

APPROVED

**THE VIRGINIA APPRENTICESHIP COUNCIL
MINUTES**

The Virginia Apprenticeship Council (Council) met on Thursday, June 19, 2008 at New Horizons Regional Education Center, 520 Butler Farm Road, Hampton, VA 23666. Chairman Dr. Steven R. Staples called the meeting to order at 10:08 a.m.

COUNCIL MEMBERS PRESENT: Dr. Steven R. Staples, Chairman
Don Lilywhite for Delores Esser
Everett Patterson
Lorne Seay
Alton Glass
Gloria Westerman for Dr. Glen Dubois
Dudley Harris
Catherine McQuade
Robert Bess

STAFF PRESENT: C. Ray Davenport, Commissioner, DOLI
Beverley Donati, Division Director
Patricia Morrison, Assistant Division Director
Reba O'Connor, Policy & Planning Specialist
Delores Ferrell, Apprenticeship Representative

CALL TO ORDER AND INTRODUCTIONS:

Dr. Staples called the meeting to order at 10:08 a.m. Dave Kramer, the Principal of New Horizons campus welcomed the meeting participants. He informed the Council of New Horizons' recent honor of receiving a grant from the Governor to be designated as the Innovation, Technology and Engineering Academy. This is the sixth entity that New Horizons services in the region.

Council members introduced themselves.

PUBLIC COMMENT:

There was no public comment.

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 March 20, 2008 were approved unanimously by Council members.

CORRESPONDENCE:

There was no correspondence to the Council.

OLD BUSINESS:

Ms. O'Connor, Regulatory Coordinator for the Department of Labor and Industry, reported that the Governor had approved the Final Stage of the Apprenticeship Regulation, 16 VAC 20-20. The regulation will be published in the Virginia Register on July 7, 2008 and will be open for public comment for a 30-day period that ends on August 7, 2008. The regulation will become final on that date if there are no changes that result from public comment.

NEW BUSINESS:

There was no new business.

SUB-COMMITTEE REPORTS

There were no sub-committee reports.

REPORTS:

Virginia Apprenticeship Alumni Association (VAAA):

Ray Louth, President of the VAAA thanked the Officers and the Department of Labor and Industry staff for all their assistance. Their annual meeting was held on May 22, 2008 in Richmond. Membership was reported as up. Thanks go to Dr. Jim Hughes of Northrop Grumman who promotes VAAA membership to all new graduates. The largest revenue producer for the VAAA is the golf tournament. This year's golf tournament has been named for Dr. Jim Hughes of Northrop Grumman and will be held on September 25, 2008. Gary Duff is the contact person for the event which will be held at The Hollows.

The Association also hit one of the largest goals of spreading the word of apprenticeship and is now at a point with membership and the treasury to be able to award a scholarship(s). A committee has been formed to look into some type of scholarship to promote Registered Apprenticeship. This was one of the major goals to help a young person with continuing education for their apprenticeship.

Virginia Employment Commission (VEC):

No report.

Virginia Community College System:

Gloria Westerman reported that final numbers would not be available until after June 30 and that she hopes to have a demo of the database that houses the data associated with apprenticeship related instruction for the Council at the September meeting. She and Bev Donati are pulling together a team to develop a strategic plan to clarify procedures and roles. Last year was a turning point for cooperation between instructors, providers and apprenticeship representatives.

She convened a meeting with the Shaw group out of Southwest Virginia which was attended by Apprenticeship Representative Patty Moore. Bev Donati indicated that as of Thursday morning, they had agreed to become a sponsor of apprenticeship and would be signing up apprentices in many areas. Ms. Westerman said her staff is still looking for opportunities in the non-traditional fields such as vineyard management.

Dr. Staples then introduced Mr. Joe Johnson when he arrived. He is the Executive Director of New Horizons and he reported that apprenticeship numbers were up.

U.S. Department of Labor, Office of Apprenticeship:

Jim Walker brought greetings from the National and Regional offices and also greetings from retired representative Nat Dailey. Mr. Walker indicated that the federal office was transferring programs over to the state division. Federal representative John McDowell has been making face-to-face contact with his sponsors.

Division of Registered Apprenticeship:

Bev Donati asked that personal information updates be completed and turned in. Last year it was a record-setting year for number of completions and the trend is up again this year. The Division is working on new occupations such as boat-building and serving the needs of the printing industry. She is a member of the Statewide Career Pathway Committee. The goal is to design and develop a statewide career pathways plan for the Commonwealth. To date, there has been an electronic Jam that involved numerous stakeholders. On June 4, 2008, the plan was officially launched with the Governor in attendance. A follow up report will be delivered in September.

Trish Morrison reported on several initiatives. She participates in the Virginia Offender Workforce Development Partnership which recently held an employer panel to discuss the issues surrounding re-entering the workforce after incarceration. Gary Duff was one of the panel members at the invitation of the Division of Registered Apprenticeship. A lot of system wide problems were identified as obstacles to the goal of prisoner re-entry.

McKee Foods identified the need for highly skilled employees to work in their Stuart's Draft processing facility. The HR Director and the Government Liason for McKee Foods convened a summit of approximately 50 people from various companies, educational entities and economic representatives. However, it was discovered that enrollment in the types of advanced electronics classes is poor. In contrast, one other new initiative (boatbuilding) is collaboratively using the instructors to assist the industry in moving students into that field.

The wine industry came seeking help in satisfying their need for skilled workers. VCCS was able to provide a grant to Piedmont Virginia Community College to develop curriculum that would meet the industry's needs. We are now trying to methodically work with all the players in the industry to go back out in the field and promote the use of apprenticeship. Ms. Westerman added that this is a true career pathway starting with a Cellar Technician position, and the possibility to achieve an Associate's Degree or even a Bachelor's Degree from Virginia Tech.

Bev Donati concluded that the Headquarters office is continually seeking to provide resources to the Apprenticeship Representatives for new industries.

Department of Labor and Industry:

Commissioner Davenport reported that there was no further information regarding 29 CFR 29, Part 29 - (Labor Standards for The Registration of Apprenticeship Programs), as far as implementation. There were a number of comments sent in and the US Department of Labor is reviewing these comments. The American Industrial Hygiene Association, which did a presentation at the VOSH conference, does track info regarding regulations and they had not reported any current information about the pending regulation. It is not likely that this administration would act if there is not a final draft of the regulation approved. The changes could be approved in a future administration.

To date, close to half a million dollars reduction has hit our agency budget. The most recent cut was an additional 1.5% reduction equaling \$85,000 decrease to the agency's budget. The agency is handling it by not filling positions; it has not had to lay anybody off.

Bev Donati, Gloria Westerman and the Commissioner have been attending meetings with the printing industry. Mr. Davenport related that it is good to revisit these industries that some have a long history with apprenticeship, but seem to have forgotten about that practice. The printing association identified the need for highly skilled workers to meet the needs of technological advancements.

The Commissioner also was a guest at the Masters Electrician and Electrical Contractors Association graduation of 100 apprentices who graduated from a variety of employers. It was apparent that a majority of the apprentices were of Hispanic heritage and were thankful for the opportunity to learn a trade. He was also going to attend the International Brotherhood of Electrical Workers local 80 (Tidewater) graduation.

ANNOUNCEMENTS:

Gary Duff announced that the VAAA annual Golf Tournament would once again be held in September at the Hollows, but on September 25th instead of the 18th. It was noted that the Council meeting would also be changed to that date.

ANNOUNCEMENTS:

The next meeting is scheduled for September 25, 2008 at J. Sargeant Reynolds Community College, North Run Business Park, 1630 East Parham Road, Richmond, VA.

The meeting was adjourned at 10:53 a. m.

Dr. Steven R. Staples

C. Ray Davenport, Secretary