**Apprenticeship Testimonial**

"Apprenticeship training helps our company produce qualified and knowledgeable electricians for over 25 years and it assures the customer that they are getting a safe electrical system. We have found that apprenticeship training gives individuals a huge head start with their career in the electrical industry."

**Eric DuBose, L.E. Ballance Electrical Service, Inc.**

"In our industry, we need competent helpers and skilled tradespersons. As competition for such talent increases, Colonial Webb Contractors has taken a proactive approach to develop our people to prepare them for future opportunities, technical challenges and leadership roles. In short, “we are growing our own”.

**Bill Skelley, HR Colonial Webb Contractors**

"Wooldridge Heating & Air, Inc. has been a sponsor of the Virginia Apprenticeship Program since 1978. Our experience with apprenticeship has been very positive. In order to have the competitive edge in your industry, offer Registered Apprenticeship to your new hires; you both will benefit.”

**Trisha Wooldridge, Wooldridge Heating & Air, Inc.**

"I am an apprentice graduate of the Sheet Metal Class of 1967. I am also the current President of the Virginia Apprenticeship Alumni Association. Every industry, every occupation has changed over the years; but Apprenticeship remains the most reliable safety and training tool there is. Each year, I see Registered Apprenticeship getting bigger and better.”

**Ray Louth, Sheet Metal Workers’ International Association - Local 180**

"Graham Packaging Company has trained nearly 30 apprentices. Over the years, the registered apprenticeship program has provided Graham Packaging with highly trained employees to support our needs. The apprenticeship program is a valuable tool allowing Graham Packaging to remain as a viable and competitive business for years to come.”

**Craig McLean, Graham Packaging Plastics**

"The opportunities the apprenticeship has offered me are beyond compare. I have learned a trade skill complete with on-the-job and classroom training, received a college education (Associates in Applied Science degree), and the opportunity for advancement within the organization. It is the best decision I ever made.”

**Kristine Grafton, Outstanding Apprentice, 2007 Norfolk Naval Shipyard**

---

**Apprenticeship occurs in a wide variety of occupations. Here are the 40 most highly sought after apprenticeships in Virginia.**

**Sponsor Testimonials**

**Visit our Web Site at www.doli.virginia.gov**
What is Apprenticeship?

- Registered Apprenticeship is a structured training program that combines on-the-job training and related technical instruction to train employees in occupations that demand a high level of skill
- Occupations in construction, manufacturing, and the service industries utilize apprenticeship readily; both in the private and public sectors
- Apprenticeship works for employers of any size and a diverse apprentice population
- Registered Apprenticeship is an investment in the skill level of the workforce
- A method of ensuring accountability for mastering the duties and tasks of the occupation
- Registered Apprenticeship was established with the signing of the Virginia Apprenticeship Act of 1938

Benefits to Employers

- Workers who apprentice gain expertise in their jobs more efficiently and become more productive at a faster rate
- Businesses can clone their best employees
- Programs can be customized to industry needs
- Apprenticeship can elevate the competencies and motivation of existing employees
- No fee to register as a sponsor
- Apprenticeship is a recruitment and retention tool giving employers a competitive edge in the marketplace
- Any size business can participate

Benefits to Employees

- Apprentices enjoy a higher quality of life, higher lifetime earnings and lifelong skills
- Apprentices receive high quality mentoring and education; they earn while they learn
- Opportunity for college credit and future degrees
- Earn a nationally recognized Certificate of Completion and Journeyworker card

Next Steps for Employers Interested in Becoming Sponsors

- Contact the DOLI representative in your area to set up an appointment. Your representative can help you assess your needs
- Work closely with the apprenticeship representative to customize your on-the-job training plan
- Provide input about the classroom instruction required to meet the occupational standards and your business needs

Next Steps for Becoming an Apprentice

- Educate yourself about opportunities for a vocational career
- Talk to school or vocational counselors
- If currently employed, talk to your employer about becoming an apprentice
- Demonstrate that you are capable of mastering the necessary skills for the occupation and are dedicated to enhancing your career

Benefits to the Commonwealth

- Higher skill level translates into better employees for business, industry, consumers and the Commonwealth
- Apprentices contribute to the tax base while they are learning
- Skilled apprentices contribute to the strength of Virginia’s infrastructure
- Maintaining a highly skilled workforce provides incentive for corporations to come to Virginia and contribute to expanding economic development