

Virginia Grows Its Talent From The Ground Up



Department of Labor and Industry
Division of Registered Apprenticeship
2018 Annual Report

Registered Apprenticeship

Registered Apprenticeship



Celebrating the 80th Anniversary of Registered Apprenticeship

Registered Apprenticeship, in the Commonwealth of Virginia has been administered by the Department of Labor and Industry for 80 years, since the adoption of the Virginia Apprenticeship Act in 1938.

The Division celebrated this milestone throughout the year at many events and spread the message of Registered Apprenticeship to all corners of the state.

Youth Registered Apprenticeship

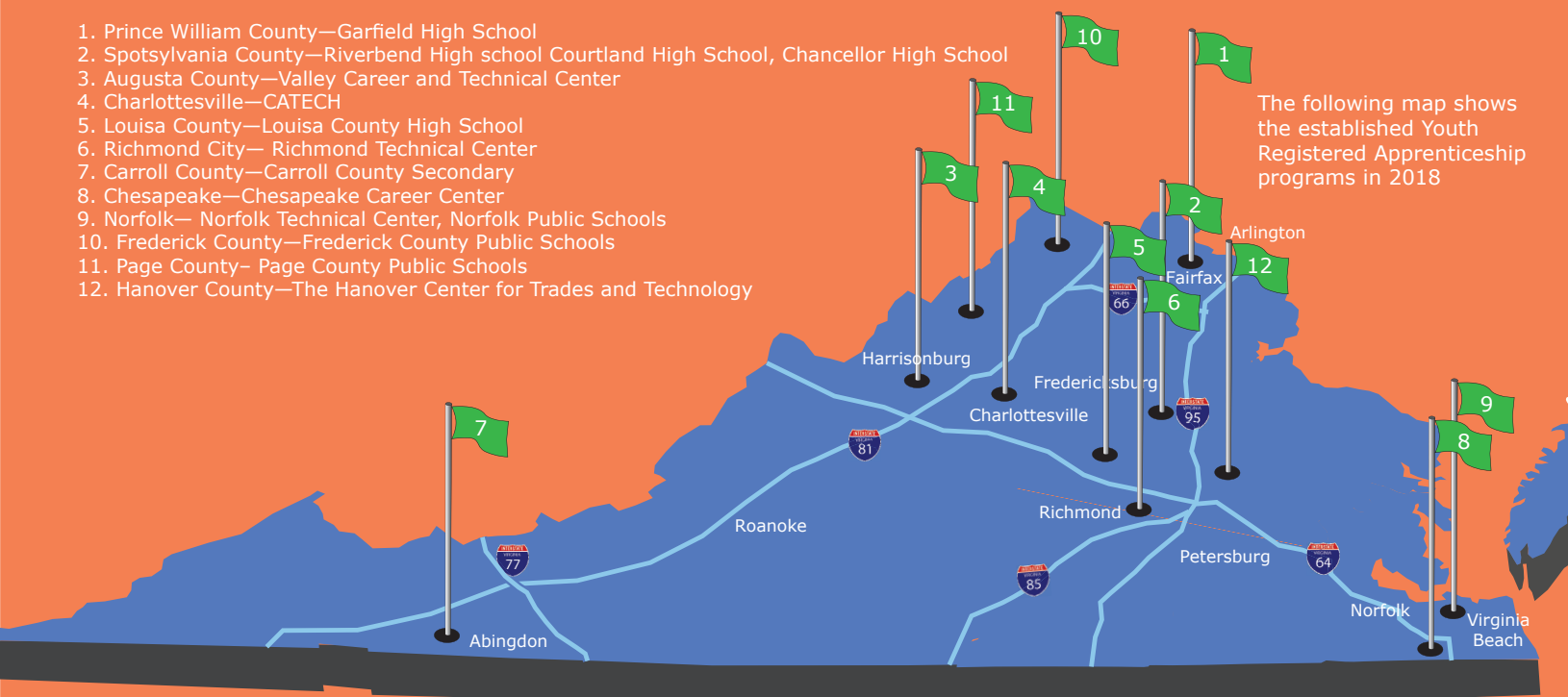
Another milestone that was achieved was a formalized process for forming a Youth Registered Apprenticeship (YRA) program in partnership with our K-12 public school Divisions. After a year of piloting the (YRA) model in 2017, we were able to frame out a process that is flexible, agile and responsive to the various needs of different high school divisions and individual schools as requested. Urban, rural and suburban communities are able to be creative in how they structure their own road map to engage all stakeholders in achieving a richer work based learning experience for their students. One cardinal feature of YRA is that the student becomes a taxpayer on day one and gains credit for their adult Registered Apprenticeship.

Programs and participating Schools:

1. Prince William County—Garfield High School
2. Spotsylvania County—Riverbend High school Courtland High School, Chancellor High School
3. Augusta County—Valley Career and Technical Center
4. Charlottesville—CATECH
5. Louisa County—Louisa County High School
6. Richmond City— Richmond Technical Center
7. Carroll County—Carroll County Secondary
8. Chesapeake—Chesapeake Career Center
9. Norfolk— Norfolk Technical Center, Norfolk Public Schools
10. Frederick County—Frederick County Public Schools
11. Page County— Page County Public Schools
12. Hanover County—The Hanover Center for Trades and Technology

Plant Your Flag!

The following map shows the established Youth Registered Apprenticeship programs in 2018



Apprenticeship in 2018

The “earn while you learn”, tried and true employment training option has become a robust economic development tool for the Commonwealth. Many industries and sectors are taking a look at Registered Apprenticeship as a way to overcome labor shortages and to create a succession plan for their workforce needs.

Employers are the foundation of every Registered Apprenticeship program. They play an active role in building the program and remain involved every step of the way. Employers are assisted by the Registered Apprenticeship Consultant at the registration, all the way through completion. Many employers have championed the Registered Apprenticeship program by serving on various advisory councils, boards and by speaking on our behalf to their industry associations.

Department staff works in collaboration with many local, state, and federal agencies, including the Virginia Department of Professional and Occupational Regulation, Virginia Employment Commission, Virginia Department of Veterans Affairs, Virginia Community College System, Virginia Department of Education, and the U.S. Department of Labor’s Office of Apprenticeship.

Last year 1,828 Certificates of Completion were issued by the Department. In addition, 12,001 apprentices were active participants as the year ended, employed by approximately 2,000 registered sponsors.

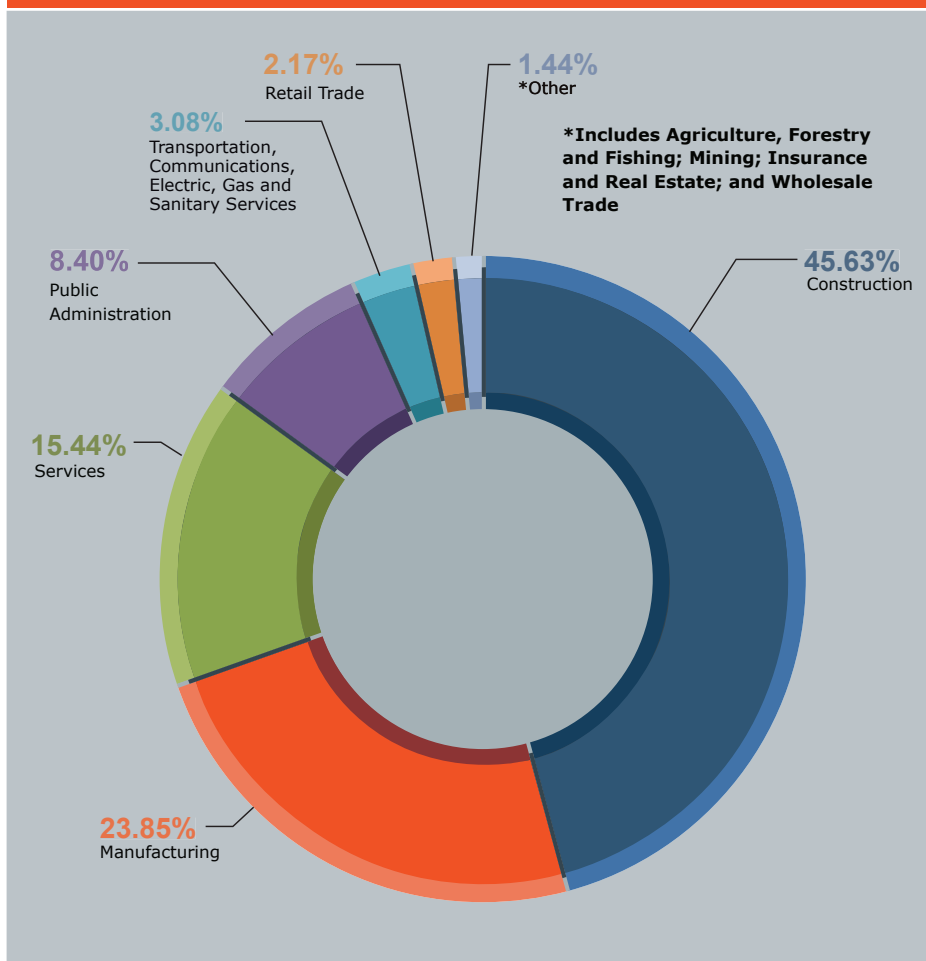
Many industries rely on the partnership of Registered Apprenticeship for the purpose of preparing its workers for licensing examinations, when required by the Commonwealth.

Last year 1,828 Certificates of Completion were issued by the Department. In addition, 12,001 apprentices were active participants as the year ended, employed by approximately 2,000 registered sponsors. Along with these direct sponsors, there are employers in the Commonwealth served by Registered Apprenticeship in addition to our direct sponsors. These employers include signatory members of Joint Apprenticeship Committees, or Joint Apprenticeship Training Committees, or they participate in national programs registered with the USDOL Office of Apprenticeship and conducting business in several states under the Federal umbrella. Additionally, all federal Registered Apprenticeship programs are registered with the national office as opposed to the state office; and enhance the robust reach of the Registered Apprenticeship model. All told, it is safe to say that 3,000 employers are touched by the model in Virginia.

Virginia participated in a data re-alignment with the National Office of Apprenticeship to transfer close to 4,000 military apprentices that are now managed exclusively by the US Military Apprenticeship Program (USMAP). 19,144 Virginia based soldiers are in the National USMAP program.

DOLI’s Registered Apprenticeship staff includes a Division Director, Assistant Director and two Program Support Technicians who are located in headquarters in Richmond. Thirteen (13) Apprenticeship Consultants are located in DOLI offices in all regions of the state. Apprenticeship Consultants are responsible for registering new sponsors and apprentices, helping sponsors develop industry apprenticeship programs, giving technical advice to existing sponsors, and providing ongoing customer service which includes Equal Employment Opportunity Reviews and Quality Assurance Assessments.

Virginia’s Registered Apprentices by Industry Calendar Year 2018



registered apprenticeship

The Division has oversight of facilitating the choice of Related Technical Instruction (RTI) for the employers and apprentices. We have two Education Specialists who assist in sourcing and approving RTI to meet the business needs of the employer. Per 29 CFR Part 29, the federal regulation that provides guidance for all states in the administration of Registered Apprenticeship, related technical instruction must be occupation specific, high quality and relevant to the needs of the industry, employer, and apprentice.

As technology continues to impact the way the workforce works and learns, we fully expect virtual reality, augmented reality, simulation and other modes of assimilating information to become valuable tools in related technical instruction. The Department seeks continuous improvement in related technical instruction through the inclusion of high quality methods of related technical instruction with the goal always being the creation of a competent workforce.

The previously awarded Accelerator Grant from the United States Department of Labor allowed the Division to promote RA in many venues. We even took the message to the bus lines in Richmond and Roanoke.



Accelerator Grant from the United States Department of Labor allowed the Division to hold many events to promote the visibility of Registered Apprenticeship.

National Apprenticeship Week

During National Apprenticeship Week in November, the Division participated in many events, graduations and presentations that celebrate accomplishments and spark new interest. Our happiest day however was on November 30 when we hosted the joint Outstanding Apprentice Awards and 80th Anniversary celebration. Twenty-five completed apprentices from 2018 gathered with their Sponsors and families to share in the joyous occasion.



What is Registered Apprenticeship?

Registered Apprenticeship is a structured employment training model that combines on-the-job training and related theory and technical instruction to train employees in occupations that demand a high level of skill.

Why Registered Apprenticeship?

Registered Apprenticeship, conducted under the Federal regulations ensures that safety guidelines and skill competencies are met. Connecting the apprentice with a mentor on the worksite creates an environment where an employee can continually master the skills of the occupation. This model inspires employees to become and stay life-long learners.

How does it Work?

There are four major components:

Employer/Sponsor – A company who is willing to hire and mentor an apprentice.

Apprenticeable Occupation – Any one of approximately 1,200 occupations that are nationally recognized.

Apprentice – The employer recruits and selects its own apprentices.

Related Technical Instruction – The DOLI Apprenticeship Consultant facilitates these choices along with the Sponsor.

Who can use Registered Apprenticeship Programs?

The Construction, Manufacturing, and Service Industries in the private and public sectors utilize Registered Apprenticeship Programs. Companies in the Advanced Manufacturing sector, such as Rolls-Royce, Hershey Chocolate, Stihl, and Altria are using Registered Apprenticeship to train their future workforce. Newport News Shipbuilding is the largest Virginia employer with a Registered Apprenticeship program.

The most important concept to remember in Registered Apprenticeship is that it is a model that pairs subject matter experts with newer employees so that expertise, competence and a sharing of corporate culture occurs in the work site. Any industry can benefit from the model of Registered Apprenticeship. As an employer, when filling your talent needs, consider adding in the formalized structure of the Registered Apprenticeship program. This means that the employer of record can select the apprentice and pair them with a subject matter expert for mentorship. The culture of the company, the safety practices, the business practices all get conveyed through this unique relationship.

Students in Virginia’s public high schools are now also able to participate in this Work-Based Learning model. These activities groom the Virginia workforce and help to create the talent asset that is so critical to economic development and sustainable wages and career paths. There are also benefits to veterans, career-switchers, or any individual that simply wants to focus on achieving the competencies associated with an occupation.

Apprenticeable Occupations

The Federal Office of Apprenticeship (OA) issues the list of officially recognized occupations. Additionally, Virginia has the ability to create a state-centric occupation provided, given it meets the criteria for Registered Apprenticeship and is a need for the industry. To see the official nation list please see:

<https://www.doleta.gov/oa/occupations.cfm>

Registered Apprenticeship is a time honored tradition that is also flexible enough to keep up with the times. For answers to many of your questions please see:

<https://www.doli.virginia.gov/apprenticeship/frequently-asked-questions-registered-apprenticeship/>

A sampling of industries and occupations that use Registered Apprenticeship as a method of workforce preparation and credentialing include:



Machinist



Cosmetologist,
Barber,
Nail Technician,
Esthetician



Plumbers &
Pipefitters



Electricians



Early
Childhood
Teachers



Marine
Industries



Welders



Maintenance
Mechanics



Dispensing
Opticians



Safety Officers

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Trends and Solutions

See ["Expanding Apprenticeship for Women"](#) for more information.

Whether working traditionally blue-collar jobs, or any of the more recently apprenticeable fields such as tech or healthcare, women are bringing a lot to the table.

By ensuring women have pathways into stable, well-paying careers, employers are helping to further drive the economy. Women are more often making the purchasing decisions in their homes, so employing them as apprentices means more money going back into local economies, strengthening economic growth.



Kristina Williams - Plumbing apprentice graduate - UVA

Save the Date

Wednesday, April 25, 2018

THE WOMEN, WIRES, STICKS, BRICKS, PIPES, TRUCKS AND DOLLARS JOB FAIR

Calling all Women

Are you bored at work? There is work that might be more suited to you.

Are you in a dead-end job?

Do you wish for a higher paycheck and benefits?

Do you want to be challenged professionally and grow in a job rather than just grow old in a job?

There are fantastic paying jobs available in the Construction sector. Business is booming for electricians, plumbers, heating, ventilation and air conditioning technicians (HVAC), inspectors, highway technicians, ironworkers, bricklayers, welders, carpenters, pipefitters and **MORE**.

COME TO THE WOMEN, WIRES, STICKS, BRICKS, PIPES, TRUCKS AND DOLLARS JOB FAIR

You might want to learn what it is like to be part of a crew that builds buildings, turns on the lights and provides the water and heat. You might not realize that you can make great money on the job no matter your style, your personality, or your circumstances. **Dream big!**

Several of our Registered Apprenticeship employers who sponsor construction industry occupations will be present to take your resume and give you 5 minutes to make your very best personal pitch to land a great job.

All of our employers will explain what it is they do and how you can get on-board. Come learn about the rewards and benefits of a career where you can build things and build your bank account!

THE WOMEN, WIRES, STICKS, BRICKS, PIPES, TRUCKS AND DOLLARS JOB FAIR

Hosted by the Local 10 Plumbers and Pipefitters, and Virginia Department of Labor and Industry

The following testimonials show the value of the Registered Apprenticeship model.



Virginia Department of Transportation (VDOT), Richmond

According to Tracey Sloan, who leads HR Workforce Development for VDOT, "DOLI has been a great partner, remaining flexible and helping us customize programs to meet our unique workforce needs. The VDOT-DOLI partnership has led to four active Apprenticeship programs, and all have helped to expedite workforce readiness in a safe and sustainable manner." As shared by Jameo Pollock, Technical Training Manager and the leader of VDOT's Apprenticeship programs, "DOLI delivers.



CroppMetcalf, Fairfax

CroppMetcalf started as a family-owned company in 1979 with just six employees servicing residential homes in Fairfax, Virginia. Today, we have expanded our reach to the entire Washington, DC metropolitan area and continue to grow with over 300 co-workers across multiple trades. A contributing factor to our growth is the Registered Apprenticeship Program where we have been a sponsor since 1988.

In order to better prepare those in high school who have an interest in trades, we partnered with the Virginia Department of Labor and Industry in the Youth Registered Apprenticeship program. This past June, we started with our first Youth Apprentice. The apprentice joined us for his summer and winter break, riding along with and learning from current plumbing technicians and will be joining us for his upcoming spring break as well. Here at CroppMetcalf, we want to prepare the next generation of technicians with all the tools and knowledge they need so that when they graduate high school, they have an advantage with their gained real world experience.



Vailes Home Improvement Services, Fishersville

Vailes has been a part of the Youth Registered Apprenticeship program for many years now. It is vital that the youth stay exposed to the trades and the career options offered. College is not for everyone. The Registered Apprenticeship program allows youth to receive training and become a licensed and skilled tradesman, while not incurring substantial college debt. According to the Bureau of Labor Statistics, in the next ten years the job growth in HVAC is projected to grow 14.7%, underscoring why the Youth Apprenticeship program is so important.



Apprentice Perspective, ACCA, Reston

"I started teaching as a first-grade teacher when I was in my home country. When I came to the US in 2013 and started working in a home daycare, I discovered education was very different. In May 2017, I started working at ACCA. There I learned about the Registered Apprenticeship Program. I was excited to get a certificate from the Commonwealth of Virginia that stated that I had the experience and professional development and that I was being certificated as an Early Childhood Service provider. After the Apprenticeship certificate, I kept going forward. Now, I have my Associate Degree in Early Childhood Education."



Annandale Christian Community for Action, Annandale

ACCA Child Development Center has been participating in the Registered Apprenticeship program since 2016. Over these years, we have had the opportunity to offer the program to more than 25 staff members. So far a total of 9 staff members have graduated from the program and are continuing their education to obtain an Associate's Degree in Early Childhood Education with the goal of pursuing a Bachelor's Degree in Early Childhood Education.

It is palpable the positive impact the Apprenticeship Program has had on our organization, when we walk down the hallways during lunch time and we see our teachers meeting to work, discuss school assignments, and connect what they are learning with real practice.