

**-THE VIRGINIA APPRENTICESHIP COUNCIL  
MINUTES**

The Virginia Apprenticeship Council met on Thursday, March 17, 2016, at New Horizons Regional Education Center, Hampton, 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:**

Beverley Donati, Division Director  
Kathleen Eddington, Assistant Division Director  
Jessica Waddy, Administrative Assistant  
Delores Ferrell, Apprenticeship Consultant  
Maynard Stowe, Apprenticeship Consultant  
Rick Brooks, Apprenticeship Consultant

**CALL TO ORDER AND INTRODUCTIONS:**

Chairman Darold Kemp called the meeting to order at 10:00 a.m. Chairman Kemp welcomed everyone. He thanked New Horizons Regional Education Center for hosting the Council meeting and introduced Peter Mercier.

Peter Mercier welcomed the Council and guests to New Horizons Regional Education Center.

Council members introduced themselves.

Chairman Kemp acknowledged in the audience Tommy Bell, Business Manager for the Ironworkers Local 79/President of the Virginia Apprenticeship Alumni Association, Doris Crouse-Mays, President of the Virginia AFL-CIO and Skip Johnson, Apprenticeship Coordinator with STIHL, Inc.

Registered Apprenticeship Director, Beverley Donati introduced Kathleen Eddington, Assistant Division Director, Jessica Waddy, Administrative Assistant, Delores Ferrell, Apprenticeship Consultant and Maynard Stowe, Apprenticeship Consultant.

**PUBLIC COMMENT:**

No public comment.

**COUNCIL COMMENTS:**

No comments offered by Council members.

**SPECIAL PRESENTATION:**

Chairman Kemp was joined by Commissioner Davenport, Commissioner Ellen Marie Hess and Mr. Johnson with STIHL, Inc. at the podium. Commissioner Davenport began by stating that STIHL was awarded the NASWA National Business of the Year Award which recognizes a business that demonstrates outstanding accomplishments resulting in a positive impact on its workforce, industry and community. STIHL was nominated by the Virginia Employment Commission based on the strength of their

apprenticeship program. STIHL became a sponsor of Registered Apprenticeship in April 1979. They currently have eight apprentices in the occupations of Tool & Die Maker, CNC Machinist and Mechatronics. Commissioner Davenport encouraged all in attendance to read the press release regarding the NASWA Award. Commissioner Davenport presented Mr. Johnson with a Certificate of Recognition from the Virginia Department of Labor and Industry.

**APPROVAL OF MINUTES:**

On proper motion and second the minutes for the Council meeting held on September 17, 2015, were approved by Council members by roll call vote.

**CORRESPONDENCE:**

There was no correspondence.

**OLD BUSINESS:**

There was no old business.

**NEW BUSINESS:**

Assistant Director Eddington addressed the Council regarding the Governor's Executive Order Forty-Nine signed October 6, 2015, which is a new incentive program for employers to support registered apprenticeships. She stated that over the past three months the department has been tasked with developing guidelines, application and redesigning the Department's webpage regarding the Virginia Registered Apprenticeship Related Instruction Incentive Program (ARIIP). To date there have been multiple inquiries and the first applications have been received. Assistant Director Eddington stated this has been a team effort and thanked all for their assistance.

**REPORTS:**

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

Tommy Bell, VAAA President, reported scholarship applications will be sent out in the near future. This year one \$1000.00 VAAA apprentice scholarship, one \$1000.00 VAAA CTE scholarship, and two \$500.00 scholarships for high school seniors who will complete a CTE program and enter a registered apprenticeship program will be awarded along with a one \$1000.00 sponsorship for the Skills USA State competition. There will be a 2016 golf tournament with the date and location to be announced. The golf tournament is the largest annual fundraiser for the association. Mr. Bell encouraged all to visit the Alumni's website, [www.vaappr.org](http://www.vaappr.org), and consider joining the VAAA.

**Virginia Employment Commission (VEC):**

Commissioner Hess reported the unemployment rate has fallen to 4.1% which is well below national average. She also noted that the VEC is counter cyclically funded which means during hard times when a lot of work is being done and a lot of unemployment claims are being processed they receive higher grant funds and those funds are reduced when times are good.

Commissioner Hess also reported that the Commonwealth Institute for Fiscal Policy has a blog which talked about the different rates of reciprocity of unemployment benefits across the nation, which is the percentage of the unemployed in a state receiving unemployment benefits. Virginia ranked 44<sup>th</sup> which means of all the states, the district and the territories Virginia is 9<sup>th</sup> from the bottom.

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

Ms. Elizabeth Moran reported Governor McAuliffe signed the first-in-the-nation Pay-for-Performance Workforce Law that establishes a workforce training program targeted to increase specific industry certifications and occupational licenses that meet the needs of businesses in each region of the state.

In addition to this new law, Governor McAuliffe announced that the final two-year state budget contains \$20 million in new resources for workforce, including \$12.5 million for credential incentives, \$6 million for equipment needed by career and technical training programs, and \$1.5 million for a veterans' portal to strengthen outreach to this key population. Funding begins July 1, 2016. More details to come.

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

Director Donati began by saying that many things have been going on in the Division of Registered Apprenticeship. With the new incentive program, having the ability to offer sponsors an incentive such as paying for related instruction is a long way from when registered apprenticeship was described as the "best kept secret". Many industries are not familiar with Registered Apprenticeship and the consultants are knocking on their doors to explain the advantages. More continues to be learned about additional federal and state grants and funding for workforce development which may include Registered Apprenticeship.

Governor McAuliffe signed in the first-in-the-nation Pay-for-Performance Workforce Law. A copy of the March 10, 2016 Press Release was provided to Council members and copies were located on the sign-in table for those interested.

One major project underway with the Division of Registered Apprenticeship is to identify where each apprentice is taking related instruction such as a Community College, Technical Center or On-site and the method of delivery. The headquarter staff reached out to all sponsors electronically back in the fall asking for the current status of their apprentices. If no response from the sponsor the consultant reached out to them to find the answers. This will be an annual communication to all sponsors, very time consuming but of great value.

Director Donati reported that the Registered Apprenticeship staff has grown. We have an additional consultant in Verona, Manassas and Norfolk offices. In headquarters, Kathleen Eddington joined as our Assistant Director and Vangie Renshaw as our electronic records specialist.

Last fall the USDOL decided to look at equal opportunity in Registered Apprenticeship which is 29 CFR 30, they put out a notice with a 15 day comment period. Our agency made comments and this will take General Assembly law action so there will be more to come in the future.

The agency website is being revised and all were encouraged to visit [www.doli.virginia.gov](http://www.doli.virginia.gov). Suggestions are welcomed on ideas that might make it easier to navigate.

The following numbers were provided effective 03/16/2016:

Sponsors: 2,115 (this includes 118 either new or reactivated)

Apprentices: 14,570

Certificate of Completions: 2,193

1,036 USMAPS which includes US Navy, Marines and Coast Guard

1,157 certificates were awarded to all other apprentices

Please note each certificate is personally signed by Commissioner Davenport.

### **DEPARTMENT OF LABOR AND INDUSTRY:**

Commissioner Davenport began by thanking Director Donati, who was available during the time she was recently out, for all her help, Assistant Director Eddington for all the work she has done with the new incentive program and all the staff for their hard work. He encouraged all to go to [www.doli.virginia.gov](http://www.doli.virginia.gov) regarding the Governor's Executive Order 49 to review the guidelines that will assist sponsors with paying for the related instruction costs for apprentices that complete. The website contains all the information regarding the occupations pertaining to this EO, the guidelines and application. On the website there is also a link that goes to the community college systems and pay-for-performance and other programs that are available.

From the last Council meeting regarding sequestration relating to Occupational Safety & Health - 50/50 funding, and Consultation - 90/10 funding, the federal budget in regards to sequestration has been taken care of for the immediate future. There is funding on the federal side that was not restored, therefore we are lacking a number of positions in VOSH and Consultation. Virginia operates OSHA under what is called a Performance Grant which states we must be as effective as Federal OSHA and when we have unfunded positions, at some point the Feds start looking, and there have been cases in other states where they come in and conduct hearings and look at the program overall. We are conscious of that fact and also made the Governor aware.

The Governor did propose in the budget, which came out in December, some additional positions in Occupational Safety and Health and Labor and Employment Law. Unfortunately the proposals did not make it through the General Assembly.

Point of information for the business community – Federal OSHA has increased some of the penalties which will become effective July 1, 2016. Penalties have not increased since 1990; this is an increase of approximately 82%. They will be tied to the CPI going forward and was part of the language that was included in the budget document which was agreed to by Congress and the President. No advance notice was received on this increase. As a state plan state we will have to adopt these provisions. Normally we have six months to adopt OSHA regulatory changes. In this case, the fact that the OSHA penalty increase goes into effect July 1<sup>st</sup> and our penalties are contained in the Code of Virginia we will be unable to meet the six month deadline. We will need to propose legislation to adopt the OSHA changes the next General Assembly session.

**ANNOUNCEMENTS:**

Chairman Kemp announced the upcoming Council meetings - Thursday, June 16, 2016, location to be announced and Thursday, September 15, 2016, location to be announced.

Chairman Kemp thanked the Council, Director Donati and her staff and all in attendance.

Meeting adjourned 10:41 a.m.

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Mr. Darold Kemp, Chairman

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Mr. Ray Davenport, Secretary