

# Virginia Apprenticeship Council



## 2023-2024 Annual Report

Dudley Harris, Chairman  
Nicole Overley, Secretary  
11-1-2024



**MESSAGE FROM THE APPRENTICESHIP COUNCIL SECRETARY**



On behalf of Chairman Dudley Harris, the Virginia Apprenticeship Council, and the Virginia Works Registered Apprenticeship Program, I am pleased to submit this inaugural report on the activities of the Apprenticeship Council since the enabling legislation to create Virginia Works took effect on July 1, 2023.

The Registered Apprenticeship team aligning with and supported by the entire Virginia Works agency and other critical partner agencies are committed to expanding Registered Apprenticeship in the Commonwealth. It has been and remains our goal to develop the next generation of skilled talent to support Virginia’s thriving economy in both traditional apprenticeship occupations, and also to vastly expand new opportunities for apprenticeship in line with our high demand occupation list and feedback from Virginia’s businesses. We are fully committed to and excited about achieving Governor Glenn Youngkin’s goal of 20,000 apprentices by the end of 2025.

I wish to acknowledge the support of our colleagues at the Department of Labor and Industry for assisting us with a smooth transition of the Registered Apprenticeship division and look forward to working with them as members of the Virginia Apprenticeship Council.

Best Regards,

Nicole Overley  
Commissioner, Virginia Works  
Secretary, Virginia Apprenticeship Council





## **APPRENTICESHIP COUNCIL**

### **Structure and Schedule:**

Pursuant to Code Section § 2.2-2044, the enabling legislation for Virginia Works that governs Virginia's Apprenticeship Council, a number of updates have been made to both the structure and the meeting cadence for the Virginia Apprenticeship Council. The membership has expanded from 11 to 16 individuals. We welcomed the following as new ex-officio members:

- Nicole Overley, Virginia Works Commissioner and also serving as Council Secretary
- Dr. Jason Williams, Representing the Chancellor of the Virginia Community College System
- Brian Wolford, Director of the Department of Professional and Occupational Regulation
- Gary Pan, Commissioner of the Department of Labor and Industry
- Dr. Lisa Coons, Superintendent of Public Instruction
- Dr. Doug Straley, Superintendent of Louisa County Public Schools

Governor Youngkin also appointed the following individuals to new three-year terms:

- Meghan James Hurt, Workforce Training Program Representative
- Michelle Feazell Ramaker, Workforce Training Program Representative
- Doris A Crouse-Mays, Employer Representative
- Robert Dudley Harris, Employer Representative

The Virginia Apprenticeship Council will now meet quarterly, an increase from the previous requirement of three meetings per year. In addition, the Council is putting into place a structure to receive regular updates from each ex-officio member representing the Virginia state agencies that are working together to support the growth of Registered Apprenticeship.





### **Policy Issues Addressed:**

Apprenticeship Council minutes for the meetings that occurred this past year in July 2023, as well as March, July, and September of 2024 are attached to this report in the appendix to provide additional details and transparency on specific items discussed.

One of the most consequential issues addressed by the Council this past year focused on Department of Professional and Occupational Regulation (DPOR) licensure for individuals who completed a registered apprenticeship in any occupation governed by the Board of Contractors. This year, the Council sought and received an Attorney General’s opinion regarding exemption from examination as delineated in 18 VAC 50-30-50. Specifically, individuals who have satisfactorily fulfilled an apprenticeship program are exempt from the requisite examination for obtaining a license issued by the Board of Contractors. This pertains specifically to completion of electrical, plumbing, or mechanical (HVAC) apprenticeship within Virginia. In addition, DPOR and the Board for Contractors will collaborate on revising the regulatory requirements to ensure their adherence to Section 54.1-1131 of the Code of Virginia and remove any ambiguity. The Attorney General’s office has provided guidance that 18 VAC 50-30-50 is currently in affect and can be relied upon to waive the examination requirement for those who qualify. DPOR began implementing this positive change on April 2, 2024. Accordingly, the Virginia Apprenticeship Council's Exemption from Examination Sponsors' Program Approval list will be rendered obsolete due to this policy update.

### **VIRGINIA’S REGISTERED APPRENTICESHIP PROGRAM**

Virginia has had a State Apprenticeship Agency since 1938. This proven model is a voluntary, industry-driven pathway for employers to strengthen their workforce while providing individuals with meaningful careers and opportunities for advancement.

Registered Apprenticeship is the ultimate “earn while you learn” program and one of the oldest models of workforce development. Apprentices in a wide variety of fields and





industries complete a minimum of 2,000 hours of on-the-job training and a minimum of 144 hours of related technical instruction each year. The total duration of training varies depending on the program and the occupational requirements. Apprentices receive an agreed-upon progressive wage scale from their employer as they move through their program.

**Performance of Virginia’s Registered Apprenticeship Program in 2024:**

Governor Youngkin has set a goal to double the number of apprentices in the Commonwealth by the end of 2025. The baseline number was set at roughly 11,000. At this time, we are at over 14,000 apprentices registered and given trends across the Commonwealth, we expect to reach 15,000 by the end of 2024.

Federal Fiscal Year	23Q4	24Q1	24Q2	24Q3	24Q4	25Q1*
	7/1/23 - 9/30/23	10/1/23 - 12/31/23	1/1/24- 3/31/24	4/1/24- 6/30/24	7/1/24- 9/30/24	10/1/24- 12/31/24*
<b>New Programs</b>	83	51	48	78	76	24
<b>Active Programs</b>	1733	1755	1773	1814	1856	1867
<b>New Apprentices</b>	1911	898	1045	1832	1748	478
<b>Completed Apprentices</b>	754	299	381	428	585	31
<b>Active Virginia Apprentices</b>	11804	11900	11917	12745	13198	13407
<b>New VA Apps in National Programs</b>	436	137	137	119	150	40
<b>Other Virginia Apprentices</b>						643***
<b>TOTAL</b>						14,568

\*as of 11/21/24

\*\*Virginia residents registered in Federal programs

\*\*\*Historic data not available





### **Apprenticeship Growth Strategy:**

The Apprenticeship Council also received frequent updates on the strategy of Virginia's Registered Apprenticeship program which transitioned out of the Department of Labor and Industry and into Virginia Works. Registered Apprenticeship remains an employer focused program, and our strategy continues to target and promote registered apprenticeship in new industries including IT, healthcare, clean energy, and advanced manufacturing.

Organizationally speaking, Registered Apprenticeship Consultants are physically seated in and functionally integrating into local American Job Centers with state oversight and working more closely with Local Workforce Development Board Directors, staff, business services teams, and all partners in the local ecosystem. This will allow them to be more connected and responsive to the specific needs of their regions.

Additionally, to support goal of doubling the number of apprentices by the end of 2025, the Registered Apprenticeship team has embarked on an ambitious effort to increase the number of intermediaries across the Commonwealth to assist businesses and scale the programs. To that end, Virginia Works has eliminated the previous "application" for intermediaries. It has been replaced it with a simple, two-page Memorandum of Understanding allowing any entity in the Commonwealth who has at least one program and one initial hiring sponsor to register as a group non-joint sponsor.

### **Looking Ahead to Calendar Year 2025**

To accomplish our goals, Virginia Works' Registered Apprenticeship team has identified 6 key focus areas for the upcoming year:

- 1) Continue integrating Registered Apprenticeship into the local workforce ecosystem, with a focus on partnership with each of the Business Services teams that operate locally to conduct outreach and training for new and existing employer sponsors.
- 2) Register and train at least one intermediary in each workforce area and at least one per target high-demand industry, including helping Federal intermediaries become Virginia intermediaries, especially in high-demand industries.





- 3) Implement proactive communications for sponsors about the apprenticeship processes and updated approaches to handle high volume of sponsor activity as the program grows.
- 4) Implement “braided funding” approaches with partner agencies to increase attractiveness of Registered Apprenticeship and incentives for employers.
- 5) Implement and update minimum standards for all programs.
- 6) Ensuring compliance with Federal standards for every Registered Apprenticeship program in the Commonwealth.

Additionally, we will be addressing sponsor program reciprocity as well as the new Federal apprenticeship program changes related to the Notice of Proposed Rule Making (NPRM) on 89 FR 3118. The US Department of Labor is expected to issue their final changes in the Spring of 2025. These matters will be taken up by the Council in 2025 and we look forward to providing next year’s update on these important issues.





**APPENDIX**

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**APPROVED**

**THE VIRGINIA APPRENTICESHIP COUNCIL MINUTES**

The Virginia Apprenticeship Council met on Thursday, September 21, 2023

**COUNCIL MEMBERS PRESENT:**

Dudley Harris, Chairman  
Patrick Dean, Vice Chair  
Dr. Latitia McCane  
Dr. Jameo Pollock  
J. Doug Straley  
Grant Shmelzer  
William Dunn  
Steve Masterson

**STAFF PRESENT:**

Gary Pan, Commissioner (Secretary of the Council)  
David Johnson, Deputy Commissioner  
Tamson Six, Alignment Coordinator and Education Liaison  
James Edmunds, Program Support Technician  
Ryan Goldsberry, Tech Support

**CALL TO ORDER AND INTRODUCTIONS:**

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

Two new appointees on the Council, William Dunn, from Plumbers and Steamfitters Local 10 and Steve Masterson, from JAC Plumbing, Heating & Air Conditioning, Local 110 were introduced to the Council.

**PUBLIC COMMENTS:**

**Daniel Davis from UVA Facilities Management:** The UVA Apprenticeship Program advocates for the Department of Labor and Industry (DOLI) to remain a part of the Virginia Apprenticeship Council. UVA expresses that DOLI should maintain this seat alongside the Virginia Employment Commission (VEC) and the Virginia Community College System (VCCS) on the Virginia Apprenticeship Council. The primary concern is for the safety and health of the apprentices as they progress through their programs. It is a special concern of the UVA Apprenticeship Program that due to the expertise that DOLI be included in any Subcommittee or Review Committee that is involved with the exemption process. UVA wants to make sure that as apprenticeship moves into the pathway for licensure, any program may or may not have the needed oversight. This oversight ensures that apprentices are tested out and truly proficient and that all safety standards are adhered to.

## **COUNCIL COMMENTS:**

Dr. Latitia McCane updated/informed new council members about how The Apprentice School is a part of a partnership with Jobs for the Future. This is a grant that is supported by the Department of Labor around a center of excellence in equity, diversity, inclusion, and accessibility. Dr. McCane stated that if you need help expanding your apprenticeship around diversity or if you want to create an apprenticeship program, this grant will help you to do that. One of the deliverables for The Apprentice School is to get businesses, CTE centers, High Schools, etc. to sign their pledge. Dr. McCane presented her pledge and asks for any interested council members to sign the pledge.

Grant Shmelzer requested information on any state sponsored activities during National Apprenticeship Week. Mr. Shmelzer also suggested that next year we hold a council meeting during National Apprenticeship Week and make it a larger celebration.

## **APPROVAL OF MINUTES:**

June 2023 meeting minutes were approved through a roll call vote.

## **CORRESPONDENCE:**

None.

## **OLD BUSINESS:**

Chairman Harris informed the council that the Registered Apprenticeship program of Solar Technician and the Exempt from Examination will stay in old business. These issues will be tabled until after changes are made when the Division of Registered Apprenticeship transfers over to the Department of Workforce Development and Advancement. This transition will happen on November 15, 2023. Grant Shmelzer informed the new council members on the updated guidance of the Inflation Reduction Act of 2022.

## **NEW BUSINESS:**

None.

## **REPORTS:**

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

A hardcopy of the following report was given to every member of the council on behalf of Dr. Jason Williams:

- In the early stages, research, and alignment of the Chef Ann Foundation (CAF), VCCS is analyzing the potential of adopting CAF as a third-party certifying organization for Food Specialist certifications. FastForward (FF) funding also allows VCCS students enrolled in culinary programs to have their class/courses paid for. CAF leaders, VCCS Culinary

programs, and the System office staff are wading through how to make this a successful apprenticeship program.

- As part of the Governors Re-Entry Optimization Employment Initiative Task Force Committee, we are focused on how to assist with Re-Entry employment. The VCCS has and will continue to add value by implementing G3 funding to Re-Entry personnel that wants to continue their education at VCCS. The city of Petersburg has been the pilot with the expectations to expand regionally.
- In a combined workgroup effort, which includes VCCS (Virginia Community College System), SCHEV (State Council of Higher Education for Virginia), V-TOP (Virginia Talent and Opportunity Partnership), WSUT (Washington University of Science and Technology), and the Mike Rowe Foundation, VCCS can excitedly report that 4 VCCS colleges have been approved and will begin “Train the Trainer” training in November 2023.
- NASA Roadshow has restarted, explaining all of NASA’s A&WBL opportunities to VCCS students. We have completed 14 as of today and have another 9 colleges to attend.
- Dr. Williams has been scheduling meetings and vetting vendors for a Digital Asset Management (DAM) System that will serve as repository for all VCCS A&WBL related information, data, and colleges matrix to have the ability to query, extract data, and way to pull down ad-hoc reports specifically per college/region along with Employers and Businesses.
- The fourth round of DOL’s Strengthening Community Colleges Training Grant (SCCTG), FOA is out and several VCCS colleges (forming consortia) are interested in applying. The fourth round of the Strengthening Community Colleges Training Grants (SCC4) will increase the capacity and responsiveness of community colleges to meet the skill development needs of employers and equitably support students in obtaining good jobs in in-demand industries. The colleges will use strategies rooted in evidence-based competencies and designed to further provide related evidence on the effectiveness of sector-based career pathways programs, leading to positive employment outcomes. These strategies will also address identified equity gaps to increase needed access to educational and economic opportunity, particularly for individuals from historically underserved communities.

### **SEPTEMBER 2023 VCCS UPDATES**

*-Dr. Angela Lawhorne*

#### **Credit Updates:**

- FTE enrollments of 81,884 are 2,733 (3.45%) higher than this time last year.
- Headcount of 146,100 is 5,471 is 3.89% higher.
- Dual enrollment FTEs increased by 12.04% to 16,795 with a headcount of 43,237.

#### **FastForward (non-credit credential) Updates:**

- Virginia’s community colleges have experienced a 19.41% increase in FastForward credential program enrollments since this time last year (realizing a steady 20% increase each year).

- FastForward students utilizing Workforce Credentials Grant (WCG) funds to cover 2/3 of their tuition have increased enrollment by 23.5% since this time last year.
- FastForward headcount has increased by 29.12% from 3,070 to 3,964.

### **2023 G3 Annual Report:**

- 12,594 VCCS (Virginia Community College System) students received over \$20.5 million in G3 tuition assistance.
- 69% (8,772) of the G3 students enrolled in credit programs that lead to a postsecondary degree or certificate, while 31% (3,904) were enrolled in noncredit Workforce Credential Grant (WCG) programs that lead to a third-party licensure or certification. 82 students enrolled in both credit and WCG programs during the year. 1,068 associate degree and certificate programs and 820 noncredit WCG programs across all 23 community colleges were approved as G3 eligible.
- 48% of the enrollments were in healthcare programs; 23% in information technology; 21% in manufacturing and skilled trades; and 4% in both early childhood and public safety.
- 54% of G3 students had family income levels below 200% of the Federal Poverty Level (FPL).
- 84% of G3 students enrolled during Fall 2022 also enrolled in the spring semester or graduated during the year.
- 75% of G3 students enrolled during AY2022 reenrolled the following year or graduated.
- 2,016 G3 students earned 2,799 associate degrees, certificates, and diplomas.
- 2,543 G3 WCG students completed 3,177 WCG programs, and 1,599 earned 1,996 credentials.
- 73% of G3 program completions in 2021-22 were in either healthcare or manufacturing and skilled trades.
- The median wage of Annual Year 2022 G3 academic program completers increased by 95% from pre-enrollment to post-completion -- more than \$11,000 higher than that of students who left their program before completing.
- Given estimated annual job openings by broad area of study, healthcare completers are slightly overrepresented, while completers in information technology are slightly underrepresented.

### **Justice-Impacted Individuals:**

- The VCCS has successfully created a Canvas All-in-One course with all steps necessary for colleges to launch prison education programs with the Department of Corrections. This includes points of contact at each of the 40+ prisons, Pell Expansion information, resources, and more. The guide also provides colleges with resources to work with jails, adult detention centers, probation and parole, and other partners on offering training programs and reentry services for justice-impacted individuals. Access the guide here: [Justice-Impacted Individuals: All-In-One \(vccs.edu\)](https://vccs.edu/Justice-Impacted-Individuals: All-In-One)

- Resources for the public have also been added on the Credits2Careers website at: [Justice Impacted Individuals | Credits2Careers](#). Please let us know if you have additional to add.
- Dr. Jason Williams is now serving as interim coordinator, Higher Education Programs for Justice-Impacted Individuals until this position can be refilled.

### **ONGOING INITIATIVES**

*-Dr. Jason Williams*

- Talent Pipeline Challenge/Infrastructure: to fill high quality jobs that will help rebuild our infrastructure and supply chains by synergizing employers, education, and training providers, at the state and local levels. VCCS has responded by the formation of the Virginia Infrastructure Academy (VIA). This will align business leaders to existing training programs by addressing urgent community needs while forecasting future requirements. Business sectors: heavy construction, maintenance, and tunnel construction, broadband expansion, on/offshore wind, and solar energy.
- As a WBL, many colleges have increased their hosting's of Job Fairs, Career Fairs, and Employer engagement, which will increase internships, apprenticeships, and student employment.

#### **Division of Registered Apprenticeship (DOLI):**

Dr. Tamson Six, Alignment Coordinator and Education Liaison gave the following report on behalf of Director Patricia Morrison.

Director's report – September 21, 2023

A team of four of us have just returned from the National Association of State and Territorial Apprenticeship Directors annual conference in Orange Beach, Alabama. We learned a great deal about the various best practices being used in other states; the challenges; the success stories. We came back with several ideas to flesh out and prioritize as those that might bring us efficiencies.

Many of the states are doing Teacher apprenticeships, nursing apprenticeships, agriculture occupations to add to the traditional mix. We were well educated on the compliance and EEO issues and methods which is helpful because now that we have provisional approval of the new State EEO Plan, we can engage with our Employer/Sponsors to provide technical assistance as well as oversight on their selection processes and other compliance issues.

Back at home our RA Consultants are continuing to work with the school CTE Coordinators and the VDOE Work based Learning Coordinators to offer more Youth Registered Apprenticeship positions. New programs this quarter include a pre-school, a pest control company, a digital marketing company and Richmond Redevelopment Housing Authority. These all represent movement in new sectors.

The to-date metrics are:

Active Apprentices	11910
New Apprentices	4829

Employer/Sponsors	1623
New Employer/Sponsors	252
Completions	1639

We are still working with the Department of Veterans Services to use a SkillBridge candidate for the RA Consultant position in Manassas. The Assistant Director, Kathleen Eddington has resigned and taken a position at Virginia Department of Transportation and the Education Specialist, Caly Emerson has resigned and taken a position at Virginia Community College System, Title I. Dr. Tamson Six has joined in a new role as an Education and Strategic Partner Coordinator. We are currently in recruit for the Grant Project Manager position for the newly awarded State Apprenticeship Expansion Formula grant. We hope to have turn-around on that and a big thank you to Dr. Jameo Pollock and Deonna Hargrove, both of VDOT who served on that panel.

Our grant is called the HIRED Grant (Highlight, Innovate, Recruit, Engage and Deliver). We wanted action verbs in the grant title to remind the partners that the engagement with the communities is what grows Registered Apprenticeship. Friday, we have our first HIRED Grant related event with a STEM Panel at George Mason University with the Refugee and Immigrant Center. GMU is one of our grant partners.

Finally, November is National Apprenticeship week starting November 13-19. You can go to [apprenticeship.gov](http://apprenticeship.gov) to register your events.

### **Department of Labor and Industry (DOLI):**

Commissioner Pan reported the following:

I am pleased to share with you that DOLI has been restructured to better serve you and our stakeholders across the Commonwealth. I now have an executive leadership team of three members report to me directly:

- Assistant Commissioner for Regulatory Programs - Chuck Stiff will oversee all regulatory, compliance, and field programs, including Cooperative Programs, VOSH Health Compliance, VOSH Safety Compliance, Labor and Employment Law, Hearings and Legal Services, and Boiler and Pressure Vessel Safety. These programs are responsible for the delivery of services that most directly impact our mission.
- Assistant Commissioner for Administration and Business Services - Andres Alvarez will serve in this new role which brings under one umbrella Administrative and Financial Services, Human Resources, Information Technology, and the Project Management Office. This arrangement will allow DOLI to innovate and improve systems and processes.
- Deputy Commissioner for External Affairs and Agency Liaison - David Johnson will be responsible for external affairs including liaison with the General Assembly and Office of the

Secretary of Labor. David will oversee the Communications and Public Information Office, and he will shepherd the Registered Apprenticeship through the transition to the new Department for Workforce Development and Advancement.

As DOLI's Registered Apprentice Program prepares to transfer to the new Virginia Department of Workforce Development and Advancement (VDWDA), it continues to be one of the highest producers of new Employer/Sponsors in the nation per RAPIDS. 243 new employer apprenticeship sponsors started during the period 10/1/22 – 9/12/23.

And DOLI continues to seek out new opportunities in the renewable energy industry. On August 1, RA Alignment Director Tamson Six and I participated in the inaugural Virginia Offshore Wind Workforce Development Summit hosted at Tidewater Community College. Over 40 leaders in workforce development participated in the summit, including Dominion Energy, Siemens Gamesa, and Avangrid.

On August 31, RA Director Patricia Morrison attended the 2023 Virginia Solar Summit produced in collaboration with the Virginia Department of Energy and the Virginia Department of Environmental Quality among others. Over 110 organizations were represented with over 200 attendees. Speakers touched on a variety of topics to include Optimizing a Solar Workforce, New Funding & Program Opportunities, and Siting Solar Projects in Our Communities.

DOLI's Bureau of Labor Statistics (BLS) achieved the highest survey rate in the Mid-Atlantic Region for the Survey of Occupational Injuries and Illness (SOII) at 86.6%. Documenting Virginia's figures on employment, labor force participation, occupational injuries, and wages, BLS provides government and private industry decision makers with the information they need for good governance.

In Roanoke County, we recently celebrated Marvin Windows and Doors continued participation in the Virginia STAR program. This facility first achieved Virginia STAR status in 2008 and has continued to make strides in its safety and health culture. DOLI's relationship with Marvin Windows Roanoke is an excellent example of how we work with our partners to ensure workplace safety for Virginians.

Cooperative Programs also issued a VPP recognition certificate to Cargill Hatchery in Harrisonburg and the Luminant Hopewell Power Plant. It issued a SHARP recognition certificate to BC Wood Products.

DOLI's Labor Law Division published a 3-part video series which provides step by step instructions to apply for Virginia Youth Employment Certificates. The videos are available on the DOLI website.

The public comment period has ended for the Regulation Governing On-The-Job Training Programs or Other Training Programs (16 VAC 15-60): The goal of this regulation is to set forth the standards required for any on-the-job training or other training program that an employer must establish if they wish to pay their employees the reduced rate for the duration of the 90-day training period.

In my role as the Commissioner of DOLI, I want to ensure that we remain focused on enhancing our technical and regulatory programs, that we implement business and administrative processes that fully support those programs, and that we are fully prepared to address external issues and capitalize on opportunities.

In closing, I want to thank you for your service and support to Virginia's Apprenticeship Council and Registered Apprenticeship Program.

#### **ANNOUNCEMENTS:**

Commissioner Gary Pan announces that his report will be his last report in the role of the Secretary of the Virginia Apprenticeship Council.

Chairman Harris announces that the Virginia Employment Commission is no longer on the Virginia Apprenticeship Council. He thanked Carrie Roth's participation, and all reports the Council has received over the years.

Commissioner Gary Pan and Chairman Harris suggest that all council members put the Outstanding Apprenticeship Awards back on their calendars and that all members should attend.

Chairman Harris announced that the next Council meeting will be March 28, 2024. It is pointed out that the dates of the future meetings do not align with the 2024 calendar.

Chairman Harris thanked the Council, and all in attendance.

The meeting adjourned at 11:15 am.

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**Mr. Dudley Harris, Chairman**

**Mr. Gary G. Pan, Secretary**



**APPROVED**

**THE VIRGINIA APPRENTICESHIP COUNCIL MINUTES**

The Virginia Apprenticeship Council met on Thursday, March 29, 2024

**COUNCIL MEMBERS PRESENT:**

Dudley Harris, Chair  
Patrick Dean, Vice Chair  
Christopher Cash  
Dr. Jameo Pollock  
J. Doug Straley  
Grant Shmelzer  
William Dunn  
Dr. Jason Williams

**STAFF PRESENT:**

Carrie Roth, Director (Secretary of the Council)  
Angela Kelly-Wiecek, Chief Deputy Director  
Donna Carvana, Assistant Director  
Andrew Johnson, Registered Apprenticeship Consultant  
James Edmunds, Program Support Technician

**CALL TO ORDER AND INTRODUCTIONS:**

Chair Dudley Harris called the meeting to order at 2:00 pm.

Motion to update the agenda to allow for the vote of the Vice Chair of the Virginia Apprenticeship Council was made and approved by voice vote.

**PUBLIC COMMENTS:**

**David Leon, Department for Aging and Rehabilitative Services (DARS)**, DARS is in the beginning of year three of a 9.3-million-dollar grant focused on increasing individuals with disabilities access to Registered Apprenticeships. Mr. Leon wanted to make sure that the council is aware of the program as they are fully staffed related to a Registered Apprenticeship VR liaison. DARS has helped 8 people with disabilities enter into Registered Apprenticeships just in the last year. A group that DARS was hoping to reach were those who are in a Registered Apprenticeship but are struggling to successfully complete their RTI. If these individuals with hidden disabilities and if they choose to come to DARS' voluntary program, additional resources and support can be provided to those employees in the Registered Apprenticeship Programs.

Grant Schmelzer requests that David Leon provide the council with contact information for the members of the DARS team that deal directly with Registered Apprenticeship.

**APPROVAL OF MINUTES:**

September 2023 meeting minutes were approved through a voice vote.

**VICE CHAIR:**

Patrick Dean was nominated and selected to be the Vice Chair of the Virginia Apprenticeship Council. This nomination was approved unanimously by the council by a voice vote.

**OLD BUSINESS:**

Director Carrie Roth updated the council on Exam Exemptions. Director Roth informed the council that the Code and the regulations allow for individuals who have been issued a completion of a trades apprenticeship by the Director of Virginia Works are exempt from the examination to receive their tradesman licensure from the Virginia Department of Professional and Occupational Regulation (DPOR). Director Roth suggested to vote reaffirming this position during the next meeting (post July 1, 2024) when the director of the Department of Professional and Occupational Regulation (DPOR) is a part of the council.

**NEW BUSINESS:**

The bylaws for the Virginia Apprenticeship Council have not been updated since the Virginia Division of Registered Apprenticeship transitioned from the Department of Labor and Industry (DOLI) to Virginia Works. The bylaws were updated to reflect the transition for Registered Apprenticeship and most of these changes were name and title changes. A motion was made to accept the new bylaws and they were approved by a voice vote.

**REPORTS:**

**Virginia Works:**

Carrie Roth, Director of Virginia Works, gave the following report to the Virginia Apprenticeship Council on behalf of Virginia Works:

Director Roth announced that this is the first Virginia Apprenticeship Council meeting to be held under the new agency (Virginia Works). The first public event was also held back on February 15, 2024. This event was the 6<sup>th</sup> Annual Outstanding Apprenticeship Awards, and it was very successful.

With Virginia Works becoming a new agency, second division (Registered Apprenticeship) transitioned from the Department of Labor and Industry (DOLI) on November 6<sup>th</sup>, 2023, with a goal of transitioning all other agencies by March 15<sup>th</sup>, 2024. However, the transition went ahead of schedule and the last program transferred to Virginia Works in January of 2024. There is going to be a new Richmond Headquarters building and it is going to be within 5 miles of the current startup location at Brookfield Place. Virginia Works has done a large amount of engagement to ensure that employees voices are heard. Some of these engagements include: pre and post

transition surveys, kickoffs with all team members as they transitioned, and monthly town hall meetings.

Virginia Works has a dual-centric customer base, which is the employers and jobseekers. Virginia's unemployment rate has maintained at 3%, which is the 7<sup>th</sup> lowest in the country. The labor force participation rate is at 66.6%, which is the highest it has been in over a decade. With that being said, there are 257,000 job openings in the Commonwealth of Virginia. Virginia Works not only wants to make sure that there are individuals to fill those jobs, but also that we can give individuals the skills that they need so that they can compete and succeed as individuals, contribute, and sustain their family, and contribute to their communities. This will lead to a thriving commonwealth from our work together.

The minimum viable product of our website, [virginiaworks.gov](http://virginiaworks.gov), is live as well as the Virginia Works LinkedIn.

There has been a lot of work put into the technology front to have a single front door for Virginia Works and for all individuals that are seeking employment. The legislation that passed in this most recent session does make some changes to the Virginia Apprenticeship Council. As part of these technical changes, five new members will be joining the Council. These five are made up of two individuals and three ex-officio members. Some of these members include the Director of the Department of Professional and Occupational Regulation (DPOR), the Superintendent of Public Schools, and the Commissioner of the Department of Labor and Industry (DOLI). The new legislation also altered the number of VAC meeting per year. Previously, the Council had to meet three times a year and we will now meet quarterly.

Within Virginia Works, there is a significant effort underway around our metrics. The goal of this is to see how workforce programs, collectively across the commonwealth, are working. There are over 72 identified programs that are supported by the state. In our first sweep, we worked with over 60 programs to get their data and 100% of the data was inputted. Virginia is the only state that is doing this work – collectively looking at how our workforce programs are performing, how much it costs for employees to be placed, and most importantly are our efforts creating jobs for Virginians.

Governor Glenn Younkin put \$2 million a year for us to have an incentive grant for apprenticeships in the budget – but it did not make it into the conference. It the Governors goal to double the number of apprenticeships in the Commonwealth of Virginia by the end of his term.

#### **Division of Registered Apprenticeship (Virginia Works):**

Angela Kelly-Wiecek, Chief Deputy Director of Virginia Works, gave the following report to the Virginia Apprenticeship Council on behalf of the Division of Registered Apprenticeship:

- Transition Update – Effective Nov. 6<sup>th</sup>, Registered Apprenticeship transitioned to the new agency.
  - We reviewed tasks, processes, and reporting mechanisms.
    - We reduced paperwork processing time by 96% after instituting secure email transmission rather than mailing hardcopy applications.

- We eliminated two duplicative reporting methods, saving 38% of individual reporting time – equivalent to roughly 54 hours per week.
  - We are encouraging our consultants to bring us their ideas from a “boots on the ground” perspective
- Staffing Changes:
  - Congratulations to Donna Carvana who is the new Asst. Director for Registered Apprenticeship
  - Congratulations to Andrew Johnson who is now a Registered Apprenticeship Consultant focusing on Service Trades
  - We have one open Registered Apprenticeship Consultant position open in the Tidewater area which is in the interview phase.
  - We have two grand funded positions under recruitment: Grant Technician and Sales Lead Generation Specialist, as well as a replacement for Andrew’s Program Support Technician position.
- Current Events
  - We submitted our extensive commentary on the NPRM for Federal rules governing apprenticeship.
  - We are currently working on the SAEF Year 2 Formula Grant application in the amount of \$1.6 M that includes money for outreach and multi-media engagement strategies.
  - We are also submitting a proposal written by the VDOE for the competitive portion of this grant leveraging Teach for Tomorrow and Grow Your Own to create a true pipeline to address the teacher shortage.
- Strategies
  - Work is moving urgently towards defining our process for designating/signing up intermediaries – whether they are public or private partners.
  - Integrating our Registered Apprenticeship Consultants and their functions with our Local Workforce Boards and their Business Services Teams – this will help the number of sponsors and also provide assistance to individuals interested in becoming an apprentice.
- New Programs
  - Surgical Assistants Program and Radiology Tech programs are being developed
  - We have designated one of our Registered Apprenticeship Consultants – Jennifer Hynson -to grow our state agency apprenticeship programs.
  - Working with the Virginia and National Apartment Management Association to develop a building maintenance technician program that specializes in multi-family properties.

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

Chair and Council members, I am Dr. Jason M. Williams Sr., the Coordinator of Apprenticeships and Work-Based Learning programs at VCCS in the Workforce and Academic Division. Since our last meeting and as a follow-up to prior talking points, the below applies:

- Virginia approves new teacher academy Nov. 2023:

**Germanna Community College**'s Future Educators Academy is among Virginia's State Board of Education-approved new lab schools. Which is another two-year college focused on an accelerated track for the next generation of high-quality teachers in the region. This lab school will reinvigorate the current teacher cadre with innovative opportunities through observations and hands-on practicums. It will streamline the pathway to teacher licensure by prioritizing an associate degree in high school and allowing students to complete their bachelor's degree in as little as two years after high school graduation. Gov. Glenn Youngkin has secured \$100 million in state funding for the initiative.

- The Growth and Opportunity Foundation has awarded \$1.9 million for eight projects in Virginia Dec. 2023. GO Virginia grants are administered by the Virginia Department of Housing and Community Development (DHCD) and are designed to bolster economic and workforce development in nine regions across the Commonwealth. The awards include \$250,000 for Brightpoint Community College in Chester to foster talent pathways between their students and local businesses in information technology and pharmaceutical manufacturing. These GO Virginia projects are a testament to the unwavering dedication to fostering economic growth and creating opportunities across Virginia's diverse regions. The grant for Brightpoint Community College affects the counties of Greensville, Chesterfield, Dinwiddie, Hanover, Henrico, and Prince George as well as the cities of Hopewell, Petersburg, and Richmond.
- U.S. Dept. of Labor Celebrating the Very First Youth Apprenticeship Week (YAW) 2024 **Youth Apprenticeship Week (YAW), is scheduled for May 5-11, 2024.**  
YAW 2024 webinar on Wednesday, March 6, 2024, from 3 to 4 p.m. ET  
Nationwide celebration highlighting the benefits and value of Registered Apprenticeship opportunities for youth. Employers, educators, labor unions, workforce professionals, and their partners across the country are launching Registered Apprenticeship Programs that allow youth to earn competitive wages while obtaining training and experience (and often college credit) to start their careers. YAW is an opportunity for stakeholders across the country to host events that will raise awareness of these life-changing Registered Apprenticeship career opportunities for young people and how they create a sustainable pipeline of skilled and diverse talent for the jobs of today and tomorrow.
- NASA Roadshow 2023 Summary:  
Over 2,100 people attended the VCCS and NASA Road Show in 2023, consisting of traditional college students, dual enrollment, and Governor's School students. 21 of the 23 community colleges participated with both in-person and virtual options. I coordinated the efforts between Virginia's community colleges along with Karen Miller and her group at NASA to present detailed information, outlining internship and apprenticeship opportunities for VCCS students interested in positions at NASA.

**MARCH 2024 SYSTEM-WIDE UPDATES**

- Spring enrollments are at 74,330 FTEs with a headcount of 138,028 credit students (as of 3/11/24). Compared to last year, this represents a 4.05% increase in FTEs and a 3.27% increase in headcount.
- Over 230,000 students were served by Virginia’s community colleges in 2023, with a notable 81% of community college graduates remaining in the Commonwealth to contribute to Virginia’s growing workforce ([Virginia's investments in community college system pay off in jobs - Cardinal News](#) by David Doré and Barry DuVal).
- Spring dual enrollment FTEs have increased from 13,728 in spring 2023 to 15,025 today (as of 3/11/24). Headcount increased from 39,064 to 42,257 dually enrolled students across the Commonwealth.
- As of 3/11/2024, FastForward enrollments increased from 10,731 (this time last year) to 13,258 today, a 23.55% increase. FastForward programs are seeing 95% completion rates and a 72% credential attainment rate, with an average wage increase of \$11,746 within 12-months of earning their credential.
- As of 3/11/2024, Over \$16 million in G3 funding has been awarded to credit students for FY24, serving 8,642 students. Over \$3.8 million has been awarded to 4,253 FastForward (workforce students).
- As a reminder, the VCCS created our Statistics page at [www.vccs.edu/statistics/](http://www.vccs.edu/statistics/). Along with enrollment data and trends by college by year, you can also access data on performance funding, outcomes, and our strategic plan, Opportunity 2027, which has a focus on increasing access and opportunities for Registered Apprenticeships and other work-based learning programs.
- Lastly, VCCS Chancellor David Doré, along with Virginia’s 23 community colleges and the strong presence of our students, participated heavily in advocating during the 2024 General Assembly session. VCCS will also focus on the following:
  - Aligning to the nine GO Virginia regions;
  - Using real-time data from the Virginia Office of Education Economics to scale high-demand programs;
  - Convening statewide industry summits to deepen partnerships;
  - Strengthening partnerships with school divisions to ensure high school students graduate with a meaningful postsecondary credential; and
  - We are increasing graduation and transfers, reducing student borrowing (from \$138 million in 2017 to \$56 million in 2022), and increasing completion rates for underrepresented students.

*-System-wide updates provided by Dr. Angela Lawhorne, Director of Career Education Programs & Workforce Partnerships for the Virginia Community College System*

### **ONGOING INITIATIVES**

- Talent Pipeline Challenge/Infrastructure: to fill high-quality jobs that will help rebuild our infrastructure and supply chains by synergizing employers, education, and training providers, at the state and local levels. VCCS has responded by the formation of the Virginia Infrastructure Academy (VIA), aligning business leaders to existing training programs by addressing urgent community needs while forecasting future requirements. Business sectors: heavy construction, maintenance, tunnel construction, broadband expansion, on/offshore wind, and solar energy. Also to note we have a new VIA Coordinator, Sam Northington.
- As a VCCS A&WBL Business and Outreach Initiative, many colleges have increased their hosting of Job Fairs, Career Fairs, and Employer engagement, which will increase internships, apprenticeships, and student employment.
- The VCCS' A&WBL Quarterly Newsletter provides news, updated related information, and guidance on A&WBL topics to our 23 colleges. Each quarterly newsletter is accompanied by a meeting whereby guest speakers, presenters, and A&WBL subject matter experts can deliver important information that provides growth and expansion of the VCCS' A&WBL programs. The next virtual A&WBL NL/Meeting will be on April 3<sup>rd</sup>, 2024 at 1 pm.

### **ANNOUNCEMENTS:**

Chair Harris announced that the next Council meeting is tentatively set for July 18, 2024 at 10:00 am. However, as several of the council members state that they will not be able to attend, Chair Harris is going to collect the schedules of all council members and consider a date and time that may work better for the Council.

Chair Harris thanked the Council, and all in attendance.

The meeting adjourned at 3:15 pm.

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**Mr. Dudley Harris, Chair**  
**Carrie Roth, Secretary**

**APPROVED**

**THE VIRGINIA APPRENTICESHIP COUNCIL MINUTES**

The Virginia Apprenticeship Council met on Thursday, July 11, 2024

**COUNCIL MEMBERS PRESENT:**

Dudley Harris, Chair  
Patrick Dean, Vice Chair  
Carrie Roth, Commissioner (Secretary of the Council)  
David Johnson, Chief Deputy Commissioner, Dept. of Labor and Industry (Designee)  
Brian Wolford, Chief Deputy Director, Dept. of Professional and Occupational Regulation (Designee)  
Anthony Williams, Ed.D., Director of Career, Technical and Adult Education, Dept. of Education (Designee)  
Dr. Latitia McCane  
Dr. Jameo Pollock  
J. Doug Straley  
Grant Shmelzer  
William Dunn  
Steve Masterson  
Meghan Hurt

**STAFF PRESENT:**

Donna Carvana, Assistant Director  
Diana Leyva, Registered Apprenticeship Consultant  
Jennifer Hynson, Registered Apprenticeship Consultant  
Michael Alley, Lead Generation Specialist  
Andrew Johnson, Registered Apprenticeship Consultant  
James Edmunds, Program Support Technician

**CALL TO ORDER AND INTRODUCTIONS:**

Chair Dudley Harris called the meeting to order at 10:00 a.m. and welcomed the council and new members.

**PUBLIC COMMENTS:**

None.



**APPROVAL OF MINUTES:**

March 2024 meeting minutes were approved through a voice vote.

**OLD BUSINESS:**

None.

**NEW BUSINESS:**

Background information from the two new appointments on the Council, Brian Wolford, Chief Deputy Director, DPOR (designee of Director Kishore Thota) and Meghan Hurt, Training Directory, Tidewater Electrical Industry (JATC Local 80).

Commissioner Roth informs the council that we have added an additional two new members, but they were unable to attend today.

Chairman Dudley Harris presents the council with an updated version of the Virginia Apprenticeship Council Bylaws. Most of the updates are reflecting minor changes that were in the statute from July 1, 2024. The new bylaws were approved by a voice vote.

**REPORTS:**

**Virginia Works:**

Carrie Roth, Commissioner of Virginia Works, gave the following report to the Virginia Apprenticeship Council on behalf of Virginia Works:

Commissioner Roth announced that Virginia Works officially went live on July 1, 2024. All Virginia Works staff now have updated email addresses (@viriniaworks.gov).

Virginia Works is well underway on the new Richmond Headquarters. It is at the Holland Tower building which is just off Staples Mill and is only 1.6 miles away from the current headquarters. Commissioner Roth informs the council that the new building has a large multi-purpose room where we will be able to hold future Virginia Apprenticeship Council meetings.

Commissioner Roth informed the council that Virginia Works has been creating process improvement sprints. It is important that the leader of each sprint is not one of the leaders of the agency/division to allow for the most amount of freedom of engagement and ideas – as well as to allow for leadership opportunities for others in the agency. Registered Apprenticeship Consultant, Jennifer Hynson, is the leader of the Registered Apprenticeship sprint team. Registered Apprenticeship changed how they do their processing. Previously, all transactions between Registered Apprenticeship employees were done through regular mail. This has since changed to electronic, and this was able to save the time of 1.5 people.

Commissioner Roth reported the current numbers for Registered Apprenticeship:

- Active Apprentices – 12,543
- Active Sponsors – 1,777
- New Sponsors (10/1/23 – 6/30/24) - 172

Top 25 Occupations of Active Apprentices:

1. Electrician
2. Pipe Fitter (Construction)
3. Heating & Air Conditioning Mechanic & Installer
4. Plumber
5. Cosmetologist
6. Machinist (Precision Machinist)
7. Nurse Assistant Certified (CB)
8. Optician Dispensing
9. Line Installer-Repairer
10. Industrial Maintenance Mechanic
11. Set-Up Technician
12. Welder, Arc
13. Outside Machinist (Ship)
14. Line Repairer
15. Sheet Metal Worker
16. Maintenance Electrician
17. Pipe Fitter (Ship & Boat)
18. Shipfitter (Ship & Boat)
19. Rigger
20. Electrician (Ship & Boat)
21. Barber
22. Construction Mining Equipment Technician
23. Carpenter
24. Construction Craft Laborer
25. Water Treatment Plant Operator

**Division of Registered Apprenticeship (Virginia Works):**

Donna Carvana, Assistant Director of Registered Apprenticeship, gave the following report to the Virginia Apprenticeship Council on behalf of the Division of Registered Apprenticeship:

A group of three Registered Apprenticeship Consultants (RACs) attended the ESAC 2024 Conference in May 2024 and presented on Registered Apprenticeship as part of Virginia Works. The presentation focused on the additional services Virginia work will be able to provide sponsors for targeting prospects for their apprenticeship programs and several services available to sponsors provided by Virginia Works partner agencies.

**Staffing:**

- We have advertised for the open RAC position in Tidewater, but our candidate declined employments. We readvertised the position and will be screening candidates this month.
- The RAC in Lynchburg has left and but this position will be filled in the coming weeks.

- There is a preferred candidate for the Service Trades Program Support Technician and RA will be making an offer in the coming weeks.
- There are two grant positions under recruitment: Grant Technician and Grant Alignment Specialist, with plans to advertise these positions by August 1<sup>st</sup>.
- Congratulations to Michael Alley who has joined the RA grant staff as the Lead Generation Specialist.

### **Current Events:**

- July 2<sup>nd</sup> - Presentation to Virginia Propane Gas Association- new occupation
- July 19<sup>th</sup> - Virginia Apartment Management Association Presentation- development maintenance technician apprenticeship.

### **Strategies**

- Virginia Food for Virginia Kids - DOE organization workforce development subcommittee - developing YRA program for local school systems.
- Virginia Chapter of the Virginia American Fire Sprinkler Associations (AFSA) - developing opportunity to expand YRA programs for the industry.
- Targeting Virginia industry associations to make presentations for apprenticeship expansion

### **SAEF Grant**

The SAEF funding opportunity aims to support a coordinated, national investment strategy to strengthen and modernize the Registered Apprenticeship Program (RAP) system. The SAEF grant program will support and increase state capacity and planning to create new RAPs while also driving system innovation and reform.

Registered Apprenticeship was unable to spend the total amount of the SAEF grant funding (\$927,372.00), but the remaining amount is being rolled over to the second year of the grant. The amount of grant funding for the second year is \$1,136,652. This money is being combined with the rollover from year one, bringing the total to around \$2,000,000.

Project HIRED is designed to expand RAP opportunities for all Virginians with an emphasis on underserved populations: youth/young adults, veterans, individuals with disabilities, women, low-income workers, justice-impacted individuals, individuals living in rural areas, other marginalized populations.

The targeted industries for this grant are teacher education, early childhood education, repair and maintenance, and clean energy.

Commissioner Roth noted that all states were provided an automatic extension of their SAEF grants by U.S. DOL because no state was able to expend all of their grant dollars.

### **Department of Professional and Occupational Regulations (DPOR):**

Brian Wolford, Chief Deputy Director, gave the following report to the Virginia Apprenticeship Council on behalf of DPOR:

Effective January 10, 2024, DPOR had a reorganization of its Boards. The Common Interest Community (CIC) Board is now assigned to the Real Estate section. The Asbestos, Lead, and Home Inspectors Board (ALHI), as well as the Waterworks and Wastewater Works Operators and Onsite Sewage System Professional (WWWOSSP) Board, is now be assigned to the Contractors section.

This change provides several benefits to the public as well as the department. Lead, Asbestos, and Onsite Sewage System Professionals licenses often require dual licensure with the Board for Contractors. This change reduces administrative overlap between these sections with common laws, licenses, and procedures. In some cases, it has and will continue to reduce licensing times. CIC is a real estate related profession and the frequent changes in law often impact both CICs and real estate agents/brokers. By making these moves, we allow for unified leadership of these industry connected boards. This move has and will continue to reduce confusion for our stakeholders and streamline communication to multi-board license holders.

#### Ongoing Initiatives

- We are actively collaborating as a team to advance our forthcoming software solution, EPICx, for licensing, enforcement, and operational needs.

Currently, DPOR manages a comprehensive repository comprising 463 forms, reports, and documents across various licensing boards and enforcement sectors—an extensive array for citizens to navigate.

EPICx aims to streamline customer service, ensuring simplicity and user-friendliness for licensees and the general public. This technological evolution will facilitate seamless interactions with DPOR by integrating digital attachments and business requirement documents into a unified, citizen-centric tool. It will support online application processes, license renewals, educational initiatives, investigations, and more.

#### Application processing and Backlog

Efforts to reduce the application backlog across the agency have been successful. Currently, all applications undergo their initial review within 5-7 days.

Total regulant population as of July 1, 2024 – 322,950

#### Regulatory Reduction efforts

Each regulatory Board at DPOR was assigned the responsibility of conducting a thorough review of its regulations to ensure they are minimally burdensome, while still upholding consumer protection, as well as public health, safety and welfare.

#### Translation Transformation

DPOR is actively expanding its efforts to ensure accessibility and inclusivity by translating our documents and some examinations into languages beyond English. This initiative aims to better serve our diverse stakeholders and foster greater understanding and compliance statewide.

On October 1, 2022, the Board for Contractors began offering some of its examinations in Spanish.

Board for Contractors - regulant population – 87,756

- Individual tradesman examination exemption

The Office of Attorney General (OAG) made an interpretation of §54.1-1131 A.3 in the Code of Virginia, stating all individuals who complete a trade-related apprenticeship shall not be required to fulfill the examination requirement as specified in §54.1-1130.

Individuals who successfully complete a Virginia trade related apprenticeship program will be granted exemption from the relevant examination requirement. This pertains specifically to completion of electrical, plumbing, or mechanical (HVAC) apprenticeship programs within Virginia. This means that ANYONE who completes an electrical, plumbing, or mechanical (HVAC) Virginia Apprenticeship program will not be required to complete the associated examination. There is no required timeframe in which the apprenticeship must have been completed.

*All* individuals who complete a Virginia trade-related (electrical, plumbing, or mechanical) apprenticeship program are eligible for exemption from the associated examination obligations.

- Regulatory Activity – Each regulatory package going through the 3-stage standard process can take about 18-24 months from start to finish. All regulatory activity can be reviewed on TownHall.

- The *Proposed Stage* of the regulatory package creating the Residential Journeyman Plumbing and HVAC license is now complete. The next step is to have the Board review the language at its August 6 Board meeting and vote to adopt final language. Once the Executive Branch Review is complete, there will be an effective date.

\*Additional research regarding the creation of a Residential Journeyman Electrical license is required. Should the Board choose to move forward with the Residential Journeyman Electrical license, a separate regulatory package will be submitted, allowing individuals the opportunity to make public comment.

- Universal Licensing Recognition Statistics as of July 8, 2024

Tradesman – 115

Backflow Prevention Device Worker - 11

Certified Water Well Systems Provider - 1

Certified Elevator Mechanic - 1  
 Certified Accessibility Mechanic – 1

DPOR has issued a total of 467 licenses through ULR.

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

The following report was created by Dr. Jason M. Williams Sr., the Coordinator of Apprenticeships and Work-Based Learning programs at VCCS in the Workforce and Academic Division and was provided to the Virginia Apprenticeship Council in lieu of attendance.

### **VCCS Presentation to Rapid Response Coordinators:**

The apprenticeship coordinator, as well as coordinators from the FastForward, G3, Credit for Prior Learning, Virginia Infrastructure Academy, and the BPI grant, provided a presentation on VCCS services and funding streams that have a significant impact on dislocated workers and short-term training. The presentation's goal was to reimagine the Virginia Rapid Response Program to be more consistent statewide via service, engagement, and training plans, it is important to be knowledgeable and understand the connection that core partners provide to the dislocated worker. Members of the Rapid Response Team and Workforce Development Boards in the SEVA Region also attended. In addition, the same presentation was provided to the Virginia Department of Social Services (VDSS).

- **VCCS Opportunity 2030 new 6-Year Strategic Plan: A&WBL**
  - Strategic Plan: 1 Overarching Goal
    - 300,000 cumulative degrees, diplomas, certificates, CSCS, and credentials
  - 5 Objectives
    - Communication
    - Teaching and Learning
    - Student Support:
      - **Increase students engaged in paid internships and apprenticeship programs by 25% by 2030. One way this will be accomplished is by BOE per college.**
      - Meaningful Credentials
      - Finance and Funding
  - 31 SMART Metrics
  
- **Virginia Infrastructure Academy (VIA)**
  - Initiated VCCS VIA initiatives and partnerships with VA Works in building relationships to expand and share resources. POCs at VA Works are Dr. T. Six (Alignment Coordinator and Educational Liaison) and Michael Alley (Lead Generation Specialist). VCCS POCs Dr. J.M. Williams Sr. and Sam Northington (Virginia Infrastructure Academy Coordinator).
  
- **NASA Roadshow 2024 Update:**

*I am pleased to announce that as a contributing member, the team was selected for the NASA Honor Group Award for the 23 in 2023 Community College Recruitment Team.*

Over 2,100 people attended the VCCS and NASA Road Show in 2023, consisting of traditional college students, dual enrollment, and Governor's School students. 21 of the 23 community colleges participated with both in-person and virtual options. I coordinated the efforts between Virginia's community colleges along with Karen Miller and her group at NASA to present detailed information, outlining internship and apprenticeship opportunities for VCCS students interested in positions at NASA.

### **JULY 2024 SYSTEM-WIDE UPDATES**

- Academic Updates: Summer and Fall 2024 enrollments are in full-force with 64,508 students (headcount) and 24,511 FTEs enrolled for summer and 62,269 (headcount) and 40,664 FTEs for fall. Fall 2024 is currently showing a 2.05% increase in headcount over last year at this time.
- FastForward: The Virginia Community College closed out FY24 with a 19% increase in FastForward program enrollments since FY23. A total of 17,813 students enrolled in FastForward programs over the year, with 16,466 receiving Workforce Credentials Grant (WCG) funding to help cover tuition, books, and fees.
- G3 Updates: G3 funds totaling \$17.5m were awarded and disbursed to over 9,000 academic/credit students and over \$6m for roughly 6,500 FastForward workforce students in FY24. The \$23.7m awarded to 15,671 students in FY24 exceeds the \$20.6m awarded in FY23 to 12,594 students, showing the growth of the G3 program. The VCCS was also excited to add new programs (CIP codes) approved by the General Assembly for G3 funding effective July 1, 2024. Cooking and Related Culinary Arts, General, Hospitality Administration/Management, General, and three transfer programs, Elementary Education and Teaching, Secondary Education and Teaching, and Engineering, General, were all added as programs eligible for G3 funding.

*-System-wide updates provided by Dr. Angela Lawhorne, Director of Career Education Programs & Workforce Partnerships for the Virginia Community College System*

### **ONGOING INITIATIVES**

- Talent Pipeline Challenge/Infrastructure: to fill high-quality jobs that will help rebuild our infrastructure and supply chains by synergizing employers, education, and training providers, at the state and local levels. VCCS has responded by the formation of the Virginia Infrastructure Academy (VIA), aligning business leaders to existing training programs by addressing urgent community needs while forecasting future requirements. Business sectors: heavy construction, maintenance, tunnel construction, broadband expansion, on/offshore wind, and solar energy.
- As a VCCS A&WBL Business and Outreach Initiative, many colleges have increased their hosting of Job Fairs, Career Fairs, and Employer engagement, which will increase internships, apprenticeships, and student employment.
- The VCCS' A&WBL Quarterly Newsletter provides news, updated related information, and guidance on A&WBL topics to our 23 colleges. Each quarterly newsletter is accompanied by a meeting whereby guest speakers, presenters, and A&WBL subject matter experts can deliver important information that provides growth

and expansion of the VCCS' A&WBL programs. The next virtual A&WBL NL/Meeting will be on July 31<sup>st</sup>, 2024, at 1 pm.

**ANNOUNCEMENTS:**

Grant Shmelzer asked Commissioner Roth to provide some dates for the Outstanding Apprentice Awards. It was discussed that the awards ceremony be held during National Apprenticeship Week and Carrie stated that was the plan.

Chair Harris announced that the next Council meeting is set for September 12, 2024, at 10:00 am.

Chair Harris thanked the Council, and all in attendance.

The meeting adjourned at 11:35 am.

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**Dudley Harris, Chair**  
**Carrie Roth, Commissioner and Secretary**



## THE VIRGINIA APPRENTICESHIP COUNCIL MINUTES

The Virginia Apprenticeship Council met on Thursday, September 12, 2024

### COUNCIL MEMBERS PRESENT:

Dudley Harris, Chair  
Carrie Roth, (Secretary of the Council)  
William Dunn  
Dr. Jameo Pollock  
Doris Crouse-Mays  
Michelle Ramaker  
Gary Pan  
Meghan Hurt  
Grant Shmelzer  
Bo Bundrick, (Designee)  
Steve Masterson  
Jeb Wilkinson, (Designee)  
William Dunn  
Dr. Jason Williams

### STAFF PRESENT:

Angela Kelly-Wiecek, Chief Deputy Commissioner  
Donna Carvana, Assistant Director  
Charmaine Eaglin, Registered Apprenticeship Consultant  
Jennifer Hynson, Registered Apprenticeship Consultant  
Andrew Johnson, Registered Apprenticeship Consultant  
James Edmunds, Program Support Technician  
Cierra Morgan, Program Support Technician

### CALL TO ORDER AND INTRODUCTIONS:

Chair Dudley Harris called the meeting to order at 10:00 a.m. and welcomed the council and new members.

### PUBLIC COMMENTS:

#### **Laura Duckworth, University of Virginia:**

Laura Duckworth shares that she is listening to and supports Registered Apprenticeship. She also states that she likes to be a voice of the importance of the integration of safety and health into Registered Apprenticeship programs. She states that it is even more important now after completing a Registered Apprenticeship program, the apprentice no longer must test (even though it was a codes test and not a safety/health test). She wants to make sure that we remember (as an organization and as the commonwealth) is that we are turning out Registered Apprentices

simply for being in a Registered Apprenticeship program. There needs to be some checks and balances. Are they getting the training that they need? Are they getting the competencies out in the field? Can they take code and apply it in different situations? Are they doing it safely? Are they protecting themselves? Are they protecting the properties that they are working on? Are they protecting the people that are working around them? While she supports the fact that if you get through a robust comprehensive Registered Apprenticeship program, then you absolutely should be able to be licensed without testing. She states that it is important and it's the responsibility of this council and Virginia Works to make sure that that's happening. We need to make sure that small employers that might not have the same resources understand their obligations are still the same to their employees and to the Registered Apprenticeship program. This is something that can be easily overlooked. She also asks where does that liability be laid? Does it fall on the sponsor who graduated registered apprentice who is not competent in their field? Does that responsibility lay with me, the sponsors graduated them? Or does it lay with registered apprenticeship program who signed the paper that says that they completed?

#### **APPROVAL OF MINUTES:**

July 2024 meeting minutes were approved through a voice vote.

#### **OLD BUSINESS:**

None.

#### **NEW BUSINESS:**

Regarding Laura Duckworths comments, Commissioner Roth states that we have had multiple discussions over the last several apprenticeship council meetings on this issue. We went back to look and see if there have been any violations or any concerns. There were three issues, and they were administrative issues. There were no safety or health codes issues. Commissioner Roth states that the council appreciates the comments. That's why we have the integration with DPOR and DOLI as well on this council.

#### **REPORTS:**

##### **Virginia Works:**

Apprenticeship within the Commonwealth. There are currently 13,127 Registered Apprenticeships which is 249 higher than it was last week. Virginia Works has also started looking at those apprentices who are registered with a federal program but live in Virginia. There are currently 756 apprentices that are registered with a federal program but live in Virginia. These two numbers combined are around 14,000. Our goal for the end of this calendar year is 15,000 apprentice to get to our December 2025 goal of 20,000 apprentices. Regarding Registered Apprenticeship completions, for Federal Fiscal Year 2024 year-to-date, there have been 1,334 completions. Registered Apprenticeship has a total of 1,835 Registered Sponsors which is 6 higher than it was the previous week. There has been a total of 226 new sponsors for the Federal

Fiscal Year 2024 year-to-date. Commissioner Roth pointed out that these are historical numbers (largest they have ever been).

Virginia Works also celebrated our working with the Department of Education, to obtain a \$6 million grant supporting registered apprenticeship teachers in the Commonwealth. Virginia Works is really excited about how the Department of Education is really embracing registered apprenticeship as a pathway to build up the education talent pipeline as well.

Regarding the overall economic landscape in the Commonwealth of Virginia for the July timeframe we had over 4.4 it's 4.5 million Virginians who are employed which is here in 95,000 more since January of 2022. Our labor force participation rate is 66.1%. We have seen over the last couple of months a down tick in labor force participation which that's really been the number that we have been focusing on is labor force participation just because of the changing dynamics. We continue to see the top reason why people are not working now is retirement. Our unemployment rate has been 2.7% for the last three months. So, our employment is not an issue our labor force participation continues to be the pressure point for all our employers across the Commonwealth. It's not something that we see within our agencies and it's something that we talk about with every single employer.

The governor launched his "Stand Tall, Stand Strong" initiative last month focused on prisoner re-entry. We had a year of pilots that were done, and Registered Apprenticeship is a component of that in working with the Department of Corrections to make sure that we provide those pathways.

Virginia Works has strengthened our partnership with the Department of Social Services again trying to get people upward mobility not in small increments, but large growth as well as with organizations such as Goodwill.

There are still about 257,000 job openings in the Commonwealth. Virginia has been hovering around 130,000 unemployed Virginians that are seeking work. Virginia Works is working on closing that gap.

Commissioner Roth ended her report by informing the council that this is her second to last day as Commissioner of Virginia Works. It has been an honor to be the first Commissioner and to stand up, start up and launch Virginia Works. Virginia Works is excited to share with the council that the governor has appointed Nicole Overley, who has been the deputy secretary for workforce development for the Commonwealth, to become the new the Commissioner for Virginia Works.

*Discussion Point: Grant Schmelzer confirmed that the registered apprenticeship numbers were very helpful, and requested that in addition to this information, a schedule of program reviews and audits would be valuable.*

**Division of Registered Apprenticeship (Virginia Works):**

Donna Carvana, Assistant Director of Registered Apprenticeship, gave the following report to the Virginia Apprenticeship Council on behalf of the Division of Registered Apprenticeship:

Registered Apprenticeship will be celebrating National Apprenticeship Week in November from November 17<sup>th</sup> -23<sup>rd</sup>, 2024. Registered Apprenticeship will be hosting the 7<sup>th</sup> Annual Outstanding Apprenticeship Awards. This ceremony is planned for the week before National Apprenticeship Week and is tentatively scheduled for November 14<sup>th</sup> or 15<sup>th</sup>.

Ms. Carvana and a number of Registered Apprenticeship staff recently attended the annual NASTAD (National Association of State and Territorial Apprenticeship Directors) Conference. Registered Apprenticeship is looking to possibly start encouraging our sponsor companies to have programs in conjunction with the CTE centers so that they can go in and talk about apprenticeship opportunities in their industries. this will help youth start thinking about participating in their programs, but also start thinking about careers in general.

Ms. Carvana also reported that Reciprocity was an important topic discussed at NASTAD and will need to be addressed by the Council.

Intermediaries are becoming a more integral part of Registered Apprenticeship. Ms. Carvana indicated that both LWDB and community colleges are considering becoming intermediaries and asked for there to be continued conversation with the council these opportunities.

The federal government will be conducting audits with each state. As far as going over the indoctrination to compliance to 2929 and CFR 2930. Registered Apprenticeship is working towards getting our sponsors in compliance. We will start our major push in October for our Registered Apprenticeship Consultants now have different territories and are in new offices. We are starting to push to get them out to go and start the accumulation of data for our CFR 2929 and 2930 requirements. A specific date for the audit was not provided, but it is assumed that they will start the audit before the end of the year.

Lastly, the next phase of our Apprenticeship Academy, which will consist self-guided videos produced by the Federal DOL which go into the requirements and standards of Registered Apprenticeship. The Apprenticeship Academy provides the background they need to understand the program and talk knowledgeably about Registered Apprenticeship. After completing the videos, our Registered Apprenticeship Consultants can provide training on self-service in RAPIDS.

*Discussion Point: Grant Schmelzer inquired on the process for making a decision on reciprocity. Mr. Schmelzer suggested to Chair Harris that a working group be convened to discuss and assist with the policy creation. Commissioner Roth confirmed that this issue should be presented with more detail and a staff analysis at the December meeting.*

**Department of Professional and Occupational Regulations (DPOR):**

Jeb Wilkinson, Assistant Director for DPOR, gave the following report to the Virginia Apprenticeship Council on behalf of DPOR:

Mr. Wilkinson is filling in for Brian Woolford. He has been apart of DPOR for about 7 weeks and has been in the administration for two and half years. Mr. Wilkinson states that he is willing to receive any questions.

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

Dr. Jason M. Williams Sr., the Coordinator of Apprenticeships and Work-Based Learning programs at VCCS in the Workforce and Academic Division gave a verbal report and provided the following written report to the council:

***Rappahannock CC Welding Facility in New Kent Opens for Students***

1. Through the collaboration of students, instructors, community, government partners, local workforce board members, and Rappahannock Community College personnel celebrated the official opening of RCC's newest welding facility located in New Kent. The cafeteria at New Kent High School was transformed into a state-of-the-art instructional welding facility. The facility has 11 individual training booths. Dual-enrolled high school students attend in the morning, or the afternoon and adult students attend in the evenings. Saturday classes will begin later this year. By May 2025, these students will learn SMAW (Shielded Metal Arc Welding) commonly called ARC welding, GMAW (Gas Metal Arc Welding) commonly called MIG, FCAW (Flux Cored Arc Welding) referred to as FLUX, GTAW (Gas Tungsten Arc Welding) or TIG, and ASME IX Pressure pipe welding, and be ready to become certified and head into the workforce. The facility has all new Lincoln 300C multi-process welders, Lincoln Prism welding extractors, and Miller Dynasty 400 water cooled TIG machines, and students were happy to give tours and talk about the program. Most agreed that they love welding and the chance to create something and work with their hands. "I'm looking forward to training these students at our new facility," said Roman Eppig, RCC Welding Program Head and instructor. "Welding is a valuable skill that can lead to a rewarding and lucrative career." It is estimated that in the next year, 480,000 welders will be needed nationwide. "The shipyard is hiring on a regular basis, seeing about 50-60 new hires monthly," said Lynn Showalter, AWS Director-at-Large and Welding Engineer 5 at Newport News Shipbuilding.

***Hospitality Program at Mountain Gateway CC Now Supported By G3 Tuition Assistance***

1. Mountain Gateway Community College is pleased to announce the Hospitality program is now supported by G3 tuition assistance. The G3 Program, designed for Virginia residents who qualify for in-state tuition and have a household income falling below an identified threshold (roughly \$100,000 for a family of four), offers a "stackable" pathway for students. This means that most programs start with skills training leading to a certificate with immediate value in the job market. At MGCC, students can enroll in hospitality courses beginning this fall and ultimately earn a Hospitality Management Career Studies Certificate or Hospitality Services Certificate, providing a comprehensive educational journey for aspiring hospitality professionals. Previously, Hospitality courses at MGCC were not supported by G3. "I am thrilled about the expanded opportunities for our students enrolling in the Hospitality program," said Rachael Thompson, Assistant Professor and Business Program Head. "The addition of G3 tuition assistance opens

doors for aspiring hospitality professionals, allowing them to pursue high-demand careers with the necessary support to achieve their educational and career goals.” To be eligible for G3 tuition assistance, students must meet specific criteria, including qualification for in-state tuition, a household income of less than or equal to 400% of the Federal Poverty Level, enrollment in a minimum of six credit hours in a Virginia community college or an eligible FastForward workforce credential program, participation in a designated G3 program (in this case, hospitality), and application for federal and/or state financial aid programs.

### ***Wytheville CC Teachers for Tomorrow 1+1+2 Program***

1. Wytheville Community College (WCC) and leaders from Galax City and Bland, Carroll, Grayson, and Wythe County public schools, and Emory & Henry College met to sign an agreement for the “Teachers for Tomorrow 1+1+2 Program.” WCC recently signed a similar agreement with Smyth County Public Schools and Emory & Henry College. This program is designed to develop and implement an expedited pipeline for students from partnering schools to obtain teacher certification. Through the partnership, each participating public-school division will provide information about the “Teachers for Tomorrow” program to all 10<sup>th</sup>-grade students. High school juniors and seniors then could explore careers in teaching and educational support services. The public schools commit to offering dual enrollment courses that will allow students to earn one year of college credits during their junior and senior years of high school. Emory & Henry College will then offer the final two years of the “Teachers for Tomorrow 1+1+2 Program” to enable students to complete a bachelor’s degree through a prescribed curriculum and obtain teacher licensure. Emory & Henry College is also offering students in the program a discounted tuition rate of \$7,500 per year, excluding the Virginia Tuition Assistance Grant. “Today marks a significant milestone as we celebrate the signing of the MOU between our K-12 education partners, Wytheville Community Colleges, and Emory & Henry College for a transformative grow-your-own teacher preparation program,” said Dr. Dean E. Sprinkle, WCC president. “This collaborative effort underscores our commitment to nurturing talent within our communities and fostering a seamless pathway for aspiring educators.” “This is an extraordinary opportunity for high school students in WCC’s service region who aspire to be teachers,” said Sprinkle. “The ‘Teachers for Tomorrow 1+1+2 Program’ encourages high school students to explore career opportunities and then helps them map out their educational pathway and earn college credits for associate and bachelor’s degrees that lead to rewarding teaching careers.” Sprinkle noted that through WCC’s partnership with public schools, dual enrollment courses are provided at no tuition cost to high school students. After student’s graduate, if they enroll at WCC, there are numerous types of financial aid and scholarships available to help with the costs of the second year of the associate degree. “Emory & Henry College is pleased to participate in this collaborative program to provide students with an accessible path to achieve their goal of becoming teachers,” said Dr. Michael Puglisi, provost. “We want them to be able to complete their educational path here in the region,

to stay here, and to go on to teach in Southwest Virginia. We want to keep our best students in the region to support our future.”

### ***Germanna CC FEA***

1. The free Future Educators Academy is an innovative early college academy focusing on preparing tomorrow’s teachers in Culpeper, Orange, Madison, Rappahannock, Clarke, Fauquier, Frederick, Page, Shenandoah, and Warren counties and the City of Winchester. FEA is a collaboration among these school divisions, Germanna, Laurel Ridge, and James Madison University with one shared goal: producing exceptional teachers for the region. Students in FEA earn an associate degree while concurrently completing the requirements for an advanced studies diploma. speakers included Virginia Community College System Chancellor David Doré, Germanna President Janet Gullickson, and Laurel Ridge Community College President Kim Blosser. Youngkin and Gullickson both referred to the first FEA cohort of 17 students as "pioneers."

**To be considered, applicants must meet the following minimum requirements:**

1. Be a rising junior at a participating high school
2. Completed Algebra II or higher by the end of their sophomore year
3. Completed three verified credits by the end of sophomore year
4. Have a minimum unweighted GPA of 3.0 or higher
5. In good disciplinary standing with the high school

Germanna will request transcripts from your high school to confirm that applicants meet, or are on track to meet, all requirements as part of the application process.

### ***September 2024 System-Wide Updates***

*-System-wide updates provided by Dr. Angela Lawhorne, Director of Career Education Programs & Workforce Partnerships for the Virginia Community College System*

2. FTE enrollments increased by 4,122 (5.29 %) from 77,979 to 82,101 today (9/3/2024), and headcount increased by 10,102 (7.76 %) from 130,164 to 140,266 today.
3. Compared with the previous year, today’s FTE enrollments of 82,101 are 2,910 (3.67 %) higher, and today’s headcount of 140,266 is 3,418 (2.50 %) higher.
4. Dual Enrollment FTEs have increased from 13,323 to 13,828 (3.79%) as of 9/3/2024.
5. FastForward (workforce credential) enrollments have increased from 3,760 to 4,489 (19.39%) since this time last year.

6. WCG enrollments (FastForward students utilizing the Workforce Credentials Grant) have increased by 20.17% from 3,481 to 4,183 students, representing students pursuing stackable credentials.
7. The General Assembly added new CIP codes for G3 approval. New CTE programs (FastForward and Academic) were added to include Hospitality and Culinary Arts, and Education and Engineering programs including transfer degrees.
8. The G3 Annual Report for FY24 was just released reflecting an increase in G3 enrollments from 12,594 to 13,648, with 42% enrolled in healthcare programs, 28% in manufacturing and skilled trades, 23% in IT, 4% in early childhood development, and 3% in public safety. While G3 eligibility is set at 400% of the Federal Poverty Level (FPL), we still see 54% of G3 students below 200% of the FPL, representing a large population of students in need and seeking additional skills and employment opportunities. Tracking the wages of G3 program completers, the median wage of AY 2022 G3 academic program completers increased by 95% from preenrollment to post-completion -- more than \$11,000 higher than that of students who left their program before completing.
9. The new VCCS 6-year Strategic Plan included some exciting new goals for our system to focus on:
  1. **4.4 Increase students engaged in paid internships and apprenticeship programs by 25% by 2030.**
    1. Efforts include paid internships being included in our Building Pathways to Infrastructure Jobs grant
    2. Exploring a new CMS to track and manage work-based learning at the 23 colleges (i.e. Salesforce add-on)
  2. **2.6 Increase annual number of incarcerated students enrolled by 25% by 2030.**
    1. Coordinator at the System Office participating on the Governor's Re-Entry Optimization Initiative
    2. Growing our Higher Education for Justice-Impacted Individuals Consortium to include IIIs, faculty, and employers
    3. Expanding resources and seeking funding and support for colleges to launch programs in carceral facilities

### ***Ongoing Initiatives***

1. As a VCCS A&WBL Business and Outreach Initiative, many colleges have increased their hosting of Job Fairs, Career Fairs, and Employer engagement, which will increase internships, apprenticeships, and student employment.
2. The VCCS' A&WBL Quarterly Newsletter provides news, updated related information, and guidance on A&WBL topics to our 23 colleges. Each quarterly newsletter is accompanied by a meeting whereby guest speakers, presenters, and A&WBL subject matter experts can deliver important information that provides growth and expansion of the VCCS' A&WBL programs. The next virtual A&WBL NL/Meeting will be on Wednesday, September 25<sup>th</sup> 2-2:45 pm 2024.



**Department of Education (DOE):**

Andy Armstrong spoke to the council on behalf of the Department of Education. Mr. Armstrong stated that he did not have a formal report for the council. He thanked Commissioner Roth, Donna Carvana, and Dr. Jason Williams for their support of the Department of Education.

**Department of Labor and Industry (DOLI):**

Commissioner Gary Pan stated that the Department of Labor and Industry (DOLI) has moved their Headquarters. They were originally located in Downtown Richmond (600 East Main St) and have moved to the current VEC Headquarters (6606 W Broad St).

DOLI is working on creating a better structure for their organization. Previously, Commissioner Pan had about twelve people reporting directly to him. That number has now been reduced to three. These three can be broken down to what they oversee. They have so they focus on three main things:

1. Regulatory Programs, which is the front end of our arrow - the tip of our spear.
2. Business services, which is the shaft of the arrow.
3. External Affairs, which is the fletching, the feathers that helps guide the arrow.

This new organization helps DOLI focus on their mission, which is about safety and health in the Commonwealth of Virginia.

Regarding compliance, DOLI has investigators that go out to company to make sure that it is safe for everyone. Most of these are provided through referrals. DOLI also has a list of emphasize program companies, and this list is provided by the federal DOL. DOLI has been struggling with vacancies in their workplace. DOLI used to have about 50% in the front end of their business regarding people who are out in the field. Over the past few years, this number has shot up to 80%.

DOLI also has a division that oversees labor standards. This group is called Labor Law. They do things such as payment of wage, youth employment certificates (making sure that our youth are protected).

Lastly, DOLI also has a division called Boilers and Pressure Vessels. There are about 80,000 boilers and pressure vessels in the Commonwealth of Virginia, and these must be inspected every other year. All of these things help in regard to trying to achieve our desire, which is an injury free Commonwealth of Virginia.

**ANNOUNCEMENTS:**

Chair Harris provided some background information on why there are new member seats on the council. These include Department of Education (DOE), Department of Professional and Occupational Regulation (DPOR).

Chair Harris announced that the next Council meeting is set for December 5, 2024, at 10:00 am at the new Virginia Works Headquarters in Holland Tower.

Chair Harris thanked the Council, and all in attendance.

The meeting adjourned at 11:35 am.

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**Dudley Harris, Chair**  
**Carrie Roth, Commissioner and Secretary**

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