

THE VIRGINIA APPRENTICESHIP COUNCIL MINUTES

The Virginia Apprenticeship Council met on Thursday, September 21, 2017 at the Department of Professional and Occupational Regulation, Richmond, VA.

COUNCIL MEMBERS PRESENT: Darold Kemp, Chairman
Dr. Robert Benson
Danny Brookman
Dudley Harris
Ellen Marie Hess
Terry Kelly
Rebecca Leinen
Greta Nicholson
Michael Mays
Dr. Leigh Armistead
Ray Davenport, Commissioner

STAFF PRESENT: Patricia Morrison, Director
Kathleen Eddington, Assistant Director
Holly Raney (Policy & Planning)

CALL TO ORDER AND INTRODUCTIONS:

Chairman Darold Kemp called the meeting to order at 10:00 am and welcomed everyone. Council members introduced themselves. Chairman Kemp acknowledged the presence of Doris Crouse-Mays (Virginia AFL-CIO) and Norris Williams, Virginia Apprenticeship Alumni Association.

Chairman Kemp thanked the staff of the Department of Professional and Occupational Regulation for their hospitality.

PUBLIC COMMENT:

No public comment.

COUNCIL COMMENTS:

No Comments.

APPROVAL OF MINUTES:

On proper motion and second, the minutes for the Council meeting held on Thursday, June 22, 2017 were approved by Council members by roll call vote.

CORRESPONDENCE:

There was no correspondence.

OLD BUSINESS:

There was no old business.

NEW BUSINESS:

Michael Mays, Exemption from Examination Subcommittee member reported:

Sponsor 2017-02R has been registered for 21 years and this is the company's first submission for Exemption from Examination by the sponsor. The request has been reviewed and meets the requirements for exemptions from licensing examination until September 21, 2021.

A motion was properly made, seconded and passed by roll call vote.

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

Norris Williams thanked the council for the opportunity to speak filling in for Thomas Bell, President VAAA. The Virginia Apprenticeship Alumni Association (VAAA) began in 2004 and promotes Registered Apprenticeship. VAAA raises money for scholarships for outstanding apprentices and career and technical education (CTE) instructors. There were two scholarship winners this year one being for a Career and Technical Education instructor with an exemplary program. VAAA sponsored a luncheon for West Virginia Women Work and the promotion of women in industry. An invitation was made to support the annual VAAA scholarship fundraiser golf tournament, on October 5, 2017 at Hollows Golf Club, Hanover County.

Virginia Employment Commission (VEC):

Commissioner Hess reported Virginia's seasonally adjusted unemployment rate held steady in August at 3.8 percent but was down 0.3 percentage point from a year ago. Virginia's seasonally adjusted nonfarm employment increased by 2,200 jobs in August, the third consecutive monthly increase, and set a new record high of 3,981,200. In addition, July's over-the-month nonfarm employment increase was revised from an initially reported gain of 8,300 jobs to a gain of 11,400 jobs.

The VEC's role in the misclassification is continuing to evolve. The agency has forwarded two cases involving misclassified workers which the agency received as complaints to the OAG for prosecution. We are receiving referrals from the Division of Labor and Employment Law at DOLI. We have a meeting scheduled for September 28 with DOLI to continue to improve the process. Also on the issue of misclassification, Commissioner Hess and one of the special misclassification auditors will be on a panel discussing worker misclassification at the Virginia Bar Association's Annual Administrative Law Conference on November 9. Jay Withrow, Director of Legal Support at DOLI and Sam Towell from the Office of the Attorney General will also participating in the panel.

The agency hosted a meeting with the Heavy Construction Contractors Association. This group's members are looking for 2,000 to 5,000 workers in the next few years, 1,000 by spring. In the long term these companies are facing the same demographic issue many organizations are facing, the aging workforce. The agency, in collaboration with its workforce partners is going to help identify short term and long term solutions. Trish Morrison, attended the initial meeting as did representatives from VCCS's Title I programs.

Virginia Community College System (VCCS):

N/A

Division of Registered Apprenticeship:

Director Morrison began by giving an update on the numbers for the Division for the current fiscal year:

Metrics refer to what we use for the measures for our own staff which also aligns with our performance evaluations. It covers the annual period from August 1, 2016 thru July 31, 2017. We had many territorial changes throughout the last year due to personnel issues and right-sizing some districts, so going forward this is a good baseline.

We finished with 2,214 Active Sponsors; we added 352 new and reactivated sponsors

We had 15, 209 active apprentices in the following categories:

582 are in the National Guard program

484 are in the Department of Corrections program

4,180 are dually registered with the National office in the USMAPS (Navy) program

9,963 are in the private/public sector in the Commonwealth

2,305 completion credentials were issued

4,099 new apprentices were registered

We just came off of our summer staff meeting. On our first day we met with the Department of Aging and Rehabilitative Services Business Management Team. This team works with businesses that have the ability to stretch their recruitment efforts to actively hire those with intellectual, physical or learning disabilities. They have a deep bench of business leads, as do we and we embarked on a relationship for the future where we can tag team.

Kathleen and our Education Specialist Tom Cecere then discussed some of the measures we are taking to shore up our apprenticeship related instruction data. We are entering year 3 of the transition of the responsibilities, duties and authorities from the VCCS and we are embracing the opportunity to create the reports that show us the realities of how and where apprenticeship related instruction occurs.

We are still working on various aspects of our Accelerator Grant. Our Manassas Consultant took the lead on arranging for the West Virginia Women Work to come do free technical training with our large construction and manufacturing programs who are interested in recruiting more women into their worksites. This is a reflection of a tightening labor market.

In October, the Roanoke Economic Development group and the Workforce Development Board are co-hosting a workforce summit with RA to expand into the Roanoke area.

Department of Labor and Industry (DOLI):

Commissioner Davenport reported the following:

We have no update on changes in the regulations to come in compliance with 29:29 and 29:30 from OA.

Tragically and unfortunately VOSH ended the calendar year with 42 (1 less due to jurisdiction issue) FATALITIES FOR 2016, a 35% increase from the 31 fatalities experienced in 2015. YTD we are at 24 fatalities. We issued another PSA regarding the substantial increase in fatalities during the month of July (7) vs. (8) last year. The Commissioner thanked all the council members for sharing the PSA.

Silica standard in construction OSHA adopted last June 23rd to become effective this June 23rd. April of this year OSHA delayed the effective date for 90 days. However, VOSH effective date is still June 23rd. As of now we believe the OSHA effective date will be September 23rd.

VOSH increase in maximum penalties became effective July 1st. There is a wide array of information on the agency website.

In the process of screening and interviewing for the 6 additional positions, 3 consultants and 3 VPP coordinators is continuing, with 4 of the 6 on board.

Board appointments I have been assured will be done prior to end of Governor's term.

Thank you for your service and support.

The Commissioner closed his remarks by thanking the Council for their time and service.

ANNOUNCEMENTS:

Patricia Morrison shared email inquiries with the council members. First email was from a young man interested in Cyber Security & Information Technology. In the email the gentleman states he is researching opportunities using CareerOneStop.org a career exploration website. IT is a new industry for apprenticeship. The Division receives all types of emails on a daily basis regarding information about Registered Apprenticeship Occupations. The second email requested information about high school apprenticeships which is currently being revitalized on a national level.

Dr. Benson stated he has an opportunity next week to be part of a panel at Germanna Community College, Spotsylvania. It is sponsored by "Workforce Now" with the main topic transition from high school to the workforce. This is a good platform to speak about RA.

Greta Nicholson commented that IBEW's five year program is seeing a trend in college graduates are now applying for Registered Apprenticeships. The graduates have the ability to understand the required math required by the occupation. College bound kids or college graduates are an untapped resource.

Chairman Kemp announced that the next Council meeting is tentatively scheduled for Thursday, March 15, 2018 at 10 am at New Horizons, Hampton Virginia.

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

The meeting adjourned at 10:45 am.

Mr. Darold Kemp, Chairman

Mr. C. Ray Davenport, Secretary