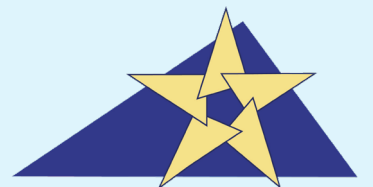


2019 Registered Apprenticeship Annual Report

"Everybody Builds Virginia"





2019 Outstanding Apprentice Awards

Registered Apprenticeship

Milestones That Move Us

In 2018, we celebrated the 80th anniversary of the tried and true model that is Registered Apprenticeship. That milestone commanded our attention and energies all year while we continued to see growth in Registered Apprenticeship participation. In 2019, the Division of Registered Apprenticeship had another milestone regarding the capture of apprentice registration data. For context, Virginia's program started in 1938 and apprentice data was captured on a 3 x 5 card. The yellowed cards, filled out in a variety of ink and pencil sufficed until the mid-1980s. A new-fangled Database from Oracle was adopted and Registered Apprenticeship had to grow up in the computer age.

As time went on, that 4-decade-old system applied for retirement and we said our goodbyes. Enter a web-based system called RAPIDS hosted by the United States Department of Labor Office of Apprenticeship. We chose January of this year to start making the switch. All newly registered Sponsor/Employers and their apprentices were captured in a newer way to collect the data. Change is inevitable. DOLI joined over 40 other states in the usage of the RAPIDS system which will provide more of a national picture of Registered Apprenticeship.

Metrics of Registered Apprenticeship Activity

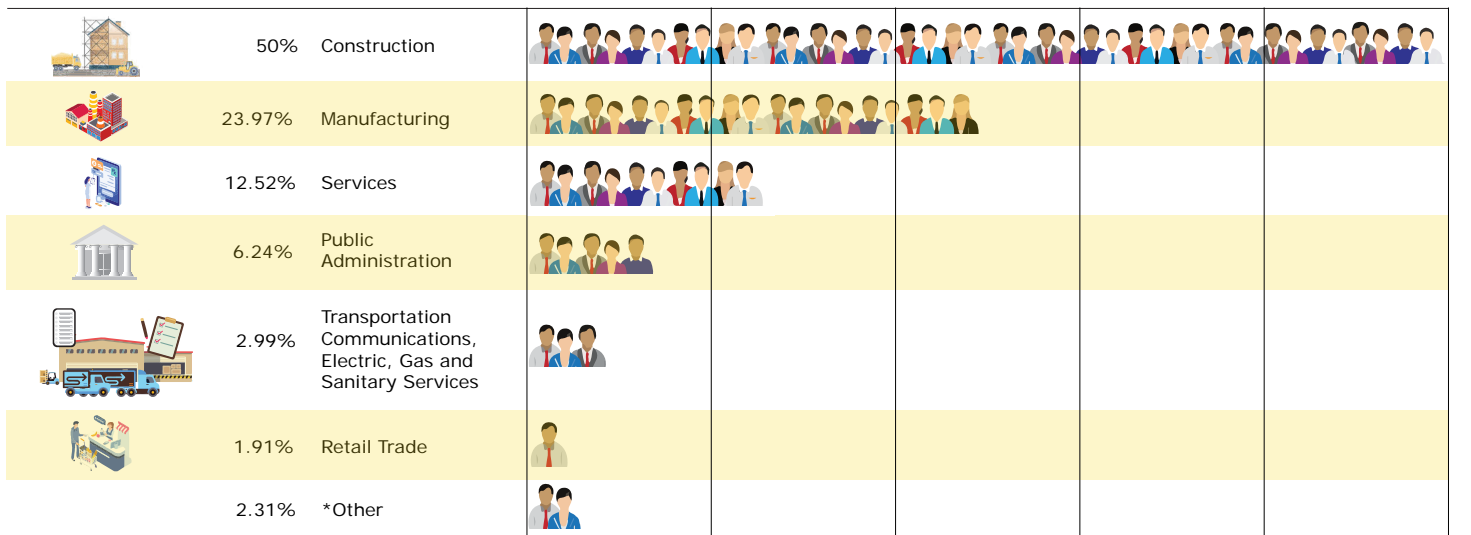
Activity continued at a good clip in 2019. We issued 1,608 completion certificates and registered 3,592 new apprentices into various occupations. Over 2,000 employers across the Commonwealth work within the Registered Apprenticeship (RA) model. Just as our Division embraced a new technology, employers in industries not previously hiring apprentices, have embraced the model. We presented numerous Cybersecurity/IT workshops in Northern Virginia to demonstrate that this industry can benefit from the RA earn while you learn model.

Serving existing programs is the main function of the RA Consultants who are in areas of the state. Outreach to other industries and employers comes next. The Division has a Director, an Assistant Director, a Program Support Technician and slots for 15 RA Consultants. Additionally, we have two Education Specialists who facilitate the choices of Related Technical Instruction (RTI) that provides the required instruction for apprentices. To meet our RA Consultants, please check here:

<https://www.doli.virginia.gov/apprenticeship/apprenticeship-consultants/>



Virginia's Registered Apprentices by Industry Calendar Year



* Includes Agriculture, Forestry and Fishing; Mining; Insurance and Real Estate; and Wholesale Trade

0 10 20 30 40 50

All of these activities reinforce that Career and Technical Education is on a pendulum that is swinging high into the positive side. Virginia, America, your neighborhood, your household all need those who can do, fix, make, create, build, plan, design, etc. Our previous years were spent on solidifying a relationship with the Virginia Department of Education. This partnership is what allowed us to tap into that high school worker before any indecision on graduation day appeared. The Virginia Department of Education endorsed two modes of youth apprenticeship as ways to earn work-based learning credit. These are requirements to graduate now. See the entire guide here:

<http://cteresource.org/verso/titles/career-and-technical-education-work-based-learning-guide-219>

The Youth Registered Apprenticeship program is Registered Apprenticeship for high school students. The inherent convenience of this program is that Career and Technical Education provides the Related Technical

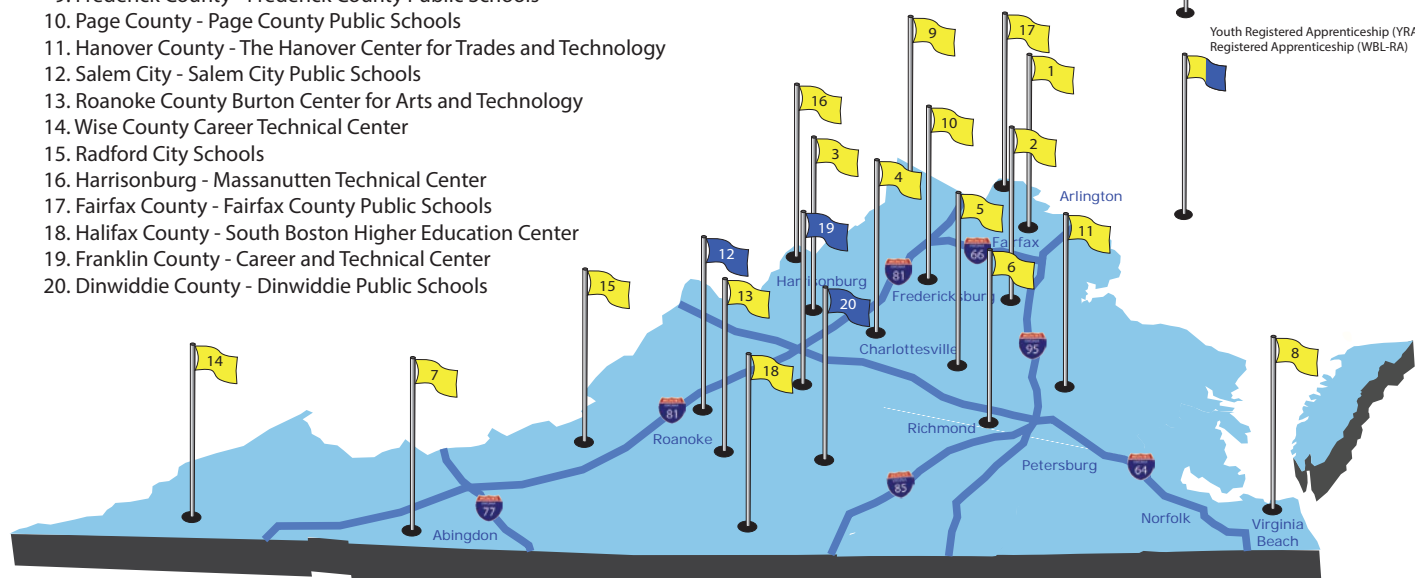
Instruction to no additional cost to employer, nor student. Other options for Work Based Learning Registered Apprenticeship mimic the adult version where the student apprentice partakes in occupation specific training chosen by the Employer. All told, students become taxpayers and are en route to becoming competent workers in a variety of industries.

Our Plant Your Flag promotion is a way to show our depth and breadth throughout the Commonwealth. The methodology that makes Virginia's Youth Registered Apprenticeship a bit different is that we rely on the neighborhood/zip code approach. Employers are very willing to hire right from their neighborhood, but sometimes lack the track to make the connection. Our RA Consultants facilitate these connections with employers, students, teachers, school staff and most importantly, parents. This joint effort produces an interested pipeline of workers who stay in that zip code post graduation and who contribute to the tax base. Virginia's RA program likes this model because it fills pipelines in urban, rural and suburban settings.

Work Based Learning Registered Apprenticeship Programs
Youth Registered Apprenticeship (YRA)
Registered Apprenticeship (WBL-RA)

PLANT YOUR FLAG!

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 - Charlottesville Albemarle TEC
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. Frederick County - Frederick County Public Schools
10. Page County - Page County Public Schools
11. Hanover County - The Hanover Center for Trades and Technology
12. Salem City - Salem City Public Schools
13. Roanoke County - Burton Center for Arts and Technology
14. Wise County - Career Technical Center
15. Radford City Schools
16. Harrisonburg - Massanutten Technical Center
17. Fairfax County - Fairfax County Public Schools
18. Halifax County - South Boston Higher Education Center
19. Franklin County - Career and Technical Center
20. Dinwiddie County - Dinwiddie Public Schools



2019 Outstanding Apprentices Award Winners



The 2019 Outstanding Apprentices Award Winners



Dudley Harris and Dr. James Hughes

DOLI was privileged to be guests at the Apprenticeship School 100th year Anniversary. The Apprenticeship School is the premiere Registered Apprenticeship model that predates the official Registered Apprenticeship National program. Huntington-Ingalls now runs this program that has for a century supplied the Tidewater area with expert shipbuilders in many occupations.

Pictured here are the current Virginia Apprenticeship Council Chair (Dudley Harris, left) with a former chair Dr. James Hughes. Dr. Hughes was also a director at the Apprenticeship School and he is a champion of the Registered Apprenticeship program.



Our Outstanding Apprentice Awards brings out the fans (and sometimes future apprentices). This one is cheering on her Daddy.

Henrico County celebrates its graduates who have chosen careers and acknowledges their choices on a Signing Day. Many of these students are becoming apprentices.

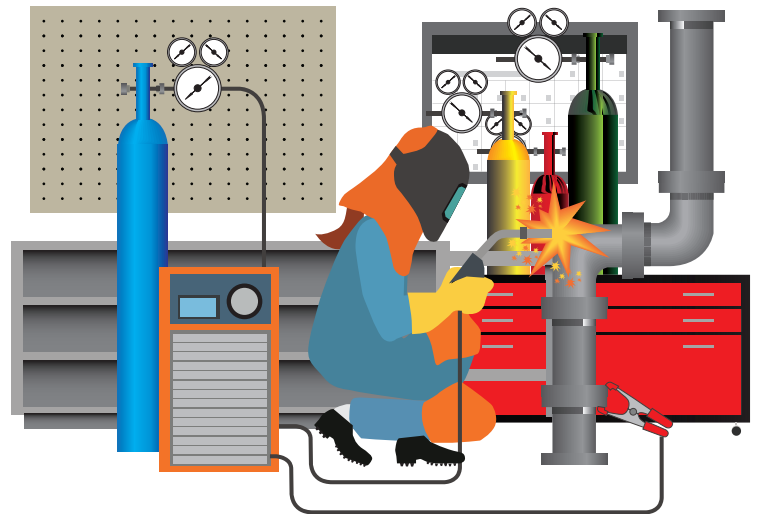
Career and Technical Education Work Based Learning Guide (2019)

After building a model that is easily repeated, with some unique nuances, the Virginia Department of Education (DOE) and DOLI joined forces. We have been adopted as two approved methods to gain Work Based Learning credit, which is now critical to the Virginia high school diploma.

Many of the conferences for new CTE Administrators, Coordinators and Teachers included the YRA model on their training agenda. Assistant Director, Kathleen Eddington, along with other staff members made numerous presentations, which created several new relationships with school divisions all over the state.

Input was also provided extensively for the Work-Based Learning Guide linked below:

<http://cteresource.org/verso/titles/career-and-technical-education-work-based-learning-guide-219>



Relationship Building With Partners in the Commonwealth

DOLI has partnered with the Department of Veterans Services for several years. Legislation provides benefits to transitioning soldiers that include Registered Apprenticeship in GI Bill benefits. We were honored to be included in their own 75th Anniversary this year. Virginia has a very large military population including Active Duty, National Guard, Veterans and Military Spouses. All of these military members are able to enhance the workforce pipeline at various stages of their service.

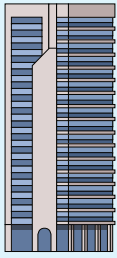
Economic Development (ED) is a partnership that is newly being forged. Site selectors work with local, regional and state ED practitioners and we have recently been invited to share expertise about the state's RA program. These factors go into their decision making process regarding choosing Virginia locations for new or expanded operations.

Other relationships with the various Chambers of Commerce, Virginia Municipal League, Virginia Association of Counties, trade associations all contribute to better referrals and braiding of services. Offering services to employers and career seekers alike is the key to a stable, ongoing workforce development presence.



DOLI Office Locations

Headquarters



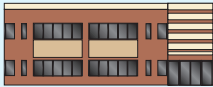
Main Street Centre
600 East Main Street, Suite 207
Richmond, Virginia 23219

The Department of Labor and Industry maintains a headquarters office located in Richmond, Virginia, as well as 4 Regional Offices and 3 Field Offices located throughout the state. For the best service sure to contact the office in the region closest to where you live.

Regional Offices



Central Virginia Regional Office
North Run Business Park
1570 East Parham Road
Richmond, Virginia 23228
Phone: (804) 371-3104



Northern Virginia Regional Office
9400 Innovation Drive,
Suite 120
Manassas, Virginia 20110
Phone: (703) 392-0900



Tidewater Regional Office
Interstate Corporate Cente Building 6
6363 Center Drive, Suite 101
Norfolk, Virginia 23502
Phone: (757) 455-0891



Southwest Regional Office
Brammer Village
3013 Peters Creek Road
Roanoke, Virginia 24019
Phone: (540) 562-3580

Field Offices



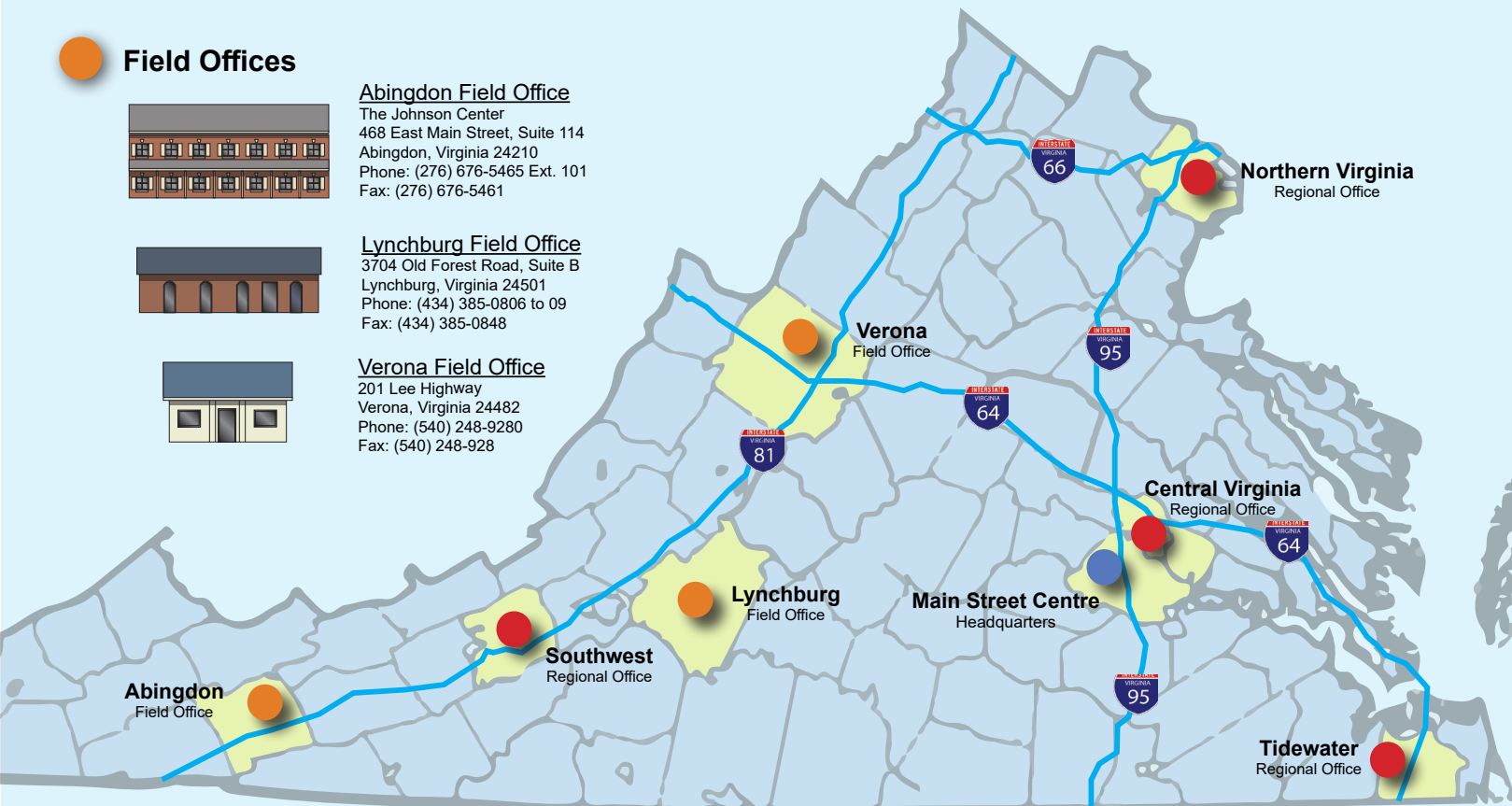
Abingdon Field Office
The Johnson Center
468 East Main Street, Suite 114
Abingdon, Virginia 24210
Phone: (276) 676-5465 Ext. 101
Fax: (276) 676-5461



Lynchburg Field Office
3704 Old Forest Road, Suite B
Lynchburg, Virginia 24501
Phone: (434) 385-0806 to 09
Fax: (434) 385-0848



Verona Field Office
201 Lee Highway
Verona, Virginia 24482
Phone: (540) 248-9280
Fax: (540) 248-928



CRAFT Grant Initiatives

In June, the USDOL Employment and Training Administration awarded a \$1,670,811.17 grant to DOLI as the State Apprenticeship Agency for Virginia. The Commonwealth Registered Apprenticeship Future Talent (CRAFT) grant has one main goal: expand Registered Apprenticeship. This aligns with the way our Registered Apprenticeship Division works each day. We have Sponsor/Employers who have used this model to run their businesses for over 70 years and we have new prospects in new businesses or industries who have not traditionally built their workforce this way.

The CRAFT grant gave us the opportunity to brainstorm with workforce partners and target three demographics that could benefit from the RA model:

- Youth
- Returning Citizens
- Women, underrepresented, underemployed individuals

Goals for the Youth Registered Apprenticeship expansion include continued outreach to the Divisions who have not yet connected their Career and Technical Education (CTE) staff with RA Consultants. We rely on the Labor Market Information services of the Virginia Employment Commission to obtain a list of employers in proximity to school divisions, as well as including our current RA Sponsor/Employers in the effort to hire high

school students. Targeting this demographic with the assistance of funding is an aligned effort that meets the needs of our Sponsors who eagerly need a sustainable, workforce pipeline.

The Returning Citizens initiative was kicked off in December of 2019. The Virginia Department of Corrections has long supported Registered Apprenticeship behind the wall within many of their own Career and Technical Education programs. While this is definitely a goal of the CRAFT grant, Virginia Registered Apprenticeship also is striving to be the change agent in connecting returning citizens to the workforce through Registered Apprenticeship. A committee was formed with stakeholders from Virginia Department of Corrections, DOLI staff, Re-entry council representatives, Virginia Employment Commission to name just a few of the principals.

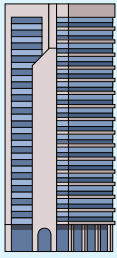
Another goal of the grant is to promote inclusion. Bringing more RA opportunities to women has long been a national goal. DOLI is also focusing on outreach to those underrepresented in the RA arena. Women in construction is still a rarity. DOLI staff, to be better able to effect change in this area, attended the Tradeswomen Build Nations conference in St. Paul, Minnesota. The University of Virginia facilities management female members also attended. Workshops there provided us with tools to conduct outreach in Virginia.



Tradeswomen Build Nations Conference 2019

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Headquarters



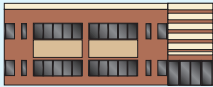
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