

APPROVED
12/8/05

VIRGINIA APPRENTICESHIP COUNCIL
MINUTES
Wednesday, September 14, 2005

The Virginia Apprenticeship Council (Council) met on Wednesday, September 14, 2005 at J. Sargeant Reynolds Community College, North Run Business Park, 1630 East Parham Road, Richmond, VA. Chairman Barry Baker called the meeting to order at 10:05 A.M.

COUNCIL MEMEBERS PRESENT: Barry W. Baker, Chairman
Danny Amos
Dudley Harris
Earl Dickerson
Darold Kemp
Kathy Dolan Marshall for Ms. Delores Esser
Lynn Taylor, II
Gloria Westerman for Dr. Glen DuBois
John Whitaker

STAFF PRESENT: C. Ray Davenport, Commissioner, DOLI
Bill Burge, Assistant Commissioner, DOLI
Beverley Donati, Division Director
Ellen Marie Hess, DOLI Attorney

CALL TO ORDER AND INTRODUCTIONS:

Chairman Barry W. Baker called the regularly scheduled quarterly meeting of the Virginia Apprenticeship Council to order. The presence of a quorum was established.

Chairman Baker expressed the Council's appreciation to J. Sargeant Reynolds Community College for hosting the Council meeting. Mr. Charlie Peterson welcomed everyone to the college.

Council members introduced themselves. U.S. Department of Labor, Bureau of Apprenticeship Training, State Director Jim Walker introduced himself and the BAT Apprenticeship Representatives. Chairman Baker introduced Dr. Jim Hughes, past council chairman and Director of the Northrup Grumman Newport News Apprenticeship School.

PUBLIC COMMENT:

Dr. Hughes addressed the Council. Dr. Hughes brought greetings from Dr. Bob Leber who wished to be here to support the Virginia Alumni Association but had to remain in Newport News to assist with shipyard hurricane preparations. Dr. Hughes expressed his support of the Alumni and introduced members of the golf team representing Northrup Grumman.

COUNCIL COMMENTS:

No comments were offered by Council members

APPROVAL OF MINUTES:

On proper motion and second the minutes from the June 23, 2005 Council meeting were approved unanimously by role call vote.

CORRESPONDENCE:

There was no correspondence.

OLD BUSINESS:

a. Williams Steel Erection Company, Inc:

Ms. Hess reviewed for Council that at the June meeting, staff brought to the attention of Council that a remedial plan was negotiated with Williams Steel Erection and the Department of Labor and Industry at their request and approved by Council effective August 2004 to allow Williams Steel to operate an apprenticeship program. To date, the program had no registered apprentices. Council had previously instructed the staff to notify Williams Steel of the opportunity to have an Informal Fact Finding. Staff scheduled and noticed the IFF. Williams communicated with Ms. Hess by letter on September 1, 2005 requesting the voluntary cancellation of its Virginia apprenticeship program effective immediately. There were no questions from Council. The Chairman thanked Ms. Hess.

b. Report of Findings of FOIA Request:

Ms. Donati reported that the investigation has been completed and showed that there was a minor infraction in ratio and supervision. The staff member who handled the investigation has worked with the sponsor to ensure a clear understanding of the regulations. The result will be a letter to the sponsor with a copy to the party requesting the investigation. There were no questions from the Council.

NEW BUSINESS:

Standing Subcommittees:

a. Ad Hoc Subcommittee:

Mr. Kemp reported that the subcommittee did not meet this quarter.

b. Request for New Program Approval:

Ms. Donati introduced the request for Council approval for an Industrial Hygienist (D.O.T. code 168.264-014). The request originated with the Department of Labor and Industry. Work Processes were distributed to the Council. Mr. Burge addressed the Council. The program will track very closely the Agency's Safety and Health Compliance Officer apprenticeship program. The purpose of apprenticing Industrial Hygienists is to provide a more consistently trained workforce; greater length of service; and a standardized path for promotion within the agency. It is a three year program.

Mr. Kemp moved to approve the trade of Industrial Hygienist. Mr. Dickerson seconded. The motion carried unanimously by role call vote.

Virginia Apprenticeship Alumni:

Mr. Harris announced that the Alumni will hold its Second Annual Golf Tournament immediately following the meeting. He reported that any profits would be used for awards to the outstanding apprentices and to begin the funding of an apprentice scholarship fund. The Alumni association has non-profit 301(c) status.

REPORTS:

Virginia Community College System:

Ms. Westerman, VCCS, distributed information on apprentices and sponsors served by the VCCS for the years 2003-04 to 2004-05. Ms. Westerman reported that the regional management of related instruction was moving forward. VCCS has hired a consultant to survey sponsors and among the questions asked will be how the VCCS is serving the sponsor's needs and how they can meet unmet needs in the workforce regions in the future. A brief discussion followed on the difference in sponsors and apprentices served by DOLI and VCCS. The VCCS report reflects sponsors and apprentices that are actually served by the VCCS.

U.S. Department of Labor, Bureau of Apprenticeship Training:

Mr. Walker addressed the Council. Greetings were extended from the USDOL national and regional offices. Mr. Walker stated his support for the Apprenticeship Alumni Association. He reported that he is gathering information for the year's end. The Virginia BAT office is meeting

and exceeding some goals identified for high growth industries. Mr. Walker stated that geospatial and surveyors especially have been identified by the BAT office. He told the Council that Virginia is one of the few states in the country that has an approved apprenticeship for surveyors and party chiefs. Mr. Walker stated his appreciation for the support of the council over the years in registering new trades. Mr. Walker answered a question on how high growth industries are identified. The USDOL, Business Relations Group (BRG) identifies the high growth industries and then sends this information and goals to BAT State Directors.

Division of Registered Apprenticeship:

Ms. Donati reported on division activities. A staff member identified and researched Professional Childcare Services which is a high growth industry. Individual programs were identified including teacher, assistant teacher, and family service counselor. Work processes have been developed and apprenticeship representatives across Virginia are meeting with Head Start Directors registering programs and apprentices. Augusta County Public Schools registered a program for secretaries that includes three different certification levels. Over fifty apprentices are registered to date. The DOLI staff member, Related Instruction Coordinator, and ACPS Assistant Superintendent for Personnel worked on this project for fourteen months. The Assistant Superintendent has offered to share information with any school division in the Commonwealth on the value of this program. The Division is still working with the Hispanic community. Bridges are being built that are expected to pay dividends in the future. Fort Pickett was registered as a new sponsor. Ms. Donati thanked the Council for approving the Industrial Hygienist apprenticeship program. She stated that Commissioner Davenport was the driving force in the development of both the Industrial Hygienist and the Safety and Health Compliance Officer apprenticeship programs. Ms. Donati thanked Ellen Marie Hess for her assistance during the Williams Steel investigation.

Department of Labor and Industry:

Commissioner Davenport addressed the Council. He began by reviewing the Health and Safety Compliance Officer apprenticeship staff meeting that was held in Charlottesville. Twelve apprentices are now registered. Their backgrounds are widely varied; they are very excited to have a pathway to hone their skills with consistent training. He thanked the Council for approving the Industrial Hygienist program. Some current employees will be registered in this program with credit given for previous experience. One of the major benefits of these two new DOLI programs is that the Commonwealth will have a better trained workforce. He reported that the Governor's Taskforce on Construction Report has gone to the Governor and thanked the Council members who served on the Taskforce. Commissioner Davenport announced that the apprenticeship position in Manassas will be relocated to Winchester and recruiting has begun. DOLI is leasing space from the VEC in Winchester. He described the size of the Northern Virginia region and the advantages of being located in the Winchester area. He thanked the Council and all the staff for the work and energy committed to Registered Apprenticeship. Chairman Baker thanked Commissioner Davenport for all of his support over the years both to the Council and of Registered Apprenticeship.

ANNOUNCEMENTS:

The chairman thanked everyone for attending. The next meeting will be held on Thursday, December 8, 2005 at Confederate Hills Recreation Building, 302 Lee Avenue, Highland Springs. Outstanding Apprenticeship Awards will be presented. There were no other announcements.

The meeting was adjourned at 10:45 A.M.

Barry W. Baker, Chair

C. Ray Davenport, Secretary