, leading to positive employment outcomes. These strategies will also address identified equity gaps to increase needed access to educational and economic opportunity, particularly for individuals from historically underserved communities.

### **SEPTEMBER 2023 VCCS UPDATES**

*-Dr. Angela Lawhorne*

#### **Credit Updates:**

- FTE enrollments of 81,884 are 2,733 (3.45%) higher than this time last year.
- Headcount of 146,100 is 5,471 is 3.89% higher.
- Dual enrollment FTEs increased by 12.04% to 16,795 with a headcount of 43,237.

#### **FastForward (non-credit credential) Updates:**

- Virginia’s community colleges have experienced a 19.41% increase in FastForward credential program enrollments since this time last year (realizing a steady 20% increase each year).

- FastForward students utilizing Workforce Credentials Grant (WCG) funds to cover 2/3 of their tuition have increased enrollment by 23.5% since this time last year.
- FastForward headcount has increased by 29.12% from 3,070 to 3,964.

### **2023 G3 Annual Report:**

- 12,594 VCCS (Virginia Community College System) students received over \$20.5 million in G3 tuition assistance.
- 69% (8,772) of the G3 students enrolled in credit programs that lead to a postsecondary degree or certificate, while 31% (3,904) were enrolled in noncredit Workforce Credential Grant (WCG) programs that lead to a third-party licensure or certification. 82 students enrolled in both credit and WCG programs during the year. 1,068 associate degree and certificate programs and 820 noncredit WCG programs across all 23 community colleges were approved as G3 eligible.
- 48% of the enrollments were in healthcare programs; 23% in information technology; 21% in manufacturing and skilled trades; and 4% in both early childhood and public safety.
- 54% of G3 students had family income levels below 200% of the Federal Poverty Level (FPL).
- 84% of G3 students enrolled during Fall 2022 also enrolled in the spring semester or graduated during the year.
- 75% of G3 students enrolled during AY2022 reenrolled the following year or graduated.
- 2,016 G3 students earned 2,799 associate degrees, certificates, and diplomas.
- 2,543 G3 WCG students completed 3,177 WCG programs, and 1,599 earned 1,996 credentials.
- 73% of G3 program completions in 2021-22 were in either healthcare or manufacturing and skilled trades.
- The median wage of Annual Year 2022 G3 academic program completers increased by 95% from pre-enrollment to post-completion -- more than \$11,000 higher than that of students who left their program before completing.
- Given estimated annual job openings by broad area of study, healthcare completers are slightly overrepresented, while completers in information technology are slightly underrepresented.

### **Justice-Impacted Individuals:**

- The VCCS has successfully created a Canvas All-in-One course with all steps necessary for colleges to launch prison education programs with the Department of Corrections. This includes points of contact at each of the 40+ prisons, Pell Expansion information, resources, and more. The guide also provides colleges with resources to work with jails, adult detention centers, probation and parole, and other partners on offering training programs and reentry services for justice-impacted individuals. Access the guide here: [Justice-Impacted Individuals: All-In-One \(vccs.edu\)](https://vccs.edu/Justice-Impacted-Individuals: All-In-One)

- Resources for the public have also been added on the Credits2Careers website at: [Justice Impacted Individuals | Credits2Careers](#). Please let us know if you have additional to add.
- Dr. Jason Williams is now serving as interim coordinator, Higher Education Programs for Justice-Impacted Individuals until this position can be refilled.

### **ONGOING INITIATIVES**

*-Dr. Jason Williams*

- Talent Pipeline Challenge/Infrastructure: to fill high quality jobs that will help rebuild our infrastructure and supply chains by synergizing employers, education, and training providers, at the state and local levels. VCCS has responded by the formation of the Virginia Infrastructure Academy (VIA). This will align business leaders to existing training programs by addressing urgent community needs while forecasting future requirements. Business sectors: heavy construction, maintenance, and tunnel construction, broadband expansion, on/offshore wind, and solar energy.
- As a WBL, many colleges have increased their hosting's of Job Fairs, Career Fairs, and Employer engagement, which will increase internships, apprenticeships, and student employment.

#### **Division of Registered Apprenticeship (DOLI):**

Dr. Tamson Six, Alignment Coordinator and Education Liaison gave the following report on behalf of Director Patricia Morrison.

Director's report – September 21, 2023

A team of four of us have just returned from the National Association of State and Territorial Apprenticeship Directors annual conference in Orange Beach, Alabama. We learned a great deal about the various best practices being used in other states; the challenges; the success stories. We came back with several ideas to flesh out and prioritize as those that might bring us efficiencies.

Many of the states are doing Teacher apprenticeships, nursing apprenticeships, agriculture occupations to add to the traditional mix. We were well educated on the compliance and EEO issues and methods which is helpful because now that we have provisional approval of the new State EEO Plan, we can engage with our Employer/Sponsors to provide technical assistance as well as oversight on their selection processes and other compliance issues.

Back at home our RA Consultants are continuing to work with the school CTE Coordinators and the VDOE Work based Learning Coordinators to offer more Youth Registered Apprenticeship positions. New programs this quarter include a pre-school, a pest control company, a digital marketing company and Richmond Redevelopment Housing Authority. These all represent movement in new sectors.

The to-date metrics are:

Active Apprentices	11910
New Apprentices	4829

Employer/Sponsors	1623
New Employer/Sponsors	252
Completions	1639

We are still working with the Department of Veterans Services to use a SkillBridge candidate for the RA Consultant position in Manassas. The Assistant Director, Kathleen Eddington has resigned and taken a position at Virginia Department of Transportation and the Education Specialist, Caly Emerson has resigned and taken a position at Virginia Community College System, Title I. Dr. Tamson Six has joined in a new role as an Education and Strategic Partner Coordinator. We are currently in recruit for the Grant Project Manager position for the newly awarded State Apprenticeship Expansion Formula grant. We hope to have turn-around on that and a big thank you to Dr. Jameo Pollock and Deonna Hargrove, both of VDOT who served on that panel.

Our grant is called the HIRED Grant (Highlight, Innovate, Recruit, Engage and Deliver). We wanted action verbs in the grant title to remind the partners that the engagement with the communities is what grows Registered Apprenticeship. Friday, we have our first HIRED Grant related event with a STEM Panel at George Mason University with the Refugee and Immigrant Center. GMU is one of our grant partners.

Finally, November is National Apprenticeship week starting November 13-19. You can go to [apprenticeship.gov](http://apprenticeship.gov) to register your events.

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

Commissioner Pan reported the following:

I am pleased to share with you that DOLI has been restructured to better serve you and our stakeholders across the Commonwealth. I now have an executive leadership team of three members report to me directly:

- Assistant Commissioner for Regulatory Programs - Chuck Stiff will oversee all regulatory, compliance, and field programs, including Cooperative Programs, VOSH Health Compliance, VOSH Safety Compliance, Labor and Employment Law, Hearings and Legal Services, and Boiler and Pressure Vessel Safety. These programs are responsible for the delivery of services that most directly impact our mission.
- Assistant Commissioner for Administration and Business Services - Andres Alvarez will serve in this new role which brings under one umbrella Administrative and Financial Services, Human Resources, Information Technology, and the Project Management Office. This arrangement will allow DOLI to innovate and improve systems and processes.
- Deputy Commissioner for External Affairs and Agency Liaison - David Johnson will be responsible for external affairs including liaison with the General Assembly and Office of the

Secretary of Labor. David will oversee the Communications and Public Information Office, and he will shepherd the Registered Apprenticeship through the transition to the new Department for Workforce Development and Advancement.

As DOLI's Registered Apprentice Program prepares to transfer to the new Virginia Department of Workforce Development and Advancement (VDWDA), it continues to be one of the highest producers of new Employer/Sponsors in the nation per RAPIDS. 243 new employer apprenticeship sponsors started during the period 10/1/22 – 9/12/23.

And DOLI continues to seek out new opportunities in the renewable energy industry. On August 1, RA Alignment Director Tamson Six and I participated in the inaugural Virginia Offshore Wind Workforce Development Summit hosted at Tidewater Community College. Over 40 leaders in workforce development participated in the summit, including Dominion Energy, Siemens Gamesa, and Avangrid.

On August 31, RA Director Patricia Morrison attended the 2023 Virginia Solar Summit produced in collaboration with the Virginia Department of Energy and the Virginia Department of Environmental Quality among others. Over 110 organizations were represented with over 200 attendees. Speakers touched on a variety of topics to include Optimizing a Solar Workforce, New Funding & Program Opportunities, and Siting Solar Projects in Our Communities.

DOLI's Bureau of Labor Statistics (BLS) achieved the highest survey rate in the Mid-Atlantic Region for the Survey of Occupational Injuries and Illness (SOII) at 86.6%. Documenting Virginia's figures on employment, labor force participation, occupational injuries, and wages, BLS provides government and private industry decision makers with the information they need for good governance.

In Roanoke County, we recently celebrated Marvin Windows and Doors continued participation in the Virginia STAR program. This facility first achieved Virginia STAR status in 2008 and has continued to make strides in its safety and health culture. DOLI's relationship with Marvin Windows Roanoke is an excellent example of how we work with our partners to ensure workplace safety for Virginians.

Cooperative Programs also issued a VPP recognition certificate to Cargill Hatchery in Harrisonburg and the Luminant Hopewell Power Plant. It issued a SHARP recognition certificate to BC Wood Products.

DOLI's Labor Law Division published a 3-part video series which provides step by step instructions to apply for Virginia Youth Employment Certificates. The videos are available on the DOLI website.

The public comment period has ended for the Regulation Governing On-The-Job Training Programs or Other Training Programs (16 VAC 15-60): The goal of this regulation is to set forth the standards required for any on-the-job training or other training program that an employer must establish if they wish to pay their employees the reduced rate for the duration of the 90-day training period.

In my role as the Commissioner of DOLI, I want to ensure that we remain focused on enhancing our technical and regulatory programs, that we implement business and administrative processes that fully support those programs, and that we are fully prepared to address external issues and capitalize on opportunities.

In closing, I want to thank you for your service and support to Virginia's Apprenticeship Council and Registered Apprenticeship Program.

#### **ANNOUNCEMENTS:**

Commissioner Gary Pan announces that his report will be his last report in the role of the Secretary of the Virginia Apprenticeship Council.

Chairman Harris announces that the Virginia Employment Commission is no longer on the Virginia Apprenticeship Council. He thanked Carrie Roth's participation, and all reports the Council has received over the years.

Commissioner Gary Pan and Chairman Harris suggest that all council members put the Outstanding Apprenticeship Awards back on their calendars and that all members should attend.

Chairman Harris announced that the next Council meeting will be March 28, 2024. It is pointed out that the dates of the future meetings do not align with the 2024 calendar.

Chairman Harris thanked the Council, and all in attendance.

The meeting adjourned at 11:15 am.

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**Mr. Dudley Harris, Chairman**

**Mr. Gary G. Pan, Secretary**