



AGCVA eBulletin

Volume XXXIII No. 8

May 19, 2017

Virginia Workforce System Resources for Businesses

Workforce Education and Training Support

Virginia's workforce system provides a comprehensive training solution for employers, offering a wide range of talent pipeline development options. The system works to prepare the next generation of workers, hone the skills of entry-level workers, and for upskilling of existing workers to improve Virginia's business climate and business competitiveness. We do that in close partnership with employers and, in many cases, share the cost of the training. Our education and training providers include:

- *Four-Year Universities*
- *Community Colleges*
- *High School Career Technical Education*
- *Private Training Providers and Career Colleges*

We provide flexible options to meet your unique training needs, including:

- *Classroom*
- *Onsite*
- *Online*
- *Registered Apprenticeship*
- *Customized Training*
- *On-the-Job Training*

Virginia Registered Apprenticeship Related Instruction Incentive Program (ARIIP)

This program is intended to expand the use of registered apprenticeship, especially in non-traditional occupations.

A representative (sponsor/employer/state agency) of an approved Registered Apprenticeship Program will find the Registered Apprenticeship Related Instruction Incentive Guidelines and application at www.doli.virginia.gov.

Program Benefit: DOLI may reimburse the sponsor/employer and state agency, up to a maximum of \$1,000 annually, per apprentice, for a maximum of 10 apprentices per sponsor. Many registered apprenticeships are longer than a year in duration and reimbursement may be sought for multiple years. Reimbursement is not guaranteed, and is subject to available funding on a first-come, first-served annual basis after successful completion of coursework.

Worker Retraining Tax Credit

This credit allows an employer to claim a tax credit for the training costs of providing eligible worker retraining to qualified employees for taxable years beginning Jan. 1, 1999.

The credit may be applied against individual income tax, estate and trust tax, corporate income tax, bank franchise tax, and taxes imposed on insurance companies and utility companies.

Eligible worker retraining includes noncredit courses that are approved by the Virginia Economic Development Partnership. For information on noncredit course approval, call 804.545.5706. It also includes credit or non-credit retraining courses taken through an apprenticeship agreement approved by the Commissioner of Labor and Industry.

More information can be found here - <https://www.tax.virginia.gov/business-development-credits>

Program Benefit: Generally, the credit is 30% of all classroom training costs but is limited to \$200 annual credit per student if the course work is incurred at a private school or \$300 per qualified employee with retraining in a science, technology engineering, arts, or math (STEAM) discipline. Virginia is authorized to issue up to \$2,500,000 of retraining credits annually. If total requested credits exceed this amount, employers will receive a prorated amount of authorized credits.

Credits taken may not exceed tax liability in a single taxable year. Unused credits may be carried forward for 3 years.

For more information contact [Courtney Baker](#) at 540.32.0311

Academic and business partnerships can address labor shortages

Listed in Richmond Times Dispatch

By Jeff Lighthiser and Andrew Browning May 13, 2017

http://www.richmond.com/opinion/their-opinion/guest-columnists/academic-and-business-partnerships-can-address-labor-shortages/article_e573efe7-7fac-56fc-85e2-9c2733fb75bb.html?utm_medium=social&utm_source=twitter&utm_campaign=user-share

Springtime heralds a number of transitions. One such transition is the closing weeks of classes on college campuses as students prepare to graduate and pursue careers. The job market is looking up for the class of 2017.

The first three months of this year have been very positive for job creation as the government and ADP both reported the addition of hundreds of thousands of new jobs. This is good news for the economy, our country, and graduates.



However, this jobs boom is not impacting every sector in the same way and one industry, particularly in Central Virginia, continues to face a significant job shortage: land development.

This sector is composed of engineers and developers who are responsible for designing, planning, and developing residential neighborhoods, mixed-use communities, commercial and industrial sites, and critical municipal projects, from new schools and transportation to utilities and storm water management.

For many years, the land development sector has faced a shortage of qualified engineers and struggled to meet the demand for new projects. As the industry in our region and across the state looked to address this issue, a promising solution emerged: partnerships between universities and the land-development community.

Estimates from civil engineering departments at leading universities in the United States show that as many as a quarter to a third of graduates work in the land-development sector.

Yet for years no academic institution had a dedicated program to prepare students to tackle the unique issues associated with land development and design.

That changed when Virginia Tech launched the Land Development Design Initiative (LDDI), which educates and prepares civil engineering students for a career in the land-development industry, including positions with engineering firms, developers, home builders, equipment manufacturers, and contractors.

Partnerships between academic institutions and industries, like LDDI, take many forms. For example, both of us and many other engineers from the Richmond area serve as mentors for students. We also are guest lecturers in classes and assist students on project work.

Engineering firms then attract students to Central Virginia for internships and eventual full-time positions. This collaboration is a critical component to the success of these programs.

When universities and leaders from the private sector work together to establish a dedicated track of course work to address a topic, such as land development, a program's impact for both students and the private sector is tremendous.

Among the most significant benefits, three stand out.

First, programs that specialize in land development and design produce new professionals who can contribute to projects immediately rather than needing months of on-the-job training. Thanks to a program that cultivates and enhances land-development skills, graduates can tackle a variety of issues right away, from regulatory and zoning requirements, to design challenges, to sustainability concerns.

Second, it's critical that those professionals who design sites for development manage complex regulatory environments, such as storm-water and erosion controls.

Universities can deliver the educational background needed on these topics as well as help develop new insights and solutions.

Third, these university programs are key tools to address the labor shortage in the engineering and

land-development fields. It's vital that firms have a robust pipeline for talent from college campuses. For example, both of our firms have hired graduates from a dedicated land-development program and seen the difference firsthand. If additional universities created these land-development partnerships, the existing labor shortage could be tackled more quickly.

As with all types of partnerships, programs that rely on collaboration between universities and the private sector demand buy-in from both sides. Continued success of an academic program, such as LDDI, requires ongoing support from private sector businesses.

Engineers, developers, and others in the land-development sector need to support these programs through sponsorships, mentorships, and internships.

Only by raising funds from the private sector — and leveraging that support through the university — can these innovative and essential programs continue to thrive.

Given the impact in the Richmond area, and around the state, it's paramount that the engineering and land-development sector support programs like LDDI so our industry can tackle the current labor shortage and cultivate the next generation of leaders.

Jeff Lighthiser is the president and CEO of Draper Aden Associates, an engineering, surveying, and environmental services firm. He is based in the firm's Henrico County office and can be contacted at jlighthiser@daa.com. He has served on the LDDI Advisory Board since its inception 10 years ago. Andrew Browning is vice president of engineering and a principal with Youngblood Tyler & Associates, an engineering firm based in Mechanicsville. Contact him at abrowning@youngblood-tyler.com.

Workforce Development Scholarship Application Deadline June 1st

For Students in Technical and Craft Programs

The AGC Education and Research Foundation offers Workforce Development Scholarships to students enrolled in accredited technical schools or craft training programs in any discipline of commercial construction. Students in technical or approved craft training programs will have until June 1st to apply for \$1,000 scholarships (renewal for up to two years) from the AGC Education and Research Foundation.

To review the complete list of criteria [click here](#). Students can [click here](#) to apply.

The Education and Research Foundation is committed to taking steps to ensure students have the technical skills needed to immediately enter into the commercial construction workforce. For further questions, contact Courtney Bishop, Courtney.bishop@agc.org or 703.837.5356

Remember to VOTE!

Tuesday, June 13 is election day in Virginia! There is a primary election on June 13 for who will be the Republican and Democrat nominee for Governor. In Virginia, you can only vote in one primary. Do you know who is even running? Here are a few recent stories to give you an idea:

Democrat Primary: https://www.washingtonpost.com/local/virginia-politics/virginias-june-primary-poses-the-first-major-test-for-trump-era-democrats/2017/03/21/c1f58bea-0a70-11e7-b77c-0047d15a24e0_story.html?utm_term=.443cf394fa2d

Republican Primary: <http://www.foxnews.com/politics/2017/04/16/gops-june-primary-for-virginia-governor-heats-up-in-early-debate.html>

Right To Work Issue:

<http://ideastations.org/radio/news/gillespie-warns-against-va-right-work-flip>

Business Should Stay Vigilant About Contractor vs. Employee Classifications, Warns Attorney

Trump administration's pro-business stance doesn't change things, says LeClairRyan's Davis

Provided by: PRNewswire - May 1, 2017

<http://www.prnewswire.com/news-releases/business-should-stay-vigilant-about-contractor-vs-employee-classifications-warns-attorney-300447966.html>

During the Obama administration's two terms, businesses that misclassified employees as independent contractors were targeted by federal investigators. The recently elected Trump administration appears to be friendlier to commercial enterprises, but companies that supplement workforces with independent contractors should not view this as an invitation to misclassify workers, warns Betsy Davis, a shareholder in the national law firm's Richmond office, in a recent client alert.

"To begin with, the federal Department of Labor guidance issued during the Obama Administration remains in effect, and employers should expect DOL enforcement to continue," she writes. And even if federal government enforcement efforts are given a lower priority by the Trump administration, "employers should expect state departments of labor to fill the void under their joint enforcement initiatives. Employers should also anticipate that plaintiffs' class action lawyers will continue to target misclassification."

The penalties for misclassification are significant, and employers may be liable for unpaid minimum wages and overtime compensation; health and other benefits; denied medical leave; state and federal taxes; unemployment insurance and claims; and workers' compensation insurance and claims.

Under DOL guidelines, the focus has shifted to the economic realities test, weighing economic factors more heavily in the determination of an employee or independent contractor relationship, Davis notes.

"If the worker performs the primary type of work that the employer performs for its customers, then the factor weighs in favor of an employee relationship," she says. "If the worker provides a service to the employer's business, then the factor weighs in favor of an independent contractor relationship."

Risk of loss—or the possibility of losing money on the assignment—is another key consideration. A worker who is paid by the hour with no risk of loss is more likely to be an employee, as opposed to a worker who may suffer a loss of capital investment based on the manner in which he or she managed the project. Also, a worker who performs services only for one company and uses company equipment is more likely to be deemed an employee. In contrast, a worker who has formed an LLC, uses his or her own equipment and supplies, and performs services for a number of customers stands a better chance of being classified as a contractor.

Still, the DOL takes the position that "simply providing tools does not create an independent contractor relationship if the worker's investment is small when compared to the investment of the employer," Davis adds.

Time also matters. A lengthy work history weighs in favor of an employee relationship, while a specific project-based engagement weighs in favor of an independent contractor relationship. Finally, a worker who is subject to the company handbook, conduct rules, and specific direction for completing a project is likely to be considered an employee.

"The DOL characterizes misclassification as 'one of the most serious problems facing affected workers, employers and the entire economy,'" warns Davis. "The change in leadership in Washington will not impact an employer's need to comply. Government investigators and plaintiffs' attorneys are focused on the issue. Employers should focus on and review their worker classifications as well."

AGCVA NEWS . . .

SUMMER CONFERENCE

The Omni Homestead

August 11-12, 2017

Meeting Focus: *Revising AGC's Public Policy Positions*

AGC's 2017 Summer Conference is scheduled at the OMNI Homestead on August 11-12. Many great activities are being planned for the event, with plenty of time for you to enjoy the wonderful amenities of the Homestead (water park, golf, swimming, horseback riding, fishing and much more).

It is important that you **reserve your accommodations at The**

SCHEDULE of EVENTS

Friday, August 11

6:30 PM

Reception

Saturday, August 12

8:30 AM

Board of Directors – Public Policy Discussion

10:45 AM

District Council Meeting

Workforce Development Strategy

Omni Homestead as soon as possible as the hotel will most likely sell out all rooms that weekend. You should also register with AGCVA at your earliest convenience to help us in planning activities.

Make Your Hotel Reservations at:

<https://www.omnihotels.com/hotels/homestead-virginia/meetings/agc-of-va-summer-meeting>

6:30 PM
Reception & Dinner for all attendees

Sunday, August 13

9:00 AM
Convention Committee Meeting

COMING SOON! AGCVA NEW WEBSITE

AGCVA is in the midst of assembling a NEW WEBSITE that will be available late summer 2017. If you have any recommendations for the site let us know.

Contact [Sheila Collins](#) at 804.364.5504 x211

CONTROLLER WANTED for AGCVA

Position Summary: The Controller will report to the CEO and oversee all accounting responsibilities for AGCVA Chapter, its 9 districts, Political Action Committee (PAC), and Virginia Construction Industry Educational Foundation (VCIEF):

- Ensures overall GAAP, regulatory compliance, and internal control monitoring
- Proactively initiates and facilitates continuous improvement of accounting processes and practices
- Provides financial reporting including regulatory, monthly, annual, and ad hoc reporting
- Prepares and analyzes financial information detailing assets, liabilities, capital, revenue, and expenses
- Prepares or reviews all schedules required by third party vendors, external accountants, and bankers
- Reviews all credit card transactions
- Assists with budget preparation
- Manages association database
- Manages association benefits including health, disability, dental, and life insurances, and HSA
- Processes all new hire paperwork

Full description [here](#)

For more information contact [Gordon Dixon](#), CEO 804.516.1057

WORKFORCE DEVELOPMENT . . .

to assist Workforce Development in your area - contact Courtney Baker at: Courtney@aqcva.org

Western Albemarle Tiny House Project (Piedmont District)

Thank you to all of the companies and individuals who provided time, financial and material donations, manpower, etc... to the Western Albemarle Tiny House Project.



ABC Supply Company - Exterior Siding
AGCVA Educational Foundation VCIEF - Grant - trailer \$3000
AGCVA Piedmont District - Grant for trailer \$3000
Albemarle Heating and Air - HVAC unit donated & installed
Allied Concrete Rob Watkins - Mentoring, Cinder blocks
Augusta Lumber - Butcher Block Countertop
Blue Ridge Builders Supply - Discount
Blue Ridge Builders Supply - Window trim, Fascia
Ceiling and Floor Shop - Flooring
Central Virginia Builders inc. - House wrap and nails
Charlottesville Glass - Windows
Craig Builders - Walls
Faulkner Construction - Safety Lesson and hard hats
Ferguson Plumbing - Plumbing materials/ hot water heater
Home Depot Waynesboro - Door and lock
Justin Matheny - Time and advice
Kevin Matheny - Reclaimed barnwood lumber
Lowe's Charlottesville - Insulation
Lucky B Trailers - Helped with the trailer purchase
Martin Horn Jeff Sims - Mentoring
Martin Roofing and Sheet Metal - Metal roof & installation
Missy Gupton - EVERYTHING!
Pete's Plumbing - Installed plumbing
Raymond Matheny - Time and advice
Robertson Electric - Electrical
RockyDale Quarries, Eddie Gupton - Mentoring
The Floor Show Lynchburg - Flooring
Valley Building Supply Inc. - Windows
Yancey Mills - Lumber to build walls

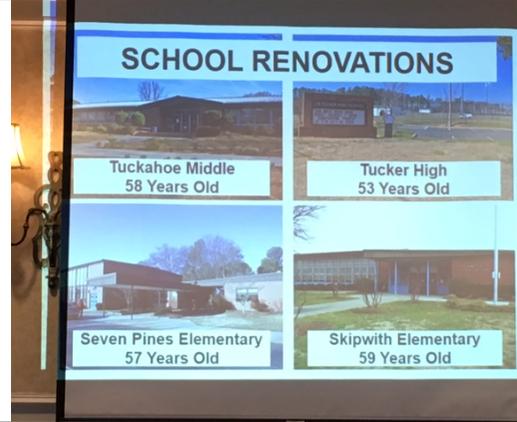
DISTRICT NEWS

Richmond District talks local government future building plans!

On May 16th, Chesterfield's Allen Carmody (Finance Director) and Keith Gagnon (Director of Purchasing) and Anthony Romanello (Deputy County Manager for Administration) spoke to 73 members of the AGC's Richmond District on the future development and construction needs of the localities.

Both administrations spoke of the current needs coming on line and then went into what trends they are seeing for future development. Shortages seemed to be a key word during the

presentations: shortage of federal and state funding, shortage of workers to get jobs completed and shortage of funds to always build new rather than renovate. Questions from the audience ranged from what methods of construction the localities envision for the future to who won recent bids.



Tidewater's Workforce Development Event at The Main in Norfolk Sells Out

Attendees at a sold-out Tidewater event on April 20 got a "twofer". First, attendees got to see and hear the featured speaker, AGCVA's brand new CEO, Gordon Dixon, discussing Workforce Development, a topic that is near and dear to anyone directly involved in the modern commercial construction industry. Depending upon who you talk with, finding a qualified workforce is the number one industry issue.

Second, the event was held in the brand new Hilton Hotel called The Main, in downtown Norfolk. This very popular hotel, a 28-month \$115 million project, was constructed by AGC member W. M. Jordan Company, Inc.

AGCVA's newly-hired Workforce Development Manager, Courtney Baker, attended the event as well.

In addition, new member plaques were presented to 10 new member companies in attendance. Plaques were presented by Tidewater District President Josh Haislip, Virginia Drywall, Inc., assisted by AGCVA CEO Gordon Dixon.

Tidewater has their Spring Golf Tournament set for May 15 at Heron Ridge Golf Club in Virginia Beach and the Tidewater AGC Beer Tasting is scheduled for June 22 at Waterman's, a very popular local restaurant in Virginia Beach.

SEMINARS & TRAINING

OSHA Silica Dust Training

You are invited to a Zoom webinar.
Wednesday, June 14, 2017
TIME: 3:00 PM
Topic: AGC Webinar on Silica Compliance

Instructor: Curtis Witt, Safety Director
Froehling & Robertson, Inc.



What is silica?

Silica is one of the most common naturally occurring elements on the planet. Silica, the mineral compound silicon dioxide (SiO_2), is found in two forms -- crystalline or noncrystalline (also referred to as amorphous). Sand and quartz are common examples of crystalline silica.

When is silica a hazard for construction workers?

Materials that contain crystalline silica are not hazardous unless they are disturbed, generating small-sized particles that can get in your lungs ("respirable crystalline silica"). For example, blasting, cutting, chipping, drilling and grinding materials that contain silica can result in silica dust that is hazardous for construction workers and others to breathe.

Register in advance for this webinar:

<https://zoom.us/webinar/register/af691c16402b9757cde7dc3c8da9331e>

After registering, you will receive a confirmation email containing information about joining the webinar.

PROJECT MANAGEMENT - MODULE 3

Thursday, May 25 – Friday, May 26, 2017

TIME: 8:30 am to 4:00 pm

[REGISTER HERE](#)

AGCVA Headquarters

11950 Nuckols Road – Glen Allen, VA 23059

COST Per Person: AGCVA Member: \$495 / Non Member: \$795



INSTRUCTOR:

Mike DuBose, Project Manager - W. M. Jordan Company

This course will assist early-career project managers in identifying the role pre-planning has in affecting the success of a project and furthering their understanding of the different areas of planning for the construction phase of the project.

Construction Quality Contractor CQC – Training

Both the Corps of Engineers and the U.S. Navy require that CQC personnel pass this training program as part of the certification process. AGC has worked with these groups over the past eighteen years to provide this training on a convenient, reasonably-priced basis.

A registration fee of \$200/member rate and \$250/non-member rate will be charged per attendee to cover the cost of the meeting facility, lunch, handout materials and refreshments. Upcoming Dates:

July 13, 2017

[Construction Quality Management
for Contractors \(CQC\) 7/13/17](#)

Hilton Garden Inn
1624 Richmond Road
Williamsburg, VA 23185

September 19, 2017

[Construction Quality Management
for Contractors \(CQC\) 9/19/17](#)

Quality Suites Lake Wright
6280 Northampton Blvd.
Norfolk, VA 23502

November 16, 2017

[Construction Quality Management
for Contractors \(CQC\) 11/16/17](#)

Hilton Garden Inn
1624 Richmond Road
Williamsburg, VA 23185

Calendar of Events

05/25/2017

[Project Management Module 3 May 25-26, 2017](#)

06/01/2017

[Richmond Historic Restoration & Development Discussion 6/1/17](#)

06/02/2017

[Valley Golf Tournament 6/2/17](#)

06/02/2017

[Roanoke Golf Tournament 6/2/17](#)

06/05/2017

[Piedmont Golf Tournament 6/5/17](#)

06/22/2017

[SOLD OUT! YCL Program - Organizational Structure 6/22/17](#)

06/22/2017

[Piedmont Brewery Construction Discussion 6/22/17](#)

06/22/2017

[Tidewater Beer Tasting 6/22/17](#)

06/29/2017

[Peninsula Baseball Outing 6/29/17](#)

WELCOME NEW MEMBERS

New Subcontractor Member

Richmond District

Merchants Fixture

11218 Hopson Road

Ashland, VA 23005

Phone: (804) 585-3471

Fax: (804) 798-9693

<http://www.merchantsfixture.com>

Contact: Neil Wright

Specialty: Millwork, Architectural Casework & Woodwork,

Cabinets: Custom, Countertops: Solid Surface

New Subcontractor Member

Tidewater District

Acousti Inc

2508 Glen Center St

Richmond, VA 23223

(804) 861-5222

Fax: (804) 861-6693

Contact: Paul Camardella

Specialty: Acoustical Contractors, Ceiling Contractors, Interior Finishing Contractor

New Subcontractor Member

Tidewater District

East West Construction Inc

1397D Air Rail Ave

Virginia Beach, VA 23455

(757) 216-3152

Contact: Wendy Brockenbrough

Specialty: Excavating Contractors, Piping Contractors, Sewer Contractors, Site Utility Contractors,
TV Pipeline: Inspection & Repair, Vacuum Trucks

New Supplier/Service Member

Richmond District

Dr Alexander Morgan, MD, MOH

9515 Cottesmore Lane

Richmond, VA 23228

Phone: (631) 987-5240

Contact: Alexander Morgan

Specialty: Education & Training, Biohazard Remediation, Drug-Free Workplace Training,
Environmental Consultants, First Aid Training, Occupational Safety Consultants

New Supplier/Service Member

Peninsula District

RDU Construction

112 Railway Road

Yorktown, VA 23692

Phone: (919) 995-0420

Contact: Adonis Fuentes

Specialty: Staffing: Construction Laborers, Carpenters, Drywall Contractors,
Electrical Contractors, Staffing: Technical & Craft

New Supplier/Service Member

Tidewater District

CADD Microsystems

919 E Main St #101

Richmond, VA 23219

(804) 767-5133

Contact: Lee Jewell

Specialty: **BIM (Building Information Modeling)**, Architectural Consultants, Education & Training,
Engineering Consultants, Software: CAD-Navisworks, Software: REVIT

<http://www.caddmicrosystems.com>

Send in Your Company News

and it will be highlighted in the AGCVA eBulletin