

## **APPROVED**

### **THE VIRGINIA APPRENTICESHIP COUNCIL MINUTES**

The Virginia Apprenticeship Council (Council) met on Thursday, November 18, 2010 at Confederate Hills Recreational Center. Chairman Darold Kemp called the meeting to order at 10:05 a.m.

**COUNCIL MEMBERS PRESENT:** Darold Kemp, Chairman  
Dudley Harris  
Everett Patterson  
Dr. Tom Cecere for Chancellor DuBois  
Earl Dickerson  
Dr. Dave Tysinger for John Broadway  
Lorne Seay

**STAFF PRESENT:** Courtney Malveaux, Commissioner, DOLI  
Beverley Donati, Division Director  
Patricia Morrison, Assistant Division Director  
Donna Carvana, Apprenticeship Representative  
Reba O'Connor, Regulatory Coordinator

#### **CALL TO ORDER AND INTRODUCTIONS:**

Chairman Kemp called the meeting to order at 10:05 a.m. He thanked the Henrico Public Schools and the staff for hosting the meeting. Council members introduced themselves. Chairman Kemp recognized guests in the audience. Mr. Joe Hersh with the Federal Department of Labor, Mr. Jim Walker, former Commissioner Davenport, Mr. Ray Louth and John McDowell from local Federal Department of Labor.

Ms. Bev Donati, the Director of the Division of Registered Apprenticeship introduced members of her staff: Trish Morrison, Donna Carvana, and Reba O'Connor. Ms. Donati also introduced Dave Siewert and Elizabeth Moran from the Virginia Community College System staff.

The meeting adjourned temporarily to conduct the Outstanding Apprentice Awards for 2010.

Dr. Robert Leber, an intended guest for the presentation of the Outstanding Apprenticeship ceremony had been called away unexpectedly. His remarks are attached to be read into the minutes.\* (See the letter attached at the end of this document.)

(Readjournalment)

#### **PUBLIC COMMENT:**

There was no public comment.

Chairman Kemp asked that Mr. Joe Hersh address the Council. Mr. Hersh brought greetings from John Ladd, the National Administrator and expressed his congratulations to the program. Over the year, Mr. Hersh and Ms. Donati had been working together to package the Virginia regulations for submission to the National office. He mentioned that the National office would be having a meeting in Atlanta to bring all the workforce groups together.

**COUNCIL COMMENTS:**

There were no comments offered by Council members.

**APPROVAL OF MINUTES:**

On proper motion and second the minutes for the Council meeting held on August 19, 2010 were approved by Council members by roll call vote.

**CORRESPONDENCE:**

There was no correspondence.

**OLD BUSINESS:**

Everyone received a copy of the by-laws and its revisions. Chairman Kemp made a motion to approve the revisions as of this date. The motion was seconded and carried by roll call vote.

**NEW BUSINESS:**

**Outstanding Apprentice Awards Committee:**

Everett Patterson thanked Councilwoman McQuade and Earl Dickerson for assisting on the Outstanding Apprentice Awards committee work.

**SUB-COMMITTEE REPORTS:**

**Ad Hoc Subcommittee:**

Mr. Harris announced that the sub-committee met to discuss regulations changes on September 29, 2010. The state regulations are changing to meet the provisions of the U.S. Department of Labor, Office of Apprenticeship. We must have our draft into the Office of Apprenticeship at the end of December. One of the major points on interim credentials, competency and hybrid based occupations generated discussion. The council members were emailed all the regulation changes. Ms. Donati clarified that this is a submission for concurrence at the Office of Apprenticeship.

A motion was made that until further guidance comes from the US DOL Office of Apprenticeship, that all occupations remain time-based. Further explained was that the council would work closely with staff to develop applicable policy and procedures consistent with industry expectations. The motion passed by roll call vote.

Mr. Dudley Harris moved that all requests by sponsors for interim credentials be referred to the US DOL Office of Apprenticeship for action. The motion was properly seconded and carried by roll call vote.

Mr. Dudley Harris moved that all requests for occupations contain at least 2,000 hours of on-the-job learning. The motion was properly seconded and carried by roll call vote.

Chairman Kemp moved to send to the US DOL Office of Apprenticeship all of the information requested including the proposed code and regulations revisions for review and concurrence. The motion carried by roll call vote.

## **REPORTS:**

### **Virginia Outstanding Apprentice Awards:**

Previously reported.

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

Chairman Kemp, also the VAAA President reported that the annual Golf Tournament was a success. Mr. Gary Duff took care of that event. This year's Honoree was Jim Walker. The annual business meeting and social was conducted. Three \$1,000 scholarships were presented earlier in the year and recipients were honored. Mr. Ray Davenport received a resolution of appreciation.

### **Virginia Employment Commission (VEC):**

Dr. Tysinger congratulated the Outstanding Apprentice Award recipients on behalf of Commissioner Broadway. The current Virginia unemployment rate is 6.5% for September; the U.S. rate is 9.2.

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

No report.

Chairman Kemp announced that Gloria Westerman is now with Southside Community College and he thanked Dr. Cecere and Dave Siewert for their continued support of the apprenticeship program.

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

Ms. Donati reported that the Division had some stimulus funding that will be in use through March per an extension granted. A full report on that grant will be done in April. We will be forwarding our information to the Office of Apprenticeship in December.

The revisions to the regulations have been time-consuming and have involved a lot of people in several offices, not only in Virginia but across the country, as part of an ongoing process. The regulations came out very quickly, in 2008 and all states must become compliant. We are sending a draft of our revisions in December.

The last year's budget included adding apprentice registration fees and a corresponding 28% reduction in general funding. We were able to cover that with a grant for this year. The Commissioner will address this more. We will be bringing stakeholders together for further discussion.

We were able to fund a staff meeting this year to be able to discuss the upcoming changes, such as changes in definitions. The definition of "Active Sponsor" is changing and we were able to go over those examples. These items will promote consistency throughout the country. Another new item is the Quality Assurance Assessment which will eventually replace Virginia's sponsor evaluations.

Ms. Donati thanked the subcommittee for their hard work on the regulations issues.

Ms. Donati presented statistics that compared 2009 to 2010. In 2009, there were 4,447 new apprentices. To date in 2010, we have registered 3,372 new apprentices representing a decrease in 1,075. In 2009, we registered 313 new sponsors and reactivated 17. To date in 2010, we have registered 343 new sponsors and reactivated 26. This increase in sponsors is very positive in light of the economy and the unemployment rate.

Ms. Donati wished all a happy Thanksgiving and healthy New Year.

#### **Department of Labor and Industry:**

Commissioner Malveaux thanked the Council for their service and he thanked Mr. Patterson for his service on working with the subcommittee for the Outstanding Apprentices. He also thanked all involved with the Virginia Alumni Association and the successful golf outing.

Commissioner Malveaux added that the economy here is not as bad as in other states and he had spoken with other Labor agency heads across the country. This administration is doing what it can to meet the challenge. Apprenticeship is a big part of helping the overall picture. We look to changing our approach and looking to the targeted sectors and where we can sell apprenticeships.

He commended the staff for the passion they show on the job. Commissioner Malveaux also asked that all work with the stakeholders and work with him to have an inclusive approach to the discussion. He thanked everyone for their continuing efforts to keeping the Registered Apprenticeship program a quality program.

#### **ANNOUNCEMENTS:**

The next meeting is scheduled for Thursday April 21, 2011 at a location to be announced. The meeting was adjourned at 11:30 a. m.

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Chairman Darold Kemp

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Courtney Malveaux, Secretary

**\*VIRGINIA APPRENTICESHIP COUNCIL MEETING**  
**Thursday, November 18, 2010**

Prepared Remarks by Dr. Robert P. Leber

Good morning Chairman Kemp,

Thank you for the opportunity to address the Apprenticeship Council.

I fully intended to be present for these proceedings; however, economic and workforce development business in southern Virginia keeps me away from your meeting. So thank you for allowing my intended comments to read into the minutes of the Council meeting.

I have attended many of your Council meetings and I particularly enjoy the one in the fourth quarter of each year because of the presenting of the Annual Outstanding Apprentice Awards.

As many of you know, prior to my appointment as Senior Advisor to the Governor for Workforce Development, I was a long time employee at Northrop Grumman Shipbuilding, where I had the privilege of heading up The Apprentice School, one of the nation's premier apprentice programs.

Eight out of the past 12 years, students from The Apprentice School have been selected as recipients of the Council's Annual Outstanding Apprentice Award and I have had the pleasure of attending this meeting with those apprentices and their families. I mention this fact so that the four apprentices who are about to receive this year's award know that I fully recognize and appreciate the magnitude of their achievement.

I wish to congratulate Stephanie Jacocks, Timothy Scott, Rachael Morgan and Phillip Sheftelman for being selected from over 13,000 individuals currently enrolled as registered apprentices in the Commonwealth of Virginia.

Additionally, I wish to congratulate and thank the sponsors of the four outstanding apprentices for their dedication to both the four individuals and to the state's registered apprentice program. Your companies along with the other 2,300 Virginia sponsors are helping to expand the quantity and quality of the Commonwealth's skilled workforce.

Finally, there's an old saying that when you see a turtle sitting on top of a fence post, you know he had help getting there. Thank you to the families and friends of the four award winners for all of your support and encouragement. I am sure you will celebrate their accomplishment as much as if not more so than the apprentices.

Governor McDonnell and Lieutenant Governor Bolling wish to convey their congratulations to the apprentices, their sponsors, their families and to the Council for helping make the

Commonwealth more competitive in the global marketplace thereby helping to ensure the quality of life for all Virginians.

Thank you. Please have a happy and safe holiday season.

Best regards,

Dr. Robert P. Leber