

FINAL

THE VIRGINIA APPRENTICESHIP COUNCIL MINUTES

The Virginia Apprenticeship Council met on Thursday, September 19, 2019, at the Department of Professional Occupational Regulation Building in Richmond, Virginia.

COUNCIL MEMBERS PRESENT:

Dudley Harris, Chairman
Christopher Cash
Laura Duckworth
Darold Kemp
Michael Mays
Terry Kelley
Ellen Marie Hess
Dr. Latitia McCane
Ray Davenport, Commissioner

STAFF PRESENT:

Patricia Morrison, Director
Kathleen Eddington, Assistant Director
Caly Emerson, Apprenticeship Related Education Specialist
Jacob Schwartz, Program Support Technician

CALL TO ORDER AND INTRODUCTIONS:

Chairman Dudley Harris called the meeting to order at 10:00 am and welcomed everyone.

PUBLIC COMMENT:

No public comment.

COUNCIL COMMENTS:

Chairman Harris mentioned that the Outstanding Apprenticeship Awards will take place again this year in November; Director Morrison will have more information in her report.

APPROVAL OF MINUTES:

On proper motion and second, the minutes for the Council meeting held on June 20, 2019 were approved by Council members by roll call vote. Michael Mays motioned; Christopher Cash seconded.

CORRESPONDENCE:

There was no correspondence.

OLD BUSINESS:

No Old Business

NEW BUSINESS:

By-law reviews: Chairman Harris proposed they remove section 4 item 10, item b Virginia Apprenticeship Alumni Association (VAAA) report. Chairman Harris would like to have the Council comments section moved to the last item of the meeting. Director Morrison suggested the removal of Item C, US DOL Report also. Commissioner Davenport suggested that under the duty of the chair, the chair is to preside over 3 meetings per year. Commissioner Davenport would like that to be amended to all meetings.

Revisions will be sent out to the Council to review and be voted on at the next council meeting.

Exemption from Examination Sub-committee report:

Sponsor 2019-02R had been registered for 31 Years and it is their 2nd submission for request of exemption. The request has been reviewed and meets the requirements for exemptions from licensing examination.

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

Reviews continue regarding the exemption process. DOLI staff will research the history of the exemption from examination process and report its findings at the March 2020 council meeting.

REPORTS:

Virginia Apprenticeship Alumni Association (VAAA):

Chairman Harris proposed removing this report to the end of the meeting if not removing the report from the agenda all together.

Virginia Employment Commission (VEC):

After 56 years in the same location, the Virginia Employment Commission is moving its headquarters. The move will take place over 8 to 12 weeks beginning in late October 2019. VEC is currently headquartered at 703 Main Street, Richmond and will move to Brookfield Place in Henrico County.

The VEC's Unemployment Insurance Modernization Project will go live in the summer of 2020.

The following are statistics related to the work of the misclassification auditors at VEC:

- Cases opened: 325

- Cases closed: 134

- workers reviewed: 8,093

- workers misclassified: 2,178

- wages paid to misclassified workers: \$62,826,681.57

Virginia Community College System (VCCS): N/A

Mr. Estes could not attend.

Division of Registered Apprenticeship (DOLI):

Director Morrison reported the following:

Greetings.

Shortly after the last Council meeting, Chair Harris, Kathleen Eddington and I attended the National Association of State and Territorial Apprenticeship Directors' annual meeting in Helena, Montana. We thank Chairman Harris for his full participation with our organization, and he is one of the few Council Chairs rising to the top of visibility in the national picture. We heard from USDOL regarding the Industrial Recognized Apprenticeship Program, but few concrete details were shared. We also received some coaching on what to expect with the Apprenticeship State Expansion (ASE) Grant. This week is one of sharing of various tidbits and wholesale programs to each other so that we can advance RA nationwide.

During the week, we were also receiving notifications about the ASE grant awards. Our state grant was named the Commonwealth Registered Apprenticeship Future Talent (CRAFT) grant and the emphasis on "Registered" shows us the commitment of the workforce leaders in Virginia to increase support to this program that we all serve. While waiting for grant specifics, the general areas for expansion include assisting Returning Citizens in connecting with an RA opportunity, providing technical assistance to increase the participation of women in Building Trades occupations and to penetrate the state via the schools to have more flags on the map and more students use Youth Registered Apprenticeship or the Work-Based Learning Registered Apprenticeship models.

DOLI has hired two Registered Apprenticeship Consultant apprentices. One will work out of the Roanoke office and one out of the Verona office. We have also interviewed for the Lead Generation Specialist Grant funded position and are in the process of scheduling the Project Manager candidates. Due to retirement, we will soon be recruiting for the Lynchburg office and another RA Consultant for our Central Virginia, Richmond office.

Between Kathleen and myself, presentations have been made at the VOSH conference, the Exchange Strategies Conference, the Southeastern Region National Correctional Industries Association, Southern Virginia Higher Education Center, Virginia Association of Trade and Industrial Educators (VATIE) conference, VA School Board Task Force Association, and the Inaugural First Congressional District Career and Technical Education Task Force Meeting to name a few.

Division metrics: The metrics reflect numbers in the time frame from September 16, 2018, through September 16, 2019. Due to the division working in two different database systems, this is the only time frame currently available for a congruent report. The division has two different fiscal year designations between state and Federal and the ability to specify date range reports in the RAPIDS 2.0 system. The division is hopeful that this feature will return during the next sprint of system changes.

106 National Guard apprentices active
 500 Department of Corrections' apprentices active
 11,465 public/private apprentices active
 12,071 total

In this time we issued 1,870 Completion Certificates
We added 3638 new apprentices
We added 335 new or re-activated sponsors

We have 14 Schools who have created formal, Youth Registered Apprenticeship programs and/or Work Based Learning (WBL) RA programs.

To wrap up, I'd like to share an anecdote heard from a panelist at one of the afore-mentioned conferences. One of our long-time RA sponsors had added a Youth Registered Apprenticeship component to his company. His new apprentice, a young man and he attended the same church. One Sunday, the young man was distressed and asked to speak to our sponsor alone. He shared with him that after he had done a signing day and it was common knowledge that he was pursuing a career as an electrician, the school counselor took him aside and actively tried to talk him out of it and instead work toward four-year college acceptance. Additionally, the young man felt demeaned by the school professional for making this choice. That is why he wanted to have the conversation with his fellow church-mate and future employer. Our sponsor told this story in front of 100 educators, workforce and economic development practitioners.

Department of Labor and Industry (DOLI):

Commissioner Davenport reported the following:

The Commonwealth's Registered Apprenticeship Future Talent (CRAFT) grant recruitment is proceeding. Interviews have been conducted for LGS Specialist. Interviews for the Project Manager will occur in the coming weeks. DOLI is awaiting word regarding the recruitment for the Alignment Director. The Commissioner had the opportunity to attend the UVA Registered Apprenticeship Graduation on June 27, 2019, on the campus of UVA. The graduation event was well attended and also had a signing ceremony for the new starting apprentices. It was a first class event! Congratulations to Laura Duckworth and her staff for making it such a nice event for the graduating apprentices and the newly inducted apprentices and their families. Thank you for the opportunity to participate.

DOLI YTD in 2019, Virginia Occupational Safety and Health, (VOSH) has investigated 31 (18 at our last meeting) fatal workplace accidents that we have jurisdiction.

- As of the week ending September 13th of the current calendar year VOSH has investigated 31 fatal workplace accidents that we had jurisdiction over. One noted trend in the fatalities investigated so far this year, 14 of the fatalities this year were the result of falls and 7 were the result of struck by/against equipment, objects, vehicles or trees; 3 were the result of Overhead High Voltage line contact or electrocution. 11 of these were in construction and 16 of the fatalities were in General Industry.
- We remain very concerned about the fatality rate, year to date and from one year to the next going in the wrong direction.
- On a much brighter note, VOSH held our 24th Annual Occupational Safety and Health Conference in Virginia Beach last week. By all indications it was a successful event and more than 400 participants attended two general sessions, one key note session and 41 concurrent sessions at the conference. There were 33 vendors who participated at the Conference. A great outreach event!

In closing, the Commissioner thanked the Council for their service and support to Virginia's Apprenticeship Council and Registered Apprenticeship.

ANNOUNCEMENTS:

Laura Duckworth asked if the council could come up with a vision/mission for what the council should try and achieve next year.

Registered Apprenticeship's 2nd Annual Outstanding Apprentice Awards will be held November 15, 2019, at the Koger Center at the Doubletree in Midlothian, VA.

On October 24, 2019, UVA Facility Management is having an Apprenticeship Summit. The idea is to try and show employers that Registered Apprenticeship (RA) is easy and there are resources available to help offset costs. RA provides a pipeline for new employees, but also helps integrate safety as well as leadership and professional development training into a company's apprenticeship training.

Chairman Harris informed the council that the US Department of Labor gave a \$500,000 grant to introduce workforce for women in shipbuilding to the Hampton Road shipbuilding Association.

Dr. McCane invited the council to their 1st annual Hall of Fame Induction ceremony on Friday, September 27, 2019. The Apprentice School is close to being able to award associate degrees and be accredited as a Post-secondary institution.

Chairman Harris announced that the next Council meeting is scheduled for Thursday March 26, 2020, at 10:00 am at New Horizons' Newport News campus.

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

The meeting adjourned at 11:33 am.

Mr. Dudley Harris, Chairman

Mr. C. Ray Davenport, Secretary