

THE VIRGINIA APPRENTICESHIP COUNCIL MINUTES

The Virginia Apprenticeship Council met on Thursday, July 11, 2024

COUNCIL MEMBERS PRESENT:

Dudley Harris, Chair
Patrick Dean, Vice Chair
Carrie Roth, Commissioner (Secretary of the Council)
David Johnson, Chief Deputy Commissioner, Dept. of Labor and Industry (Designee)
Brian Wolford, Chief Deputy Director, Dept. of Professional and Occupational Regulation (Designee)
Anthony Williams, Ed.D., Director of Career, Technical and Adult Education, Dept. of Education (Designee)
Dr. Latitia McCane
Dr. Jameo Pollock
J. Doug Straley
Grant Shmelzer
William Dunn
Steve Masterson
Meghan Hurt

STAFF PRESENT:

Donna Carvana, Assistant Director
Diana Leyva, Registered Apprenticeship Consultant
Jennifer Hynson, Registered Apprenticeship Consultant
Michael Alley, Lead Generation Specialist
Andrew Johnson, Registered Apprenticeship Consultant
James Edmunds, Program Support Technician

CALL TO ORDER AND INTRODUCTIONS:

Chair Dudley Harris called the meeting to order at 10:00 a.m. and welcomed the council and new members.

PUBLIC COMMENTS:

None.

APPROVAL OF MINUTES:

March 2024 meeting minutes were approved through a voice vote.

OLD BUSINESS:

None.

NEW BUSINESS:

Background information from the two new appointments on the Council, Brian Wolford, Chief Deputy Director, DPOR (designee of Director Kishore Thota) and Meghan Hurt, Training Directory, Tidewater Electrical Industry (JATC Local 80).

Commissioner Roth informs the council that we have added an additional two new members, but they were unable to attend today.

Chairman Dudley Harris presents the council with an updated version of the Virginia Apprenticeship Council Bylaws. Most of the updates are reflecting minor changes that were in the statute from July 1, 2024. The new bylaws were approved by a voice vote.

REPORTS:

Virginia Works:

Carrie Roth, Commissioner of Virginia Works, gave the following report to the Virginia Apprenticeship Council on behalf of Virginia Works:

Commissioner Roth announced that Virginia Works officially went live on July 1, 2024. All Virginia Works staff now have updated email addresses (@viriniaworks.gov).

Virginia Works is well underway on the new Richmond Headquarters. It is at the Holland Tower building which is just off Staples Mill and is only 1.6 miles away from the current headquarters. Commissioner Roth informs the council that the new building has a large multi-purpose room where we will be able to hold future Virginia Apprenticeship Council meetings.

Commissioner Roth informed the council that Virginia Works has been creating process improvement sprints. It is important that the leader of each sprint is not one of the leaders of the agency/division to allow for the most amount of freedom of engagement and ideas – as well as to allow for leadership opportunities for others in the agency. Registered Apprenticeship Consultant, Jennifer Hynson, is the leader of the Registered Apprenticeship sprint team. Registered Apprenticeship changed how they do their processing. Previously, all transactions between Registered Apprenticeship employees were done through regular mail. This has since changed to electronic, and this was able to save the time of 1.5 people.

Commissioner Roth reported the current numbers for Registered Apprenticeship:

- Active Apprentices – 12,543
- Active Sponsors – 1,777
- New Sponsors (10/1/23 – 6/30/24) - 172

Top 25 Occupations of Active Apprentices:

1. Electrician
2. Pipe Fitter (Construction)
3. Heating & Air Conditioning Mechanic & Installer
4. Plumber
5. Cosmetologist
6. Machinist (Precision Machinist)
7. Nurse Assistant Certified (CB)
8. Optician Dispensing
9. Line Installer-Repairer
10. Industrial Maintenance Mechanic
11. Set-Up Technician
12. Welder, Arc
13. Outside Machinist (Ship)
14. Line Repairer
15. Sheet Metal Worker
16. Maintenance Electrician
17. Pipe Fitter (Ship & Boat)
18. Shipfitter (Ship & Boat)
19. Rigger
20. Electrician (Ship & Boat)
21. Barber
22. Construction Mining Equipment Technician
23. Carpenter
24. Construction Craft Laborer
25. Water Treatment Plant Operator

Division of Registered Apprenticeship (Virginia Works):

Donna Carvana, Assistant Director of Registered Apprenticeship, gave the following report to the Virginia Apprenticeship Council on behalf of the Division of Registered Apprenticeship:

A group of three Registered Apprenticeship Consultants (RACs) attended the ESAC 20024 Conference in May 2024 and presented on Registered Apprenticeship as part of Virginia Works. The presentation focused on the additional services Virginia work will be able to provide sponsors for targeting prospects for their apprenticeship programs and several services available to sponsors provided by Virginia Works partner agencies.

Staffing:

- We have advertised for the open RAC position in Tidewater, but our candidate declined employments. We readvertised the position and will be screening candidates this month.
- The RAC in Lynchburg has left and but this position will be filled in the coming weeks.

- There is a preferred candidate for the Service Trades Program Support Technician and RA will be making an offer in the coming weeks.
- There are two grant positions under recruitment: Grant Technician and Grant Alignment Specialist, with plans to advertise these positions by August 1st.
- Congratulations to Michael Alley who has joined the RA grant staff as the Lead Generation Specialist.

Current Events:

- July 2nd - Presentation to Virginia Propane Gas Association- new occupation
- July 19th - Virginia Apartment Management Association Presentation- development maintenance technician apprenticeship.

Strategies

- Virginia Food for Virginia Kids - DOE organization workforce development subcommittee - developing YRA program for local school systems.
- Virginia Chapter of the Virginia American Fire Sprinkler Associations (AFSA) - developing opportunity to expand YRA programs for the industry.
- Targeting Virginia industry associations to make presentations for apprenticeship expansion

SAEF Grant

The SAEF funding opportunity aims to support a coordinated, national investment strategy to strengthen and modernize the Registered Apprenticeship Program (RAP) system. The SAEF grant program will support and increase state capacity and planning to create new RAPs while also driving system innovation and reform.

Registered Apprenticeship was unable to spend the total amount of the SAEF grant funding (\$927,372.00), but the remaining amount is being rolled over to the second year of the grant. The amount of grant funding for the second year is \$1,136,652. This money is being combined with the rollover from year one, bringing the total to around \$2,000,000.

Project HIRED is designed to expand RAP opportunities for all Virginians with an emphasis on underserved populations: youth/young adults, veterans, individuals with disabilities, women, low-income workers, justice-impacted individuals, individuals living in rural areas, other marginalized populations.

The targeted industries for this grant are teacher education, early childhood education, repair and maintenance, and clean energy.

Commissioner Roth noted that all states were provided an automatic extension of their SAEF grants by U.S. DOL because no state was able to expend all of their grant dollars.

Department of Professional and Occupational Regulations (DPOR):

Brian Wolford, Chief Deputy Director, gave the following report to the Virginia Apprenticeship Council on behalf of DPOR:

Effective January 10, 2024, DPOR had a reorganization of its Boards. The Common Interest Community (CIC) Board is now assigned to the Real Estate section. The Asbestos, Lead, and Home Inspectors Board (ALHI), as well as the Waterworks and Wastewater Works Operators and Onsite Sewage System Professional (WWWOSSP) Board, is now be assigned to the Contractors section.

This change provides several benefits to the public as well as the department. Lead, Asbestos, and Onsite Sewage System Professionals licenses often require dual licensure with the Board for Contractors. This change reduces administrative overlap between these sections with common laws, licenses, and procedures. In some cases, it has and will continue to reduce licensing times. CIC is a real estate related profession and the frequent changes in law often impact both CICs and real estate agents/brokers. By making these moves, we allow for unified leadership of these industry connected boards. This move has and will continue to reduce confusion for our stakeholders and streamline communication to multi-board license holders.

Ongoing Initiatives

- We are actively collaborating as a team to advance our forthcoming software solution, EPICx, for licensing, enforcement, and operational needs.

Currently, DPOR manages a comprehensive repository comprising 463 forms, reports, and documents across various licensing boards and enforcement sectors—an extensive array for citizens to navigate.

EPICx aims to streamline customer service, ensuring simplicity and user-friendliness for licensees and the general public. This technological evolution will facilitate seamless interactions with DPOR by integrating digital attachments and business requirement documents into a unified, citizen-centric tool. It will support online application processes, license renewals, educational initiatives, investigations, and more.

Application processing and Backlog

Efforts to reduce the application backlog across the agency have been successful. Currently, all applications undergo their initial review within 5-7 days.

Total regulant population as of July 1, 2024 – 322,950

Regulatory Reduction efforts

Each regulatory Board at DPOR was assigned the responsibility of conducting a thorough review of its regulations to ensure they are minimally burdensome, while still upholding consumer protection, as well as public health, safety and welfare.

Translation Transformation

DPOR is actively expanding its efforts to ensure accessibility and inclusivity by translating our documents and some examinations into languages beyond English. This initiative aims to better serve our diverse stakeholders and foster greater understanding and compliance statewide.

On October 1, 2022, the Board for Contractors began offering some of its examinations in Spanish.

Board for Contractors - regulant population – 87,756

- Individual tradesman examination exemption

The Office of Attorney General (OAG) made an interpretation of §54.1-1131 A.3 in the Code of Virginia, stating all individuals who complete a trade-related apprenticeship shall not be required to fulfill the examination requirement as specified in §54.1-1130.

Individuals who successfully complete a Virginia trade related apprenticeship program will be granted exemption from the relevant examination requirement. This pertains specifically to completion of electrical, plumbing, or mechanical (HVAC) apprenticeship programs within Virginia. This means that ANYONE who completes an electrical, plumbing, or mechanical (HVAC) Virginia Apprenticeship program will not be required to complete the associated examination. There is no required timeframe in which the apprenticeship must have been completed.

All individuals who complete a Virginia trade-related (electrical, plumbing, or mechanical) apprenticeship program are eligible for exemption from the associated examination obligations.

- Regulatory Activity – Each regulatory package going through the 3-stage standard process can take about 18-24 months from start to finish. All regulatory activity can be reviewed on TownHall.
 - The *Proposed Stage* of the regulatory package creating the Residential Journeyman Plumbing and HVAC license is now complete. The next step is to have the Board review the language at its August 6 Board meeting and vote to adopt final language. Once the Executive Branch Review is complete, there will be an effective date.

*Additional research regarding the creation of a Residential Journeyman Electrical license is required. Should the Board choose to move forward with the Residential Journeyman Electrical license, a separate regulatory package will be submitted, allowing individuals the opportunity to make public comment.
- Universal Licensing Recognition Statistics as of July 8, 2024
 - Tradesman – 115
 - Backflow Prevention Device Worker - 11
 - Certified Water Well Systems Provider - 1

Certified Elevator Mechanic - 1
 Certified Accessibility Mechanic – 1

DPOR has issued a total of 467 licenses through ULR.

Virginia Community College System (VCCS):

The following report was created by Dr. Jason M. Williams Sr., the Coordinator of Apprenticeships and Work-Based Learning programs at VCCS in the Workforce and Academic Division and was provided to the Virginia Apprenticeship Council in lieu of attendance.

VCCS Presentation to Rapid Response Coordinators:

The apprenticeship coordinator, as well as coordinators from the FastForward, G3, Credit for Prior Learning, Virginia Infrastructure Academy, and the BPI grant, provided a presentation on VCCS services and funding streams that have a significant impact on dislocated workers and short-term training. The presentation's goal was to reimagine the Virginia Rapid Response Program to be more consistent statewide via service, engagement, and training plans, it is important to be knowledgeable and understand the connection that core partners provide to the dislocated worker. Members of the Rapid Response Team and Workforce Development Boards in the SEVA Region also attended. In addition, the same presentation was provided to the Virginia Department of Social Services (VDSS).

- **VCCS Opportunity 2030 new 6-Year Strategic Plan: A&WBL**
 - Strategic Plan: 1 Overarching Goal
 - 300,000 cumulative degrees, diplomas, certificates, CSCS, and credentials
 - 5 Objectives
 - Communication
 - Teaching and Learning
 - Student Support:
 - **Increase students engaged in paid internships and apprenticeship programs by 25% by 2030. One way this will be accomplished is by BOE per college.**
 - Meaningful Credentials
 - Finance and Funding
 - 31 SMART Metrics
- **Virginia Infrastructure Academy (VIA)**
 - Initiated VCCS VIA initiatives and partnerships with VA Works in building relationships to expand and share resources. POCs at VA Works are Dr. T. Six (Alignment Coordinator and Educational Liaison) and Michael Alley (Lead Generation Specialist). VCCS POCs Dr. J.M. Williams Sr. and Sam Northington (Virginia Infrastructure Academy Coordinator).
- **NASA Roadshow 2024 Update:**

I am pleased to announce that as a contributing member, the team was selected for the NASA Honor Group Award for the 23 in 2023 Community College Recruitment Team.

Over 2,100 people attended the VCCS and NASA Road Show in 2023, consisting of traditional college students, dual enrollment, and Governor's School students. 21 of the 23 community colleges participated with both in-person and virtual options. I coordinated the efforts between Virginia's community colleges along with Karen Miller and her group at NASA to present detailed information, outlining internship and apprenticeship opportunities for VCCS students interested in positions at NASA.

JULY 2024 SYSTEM-WIDE UPDATES

- Academic Updates: Summer and Fall 2024 enrollments are in full-force with 64,508 students (headcount) and 24,511 FTEs enrolled for summer and 62,269 (headcount) and 40,664 FTEs for fall. Fall 2024 is currently showing a 2.05% increase in headcount over last year at this time.
- FastForward: The Virginia Community College closed out FY24 with a 19% increase in FastForward program enrollments since FY23. A total of 17,813 students enrolled in FastForward programs over the year, with 16,466 receiving Workforce Credentials Grant (WCG) funding to help cover tuition, books, and fees.
- G3 Updates: G3 funds totaling \$17.5m were awarded and disbursed to over 9,000 academic/credit students and over \$6m for roughly 6,500 FastForward workforce students in FY24. The \$23.7m awarded to 15,671 students in FY24 exceeds the \$20.6m awarded in FY23 to 12,594 students, showing the growth of the G3 program. The VCCS was also excited to add new programs (CIP codes) approved by the General Assembly for G3 funding effective July 1, 2024. Cooking and Related Culinary Arts, General, Hospitality Administration/Management, General, and three transfer programs, Elementary Education and Teaching, Secondary Education and Teaching, and Engineering, General, were all added as programs eligible for G3 funding.

-System-wide updates provided by Dr. Angela Lawhorne, Director of Career Education Programs & Workforce Partnerships for the Virginia Community College System

ONGOING INITIATIVES

- 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), aligning business leaders to existing training programs by addressing urgent community needs while forecasting future requirements. Business sectors: heavy construction, maintenance, tunnel construction, broadband expansion, on/offshore wind, and solar energy.
- As a VCCS A&WBL Business and Outreach Initiative, many colleges have increased their hosting of Job Fairs, Career Fairs, and Employer engagement, which will increase internships, apprenticeships, and student employment.
- The VCCS' A&WBL Quarterly Newsletter provides news, updated related information, and guidance on A&WBL topics to our 23 colleges. Each quarterly newsletter is accompanied by a meeting whereby guest speakers, presenters, and A&WBL subject matter experts can deliver important information that provides growth

and expansion of the VCCS' A&WBL programs. The next virtual A&WBL NL/Meeting will be on July 31st, 2024, at 1 pm.

ANNOUNCEMENTS:

Grant Shmelzer asked Commissioner Roth to provide some dates for the Outstanding Apprentice Awards. It was discussed that the awards ceremony be held during National Apprenticeship Week and Carrie stated that was the plan.

Chair Harris announced that the next Council meeting is set for September 12, 2024, at 10:00 am.

Chair Harris thanked the Council, and all in attendance.

The meeting adjourned at 11:35 am.

Dudley Harris, Chair
Carrie Roth, Commissioner and Secretary

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