

# Virginia Apprenticeship Council



## 2024-2025 Annual Report

Dudley Harris, Chairman

Nicole Overley, Secretary

11-1-2025



## MESSAGE FROM NICOLE OVERLEY, COMMISSIONER OF VIRGINIA WORKS AND SECRETARY OF THE APPRENTICESHIP COUNCIL



It is with tremendous pride and excitement that we present this Annual Report, which chronicles a transformative year for our state's apprenticeship system. In reflecting on the past twelve months, we see growth for the Registered Apprenticeship (RA) program as it has become part of Virginia Works, and also great opportunity to continue improving, learning, and expanding RA across our Commonwealth.

The numbers speak to our collective success: Virginia now proudly supports over 15,000 active apprentices, a result of increased focus, effort, and investments that demonstrate Virginia's commitment to apprenticeship excellence. The Federal- and state-supported HIRED (Hire, Include, Engage, and Deliver) Fund has provided additional support to employers launching new apprenticeship programs, and the Registered Apprenticeship team's "Apprenticeship Accelerator" is a new component of our employer engagement and technical assistance efforts, providing employers with the tools, resources, and guidance needed to develop high-quality programs.

Beyond expansion, we have focused intently on strengthening the policy framework that supports Registered Apprenticeship. The Apprenticeship Council's workgroup made significant progress on interstate reciprocity agreements. Our Virginia Works policy workgroup submitted other key policy documents for review including intermediary development, credit for prior learning, and electronic processing. These foundational policies will ensure that Virginia's apprenticeship system is not only growing but evolving to meet the complex needs of our modern economy.

As I review this year's achievements, I am struck by how far we have traveled in such a short time. The strategic vision we set forth has materialized into concrete results that benefit apprentices, employers, and communities across the Commonwealth. Yet even as we celebrate these accomplishments, we know we have work ahead. The apprenticeship landscape continues to evolve rapidly, presenting new opportunities to expand into



emerging industries, serve underrepresented populations, and strengthen the connections between apprenticeship and Virginia's broader economic development goals. We remain committed to strategic, thoughtful growth that maintains the quality and rigor that makes Registered Apprenticeship such a powerful workforce development tool.

As you review this report, I hope you will see not just data and statistics, but the individual stories behind them of apprentices launching careers, employers building skilled workforces, and communities strengthening their economies. This is the true measure of our success, and the inspiration for our continued efforts.

With gratitude,

Nicole Overley

Commissioner, Virginia Works

Secretary, Virginia Apprenticeship Council





## APPRENTICESHIP COUNCIL

### Structure and Schedule:

Pursuant to Va. Code § 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
- Dr. Anthony Williams, Representing the Superintendent of Public Instruction
- Jeb Wilkinson, Director of the Department of Professional and Occupational Regulation
- Gary Pan, Commissioner of the Department of Labor and Industry
- 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 – Employee Organization
- Michelle Feazell Ramaker, Workforce Training Program Representative
- Doris A Crouse-Mays, Employee Representative
- Robert Dudley Harris, Employer Representative
- Patrick Dean, Employer Representative
- Steve Masterson, Employee Representative
- Grant Shmelzer, Employee Representative
- William Dunn, Employee Representative
- Dr. Latitia McCane, Employer Representative
- Dr. Jameo Pollock, Employer Representative



The Virginia Apprenticeship Council meets quarterly, an increase from the previous requirement of three meetings per year. In addition, the Council put 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 in December 2024, as well as March, June, and September 2025 are attached to this report in the appendix to provide additional details and transparency on specific items discussed.

The Apprenticeship Council provided input in support of several policies that further document the practices of the Registered Apprenticeship team.

#### *1. Definition of Pre-Apprenticeship*

Seeking to support strong pathways into Registered Apprenticeship and as a requirement for at least one grant received by Virginia Works, we established a definition for Pre-Apprenticeship. Going forward, all Pre-Apprenticeships will include six key elements:

1. Approved Curriculum based on industry standards and approved by a Registered Apprenticeship partner to align needed skills
2. Simulated Experience including hands-on, meaningful learning activities connected to education and training
3. Facilitated entry directly into an existing Registered Apprenticeship program
4. Supportive services including referrals as may be appropriate to wrap-around services or supports
5. Sustainability through partnerships with community organizations
6. Compliance with all state laws regulating job activities of minors and meeting performance objects as defined by Virginia Works



## *2. Intermediary Policy*

This policy will define the role of Intermediaries—organizations that serve as vital connectors between employers, educators, and workforce partners to expand Registered Apprenticeship programs in Virginia. Intermediaries help launch and manage apprenticeship programs, ensure compliance with standards, and, working in conjunction with Registered Apprenticeship consultants, support employers in growing Registered Apprenticeship. They are responsible for additional outreach, registration, reporting, and maintaining accurate records in the federal RAPIDS system. By leveraging partnerships and offering technical expertise, Intermediaries play a key role in expanding talent pipelines across the Commonwealth.

## *3. Credit for Prior Experience Policy*

This policy will outline how individuals entering Virginia’s Registered Apprenticeship programs can receive credit for prior work, education, or military experience—streamlining their path to skilled employment. Sponsors may award up to 50% of program credit without documentation, and more with formal review. It covers the direct entry provision which is a method of expanding access and streamlining transitions for qualified candidates. The policy ensures fair, consistent evaluations while preserving program integrity, and maintaining high standards and compliance with federal and state regulations.

## *4. Probationary and Non-Probationary Credits – Internal Apprentice*

This policy will clarify how apprenticeship credits are awarded during and after the probationary period of a Registered Apprenticeship program. It ensures that apprentices receive appropriate recognition for training completed during their initial evaluation phase, while maintaining rigorous standards for full credit recognition. The policy supports multiple training models—time-based, competency-based, and hybrid—and outlines how credits can be transferred between programs. It also reinforces the importance of documentation and ensures transparency and consistency in how apprentices progress through their training.



## 5. *Electronic Process Policy – Transition to Digital Registration and Completion*

This policy is a significant step in modernizing Virginia's Registered Apprenticeship system by transitioning all apprentice registration and completion processes to the U.S. Department of Labor's RAPIDS electronic platform. Paper-based forms will be phased out. Sponsors will be able to enter apprentice data, upload transcripts, and submit completion requests directly in RAPIDS, while Virginia Works consultants verify and approve submissions. This shift enhances efficiency, ensures compliance, and improves record accuracy—streamlining the apprenticeship journey from registration to completion and licensure.



## 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. Apprentices receive an agreed-upon progressive wage scale from their employer as they move through their program.

Virginia Works’ Registered Apprenticeship team is exceeding other states in their performance and efforts to add programs. **Among State Apprenticeship Agencies, Virginia has ranked highest in new programs with 212 new programs added this year** and ranked second among all states, including those run through the US Department of Labor’s Office of Apprenticeship (OA). **Virginia also ranks first in the nation among both SAA and OA states for the number of registered programs/sponsors.**

Virginia Works’ technology and data team has supported the creation of multiple new data-driven tools to support awareness, tracking, and metrics around Registered Apprenticeship performance, including a dashboard to track active apprenticeships Commonwealth-wide, an Apprenticeship Snapshot (at-a-glance program metrics provided quarterly to the Apprenticeship Council), and a [Registered Apprenticeship program economic analysis and ROI report](#), revealing that Registered Apprenticeship is delivering significant returns for Virginia’s economy and taxpayers. **The program generated an estimated \$6.8 million in additional federal, state, and local tax revenue in fiscal year 2023, representing a three-to-one return on investment.** The analysis also compared apprentice wages to typical hiring wages for similar age groups, finding that program completers consistently earned more than they likely would have without the apprenticeship opportunity.

The fiscal year 2023 analysis of 2,203 program completers revealed substantial economic benefits including \$17.1 million in total labor income impact and \$34.7 million in value-added economic activity (GDP contribution).



## **Performance of Virginia's Registered Apprenticeship Program between September 2024 and October 2025:**

Governor Youngkin set a goal to significantly increase the number of apprentices in the Commonwealth by the end of 2025. The baseline number was set at roughly 10,600 at the beginning of his Administration. **At this time, Virginia has surpassed over 15,500 apprentices registered, more than ever before in the Commonwealth and a 42% increase**, and continues adding sponsors, intermediaries, and apprentices daily. **Since 2022, we have also expanded from 4 to 27 intermediaries, a 575% increase.**

<b>Federal Fiscal Year</b>	<b>BASELINE June 30, 2021</b>	<b>3rd Quarter of 2024</b>	<b>4th Quarter of 2024</b>	<b>1st Quarter of 2025</b>	<b>2nd Quarter of 2025</b>	<b>3rd Quarter of 2025</b>	<b>4th Quartr of 2025</b>
<b>New Programs</b>		79	78	47	54	66	43
<b>Active Programs</b>		1869	1913	1945	1985	2049	2080
<b>New Apprentices</b>		1831	1823	1034	1030	1202	1646
<b>Total Active Apprentices</b>	10665	12627	13,758	13,754	14,156	14,503	15,503

### **Apprenticeship Growth Strategy:**

The Apprenticeship Council also received frequent updates on the strategy of Virginia's Registered Apprenticeship program on a number of exciting grant awards designed to expand Registered Apprenticeship in high demand industries and occupations.

In March of 2025, Virginia Works announced the Hire, Include, Recruit, Engage, and Deliver (HIRED) Apprenticeship's first round of funding, provided via the second round of Federally provided State Apprenticeship Expansion Fund (SAEF) funding. These grant funds were available to employers in Virginia who create new Registered Apprenticeship programs or



scale existing programs in high demand industries. Employers could apply for up to \$6,000 per apprentice for set-up, training, and supportive services reimbursement.

SAEF funding has also supported the design of multiple employer and apprentice outreach materials, including YouTube videos that explain the “101” of Registered Apprenticeship in simple terms, how to get started, and the value to employers, as well as printed paraphernalia. These materials have supported expansion of the Registered Apprenticeship team’s digital outreach and engagement, including a redesigned Registered Apprenticeship site as part of the transition to Virginia Works and a searchable database of apprenticeship opportunities on VirginiaHasJobs.com.

- **Four Informational Videos**
  - Why Apprenticeship?
  - Four Easy Steps
  - Apprentice Perspective
  - Employer Perspective
- **Two New PSAs**
- **Two New Tri-fold Brochures**
- **New Printed Inserts**
  - Targeting Apprentices
  - Targeting Employers
  - Occupation Focus Inserts



[Watch: Why Apprenticeship? - Virginia Works' Registered Apprenticeship](#)



[Watch: Where Do I Start? - Virginia Works' Registered Apprenticeship](#)

Also as part of SAEF funding, Virginia Works, partnering with the Virginia Department of Education (VDOE), received a \$6 million grant from the US Department of Labor which will be used to attract and retain the best teaching talent in the Commonwealth by establishing teacher and principal apprenticeships. In September, the VDOE awarded \$510,000 in competitive grant funds to launch and scale the Principal Registered Apprenticeship program for 37 participants at six educator preparation programs in partnership with 17 school divisions.

Operationally, the Registered Apprenticeship team continues to integrate into Virginia Works. Their physical move into local American Job Centers in 2024 facilitated a closer



working relationship with Local Workforce Development Board Directors and other Virginia Works service delivery and program staff. In 2025, Registered Apprenticeship staff attended enhanced training with other business focused programs and, today, are more fully participating in Business Services Team meetings and outreach.

Efforts to identify and sign up intermediaries have been complemented by the addition of the Apprenticeship Accelerator. This innovative, business centered approach is a half-day, hands-on workshop design to assist sponsors and prospects with the identification of occupations and works processes to support their talent needs and set them on the path to registration. The figure below highlights the key components of this workshop approach.

**1 What is this concept?**

- A four-hour in-person workshop that walks through the 101 of Registered Apprenticeship, the ROI / value prop for employers, and key aspects of program design (works process, mentorship, program registration, RTI, etc.)
- Special guests – employer sponsors, intermediaries, and others who can speak to value & process

**2 How and to whom does it apply?**

- Best for groups of CHROs, talent development specialists or program coordinators **WITH** subject matter experts in the room (critical) – along with RTI providers

**3 What did we achieve with the first pilot for the Virginia Hospital & Healthcare Association?**

- The Accelerator Workshop busted several Healthcare myths
- Aligned Partners with Registered Apprenticeship to realize pathways that can alleviate labor force deficits in the Healthcare industry in Virginia
- We expanded Industry engagement by connecting H-CAP and Virginia Hospital & Healthcare Association with various workforce partners
- Attendees gained the knowledge and “building blocks” to stand-up their own Registered Apprenticeship program in three high demand occupations





## **Looking Ahead to Calendar Year 2026**

As we conclude this remarkable year and look toward the future, Virginia's Registered Apprenticeship program stands at a pivotal moment. With over 15,000 active apprentices, we have demonstrated that strategic investment, policy innovation, continued process improvement, and collaborative partnerships can transform our program. The momentum we have built positions us not just to meet but exceed our ongoing goals.

The coming year will bring new opportunities to deepen our impact across emerging industries and new and expanding Registered Apprenticeship sponsorships. The Apprenticeship Council will provide the input, guidance, and support needed to navigate an increasingly complex and dynamic economic landscape. The policy foundations we have established create the infrastructure for sustainable growth while maintaining the quality and rigor that defines Virginia's apprenticeship excellence.

Looking forward, we will focus on leveraging our growing network of intermediaries and the proven success of our Apprenticeship Accelerator to reach new sectors and employers. The HIRED Fund and our teacher apprenticeship initiatives represent just the beginning of our efforts to address critical workforce shortages across the Commonwealth. As we continue to integrate more fully into Virginia Works, the synergies between apprenticeship and our broader economic development strategy will create unprecedented opportunities for job seekers, employers, and communities throughout Virginia.

The path ahead is clear: Virginia will continue to lead the nation in apprenticeship innovation, creating pathways to prosperity that serve as a model for other states while delivering real results for our citizens. With the strong foundation we have built this year, we are confident that Virginia's apprenticeship program will continue to thrive.





## APPENDIX

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1. Virginia Apprenticeship Council Meeting – September 2024.....	14-25
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**APPROVED**

**THE VIRGINIA APPRENTICESHIP COUNCIL MINUTES**  
**September 12, 2024**

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)  
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 Duckworth's 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 apprentices 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 million Virginians who are employed which is 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 JIIs, 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**



## **APPROVED**

### **THE VIRGINIA APPRENTICESHIP COUNCIL MINUTES** **December 5, 2024**

The Virginia Apprenticeship Council met on Thursday, December 5, 2024

#### **COUNCIL MEMBERS PRESENT:**

Dudley Harris, Chair  
Nicole Overly, (Secretary of the Council)  
Dr. Jameo Pollock  
Gary Pan  
Grant Shmelzer  
Steve Masterson  
Douglas Straley  
Meghan Hurt  
Michelle Ramaker  
William Dunn  
Patrick Dean  
Dr. Latitia McCane  
Andy Armstrong, (Designee)  
Jeb Wilkinson, (Designee)

#### **STAFF PRESENT:**

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





## **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.

## **COUNCIL COMMENTS:**

Grant Shmelzer stated that the Registered Apprenticeship Program did a great job with the Outstanding Apprenticeship Awards.

## **APPROVAL OF MINUTES:**

September 2024 meeting minutes were approved through a voice vote after a duplicate name was removed and the spelling of a last name was corrected.

## **OLD BUSINESS:**

None.

## **NEW BUSINESS:**

Donna Carvana, Assistant Director of Registered Apprenticeship updated the council about Registered Apprenticeship's minimum standards update. Registered Apprenticeship needed to update the minimum standards to align with Virginia Code. The code was changed/updated to accommodate the new existence of Virginia Works as well as the new structure of the Registered Apprenticeship Program.





Donna Carvana also gave a presentation to the Council members about Registered Apprenticeship reciprocal agreements. Under revised § 29.13(b)(7) all registered programs are eligible for reciprocal approval, for Federal purposes, upon request. Registered Apprenticeship program sponsors seeking reciprocal approval must meet the wage and hour provisions and apprentice ratio standards of the reciprocal state (Virginia). To register in Virginia, a company must: hold a valid Virginia Business license, employ at least one valid Journeyworker, sign and adhere to Virginia Minimum Standards of Apprenticeship, and develop of works process for at least one occupation and register apprentices within 45 days.

Donna Carvana requested that the Council assist with the following items regarding reciprocity: adherence to VA code and Minimum Standards, VA State business license, Journeyworker ratios, graduated pay scale, minimum wage (increase to \$12.41), apprenticeship data collection and verification, YRA apprentice working for an out of state company, and licensure exemption.

Donna Carvana asks the Council to help develop a Reciprocal Policy that clearly outlines expectations for all parties and allows companies to enjoy the benefits of registering in Virginia while making the process transparent/efficient. The Virginia Apprenticeship Council agrees to create a small but effective work group (subcommittee) two look at reciprocal polices that have been established by other State Apprenticeship Agencies (SAA) states and recommend that would ensure the integrity and reputation of the Commonwealth. The subcommittee will contain the following people: Dr. Jameo Pollock, Grant Shmelzer, William Dunn, David Johnson, and one or two members of the Registered Apprenticeship (RA) team. This subcommittee was approved though a voice vote.

Angela Kelly-Wiecek spoke to the Council about exam exemption. She addressed a few concerns that people have been having about the new exempt from examination process. Registered Apprenticeship has a triple-check verification process for ensuring the quality and integrity of Registered Apprenticeship programs. First, Registered Apprenticeship Consultants (RAC) register a participate with an Apprenticeship Agreement Form (AAF). The RAC clearly explains that every program must have a minimum of 2,000 hours of on-the-job training (OJT) per year and 144 hours of Related Technical Instruction (RTI) per year.





When an apprentice is ready to complete a program, the RAC verifies that the apprentice has completed both their OJT and RTI required hours. The RAC then sends the signed AAF and RTI transcript to the Program Support Technician at HQ (currently James Edmunds). Upon receiving the completed AAF the Program Support Technician verifies that the apprentice has completed their 2,000 of OJT and 144 hours of RTI (per year). After verifying that the apprentice completed their apprenticeship, the apprentice will be completed out of RAPIDS, and they will be awarded their “Red Stamped” AAF. The “Red Stamped” AAF serves as proof that an apprentice has completed their Registered Apprenticeship Program and will allow the apprentice to sit for licensure. This “Red Stamped” AAF also allows the occupations that are exempt from examination (Electrical, Plumbing, and Mechanical (HVAC) to receive licensure without testing.

Angela also informs the Council that Virginia Works will be embarking on a robust and encouraging communication and engagement program in 2025 to ensure that all employer/sponsors are properly informed.

## **REPORTS:**

### **Virginia Works:**

Nicole Overly, Commissioner of Virginia Works, gave the following report to the Virginia Apprenticeship Council on behalf of Virginia Works:

Nicole Overly provided all members of the Virginia Apprenticeship Council a hard copy of the Virginia Apprentice Council 2023-2024 Annual Report. This report provides an accurate summary of a lot of what the VAC has addressed over the course of the past year as well as up-to-date metrics (as of 11/21/24). Registered Apprenticeship currently has 14,568 active apprentices (this includes apprentices that live in Virginia but work in a National Program) and 1,867 registered employer/sponsors.

During National Apprenticeship week, the Registered Apprenticeship team hosted or participated over 25 events. One of these events was a pilot of a webinar for employers that was about the employer view of Registered Apprenticeship and the target audience were people who did not know much information about Registered Apprenticeship. This webinar had over 400 participants and the audience were very engaged in the chat.





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

Nicole also shared with the Council the current top 25 occupations of active apprentices in Virginia:

1. Electrician
2. Pipe Fitter (Construction)
3. Plumber
4. Heating & Air Conditioning Mechanic & Installer
5. Cosmetologist
6. Machinist (Alternate Title: Precision Machinist)
7. Optician Dispensing
8. Line Installer-Repairer
9. Maint Mechanic (Any Ind) (Alternate Title: Industrial Maintenance Mechanic)
10. Set-Up Technician
11. Nurse Assistant Certified (CB)
12. Welder, Arc
13. Line Repairer
14. Machinist, Outside (Ship)
15. Sheet Metal Worker





16. Electrician, Maintenance
17. Shipfitter (Ship & Boat)
18. Carpenter
19. Rigger
20. Pipe Fitter (Ship & Boat)
21. Environmental Control Syst. Instal/Services (HVAC)
22. Barber
23. Nail Technician
24. Construction Mining Equipment Technician
25. Structural Steel Worker (Alternate Titles: Ironworker or Structural Ironworker)

**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:

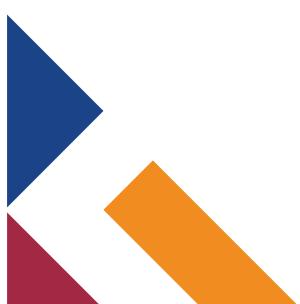
Donna Carvana stated that she has been working with Nicole Overly on the 2025 strategic plan for Registered Apprenticeship. One of the goals of this strategic plan is to allow for Registered Apprenticeship Consultants to work with their new partners that are in their Virginia Works office.

Registered Apprenticeship is also in the process of updating wage schedules to reflect the increase in minimum wage (increase to \$12.41 on 1/1/25).

Registered Apprenticeship has also hired four new employees (three of them working for the grant team):

1. Regina White-Kee – Grant Specialist
2. Jane Harrington – Grant Partner Alignment Coordinator
3. Tereza Edwards – Service Trades RAC (Apprentice)(Grant)
4. Claudia Williams – Related Technical Instruction Education Specialist

The current Grant Manager, Cesily Means, is also leaving Registered Apprenticeship this Friday (12/6/24) and RA is actively looking for a replacement. RA is also working on updating all employees EWP (Employee Work Profile). These EWPs need to be updated to incorporate new duties and to reflect the changes of RA moving from the Department of Labor and Industry to Virginia Works.





*Action Item: Study the Minimum Standards that were provided and have comments ready for the next VAC 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:

The board is creating Hearing Aid Specialist Registered Apprenticeship as a possible pathway to licensure. DPOR would like to coordinate with Virginia Works so they are prepared in the event someone wants to do one of these apprenticeships.

Tattoo and Body Piercer Apprenticeships are currently overseen by DPOR. DPOR would like to move this to Virginia Works as a Registered Apprenticeships. This would require a regulatory change and outreach to the respective communities. This was attempted in 2018 but significant opposition arose over the paying minimum wage requirement.

#### Ongoing Initiatives

##### **EPICx**

- We're excited to share that DPOR is actively focusing on licensing improvements and ongoing configurations.
- Licensing Improvements: We're making great strides in streamlining our licensing procedures to make them more efficient and user-friendly as we continue to work towards Wave 1 launch in March of 2025.
- Ongoing Configurations: Our team is continuously fine-tuning our systems to ensure optimal performance and adaptability to meet our goals.

##### **Application processing and Backlog**

- Currently, all applications received by the agency have their initial review completed within an average of 5 days.

Total regulant population as of November 1, 2024 – 325,168





### **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 provided the following written report to the council:

The Virginia Community College System (VCCS) has been awarded \$1,125,000 M. from the State Council of Higher Education for Virginia (SCHEV) and the Virginia Talent + Opportunity Partnership (V-TOP), Vision + Capacity-Building Grant in expanding Work-Based Learning (WBL) for 21 Vision Grants for our colleges in the amount of \$25,000 and to provide Capacity-Building Grants of \$150,000 to Tidewater Community College (TCC) and Patrick & Henry Community College (PHCC). Both colleges have completed their visioning grant, next is to scale our work-based learning programs.

**WBL TRACKING SYSTEM (WTS)** The WTS has subscriptions derived from Salesforce, The WTS is a separate system for tracking WBL data to include: Student Demographic Data, Employer/Business Contact Information, Community, College (CC) Data/Information, System Office Data/Information, all CCs WBL Local, Regional, and State information

The WTS will be made available to all VCCS colleges ensuring system-wide access and consistency. The WTS has external-facing digital processes critical to implementing industry-related templates, data models, and digital process automation, thereby enhancing VCCS's ability to connect with businesses and employers.

### **Department of Education (DOE):**

Andy Armstrong spoke to the council on behalf of the Department of Education.

In August, the state board adopted a new accountability framework called the School Performance Report framework. Part of this framework revolves around SOLs and accreditation. This also includes a high school readiness indicator that is called the Three E Readiness Indicator. This is going to incentivize school divisions to provide students with opportunities in employment, enlistment, and enrollment. In the work-based learning space, the DOE had their first review this week to work toward a new strengthening and high-quality work-based learning program. DOE will be receiving a lot of feedback from the field in the weeks to come.





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

Gary Pan, Commissioner of the Department of Labor and Industry, gave the following report to the Virginia Apprenticeship Council on behalf of DOLI:

I am pleased to be here on behalf of the Department of Labor and Industry in our efforts to continue our support for the Virginia Works Apprenticeship program. I commend the work being done by the Program to facilitate and encourage the acquisition of new job skills for thousands of Virginians as we all work together for a better future for Virginia.

In addition to my general enthusiasm for the mission of apprenticeship, it is especially interesting to me at DOLI as workforce safety is an important and integral part of apprenticeship and supported through safety and health training. Our department has started a new initiative called **“What IF”** which is to encourage employers and employees to have a goal of safe workplaces which yield injury free careers for Virginia’s workforce. Apprenticeship training is a strong component of achieving that goal and DOLI is and will be working to advance that the vision of careers that are injury free. It should be noted that because of our confidence in the apprenticeship training’s impact on safety, our child labor law section has worked with DPOR and the Department of Education to allow minor workers to participate in some workplaces if they are in a Registered Apprenticeship program.

Since Virginia Works was created by the General Assembly in July 2023, DOLI has worked in a strong cooperative and collaborative manner to help “lift and shift” the RA program from DOLI to the new agency. From July 2023 until the end of FY 24, DOLI’s Business services division has supported the RA portion of Virginia Works for such functions as HR, Finance and IT. Since the beginning of FY25 this support has properly transitioned but as recently as this week DOLI did its final fiscal transfer to RA. DOLI’s website is still the host and webmaster for the RA program, and we look forward to seeing that fully migrate to the Virginia Works website so that we ease access for stakeholders to engage with the Virginia Works.

DOLI’s vision of working to move Virginia’s workforce towards an Injury Free career culture continues to get stronger and more effective. We are moving forward with establishing the first Virginia Institute of Learning and Outreach (VILO) whose purpose and role will be to provide safety and health workforce training to further strengthen business performance across Virginia in



businesses, government agencies, and contractors. We expect many of those that utilize this facility (located in the Virginia Public Safety Training Center (VPSTC) in Hanover County to be in the RA program. In addition, our Labor Law division continues to streamline the youth work certification process through electronic means. In fact, DOLI has aggressively moved to modernize our processes to further ease stakeholder access for services and to drive internal process efficiencies. We would be happy to share our experiences with other sister agencies as well.

#### **ANNOUNCEMENTS:**

Chair Harris and the VAC voted on the dates for the quarterly meetings, and they are as follows:

March 20<sup>th</sup>, 2025

June 26<sup>th</sup>, 2025

September 25<sup>th</sup>, 2025

December 4<sup>th</sup>, 2025

Chair Harris announced that all 2025 meetings will take place at Virginia Works HQ – Holland Tower – 2221 Edward Holland Dr, Suite 500, Richmond, VA 23230 from 10am – 12pm.

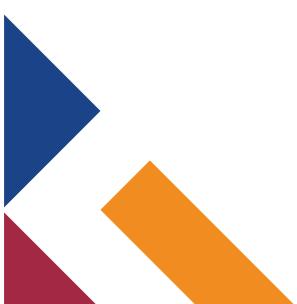
Chair Harris thanked the Council, and all in attendance.

The meeting adjourned at 11:30 am.

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**Dudley Harris, Chair**

**Nicole Overly, Commissioner and Secretary**





**APPROVED**

**THE VIRGINIA APPRENTICESHIP COUNCIL MINUTES**

**March 20, 2025**

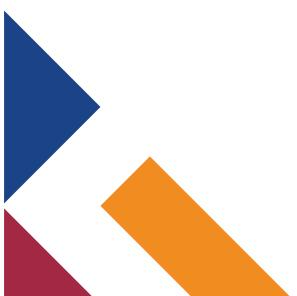
The Virginia Apprenticeship Council met on Thursday, March 20, 2025

**COUNCIL MEMBERS PRESENT:**

Dudley Harris, Chair  
Nicole Overly, (Secretary of the Council)  
Patrick Dean, (Virtually)  
Dr. Jameo Pollock  
Dr. Jason Williams  
Gary Pan  
Grant Shmelzer  
Douglas Straley  
Meghan Hurt  
Doris Crouse-Mays  
Michelle Ramaker  
William Dunn  
Bo Bundrick  
David Johnson, (Designee)  
Marjorie King, (Designee)

**STAFF PRESENT:**

Angela Kelly-Wiecek, Chief Deputy Commissioner  
Michael Peterson, Chief Information Officer  
Miguel Granillo, Registered Apprenticeship Consultant  
James Edmunds, Program Support Technician  
Cierra Morgan, Program Support Technician





Jennifer Hynson, Registered Apprenticeship Consultant  
Andrew Johnson, Registered Apprenticeship Consultant  
Tereza Edwards, Registered Apprenticeship Consultant  
Claudia Williams, RTI Education Specialist  
Regina White-Kee, SAEF Grant Specialist  
Jane Harrington, Grant Partner Alignment Coordinator

#### **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.

Angela Kelly-Wiecek recommended amending the agenda as follows: Item 7b (Report for Registered Apprenticeship) moved to before “Old Business” and after “Approval of Minutes,” and adding Item 5b which is an update on the reciprocity work group and Item 6a which is a presentation by Michael Peterson for the new Registered Apprenticeship Council. A motion was made by William Dunn and seconded by Grant Shmelzer.

#### **PUBLIC COMMENTS:**

None.

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

December 2024 meeting minutes were approved through a motion by Grant Shmelzer and seconded by William Dunn.

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

Angela Kelly-Wiecek, Chief Deputy Commissioner of Virginia Works, gave the following report on behalf of Registered Apprenticeship:

#### **Policy Updates:**





Revised Minimum Standards were submitted to the VAC back in the December 2024 meeting. There has been one minor correction. “Item 20. Number of Apprentices to be Trained in the Program” needs correcting. This item originally cited Regulation 16VAC20-21-50 items B8 and B9 (this in relation to ratio of Journeyworkers to Apprentices). The revised Minimum Standards only cited B9 instead of Item B in its entirety.

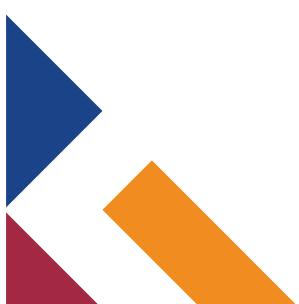
The Reciprocity Workgroup has been established and things are moving quickly thanks to members of the Virginia Apprenticeship Council as well as Registered Apprenticeship Consultant (RAC) Miguel Granillo. The first meeting for this workgroup has been established.

### **Program Operations:**

Ms. Kelly-Wiecek informed the Council that Donna Carvana is no longer with Virginia Works. She also informed the Council that our Registered Apprenticeship Field Managers (Diana Lyons and Faith Clayton) now report up through Virginia Work’s Director of Service Delivery, Dr Rob Walker, to better help align the functions of Virginia Works across the board. Instead of having specific silos for each individual program, Registered Apprenticeship is looking at the full-service delivery to our dual customers – both employers and job seekers. The Registered Apprenticeship Consultants are currently becoming embedded into the workforce centers throughout the Commonwealth of Virginia. The Registered Apprenticeship Grant and Policy Team at Holland Tower are also reporting to Acting Commissioner for Operations, David Mitchell.

As of March 1<sup>st</sup>, Registered Apprenticeship has adopted an all-digital process. Registered Apprenticeship reached out to the Federal DOL and confirmed they had implemented this some time ago. This has already been showing benefits in a better turn around time for all documents as well as better record keeping. All forms are submitted digitally, and all completions are done through RAPIDS (including the uploading of Red Stamped AAFs). Registered Apprenticeship is still going to continue to mail out Certificates and Journeyworker cards. Going forward, Registered Apprenticeship is going to offer “Sponsor Office Hours.” This will be a time for Sponsors to call in if they have questions or if they want to learn how they can better utilize RAPIDS and the self-service features that it offers.

### **Growth Strategy:**





Governor Glenn Youngkin set a goal for Registered Apprenticeship to reach 20,000 active apprentices in Virginia by the end of 2025. Registered Apprenticeship currently has over 14,000 active apprentices. There are strategies in place to allow Registered Apprenticeship to scale and add apprentices. The SAEF Grant 2 will also allow for expansion.

The SAEF Grant 2 is a set of employer focused incentives that allowed our business in certain categories to receive funding for either adding a new Registered Apprenticeship program, a new occupation, or if they had a registered program already, net new apprentices or occupations. The applicants were allowed to apply for up to \$4000 in training and education costs or costs associated with setting up those opportunities. Applicants were also allowed to apply for up to \$2000 in supportive service (uniforms, tools, other items that an apprentice may need). The application deadline was March 17<sup>th</sup>, 2025, awardees will be notified by April 1<sup>st</sup>, 2025, and employers will have until June 30<sup>th</sup>, 2025, to incur expenses for reimbursement. The total allotment for this program was \$283,000. When the application closed, there were over 92 business that submitted applications with well over 120 potential new apprentices (which exceeds the amount of money available). The applications are currently being evaluated.

## **OLD BUSINESS:**

The revised Minimum Standards were approved through a motion by David Johnson and seconded by Grant Shmelzer.

Dr. Jameo Pollock updated the Council on the Reciprocity Workgroup. The first meeting of this workgroup was held on February 6<sup>th</sup>, 2025. The members of the workgroup include Dr. Jameo Pollock, William Dunn, David Johnson, Marjorie King, Michelle Ramaker, and Miguel Granillo. The workgroup reviewed reciprocity agreements from other states to identify best practices. The goal of the subcommittee meeting is creating a reciprocity agreement program/guideline. The workgroup recommends calling it a policy for other states to follow when seeking approval and acceptance of their Registered Apprenticeship programs in the Commonwealth of Virginia. Dr. Jameo Pollock mentioned that Grant Shmelzer highlighted the fact that Maryland requires approval from the Maryland Council due to regulations and laws surrounding prevailing wages. Dr. Jameo brought five areas of challenges and concerns to the Council regarding reciprocity:

1. What is the scope of this reciprocity agreement



- a. The workgroup started working with states with occupations already having licensure reciprocity agreements with DPOR. This is what prompted adding Marjorie King to the subcommittee.
2. The minimum wage differences
  - a. Out of state sponsors must comply with Virginia's minimum wage (\$12.41 as of 1/1/25). There are concerns about lower wage states negatively impacting Virginia apprentices. One of the solutions would be to have sponsors sign the minimum standards of apprenticeship as a conditional reciprocity.
3. The verification of Related Technical Instruction hours
  - a. Some states may not meet Virginia's stricter hour requirements. It is recommended that these sponsors sign the minimum standards which states that the company agrees to comply with Virginia's minimum hours.
4. The mentor to apprentice compliance
  - a. Working only with states that have existing licensure reciprocity agreements, a solution is to get those sponsors to sign Virginia's minimum standards of apprenticeship.
5. The use of RAPIDS
  - a. There is concern about sponsors being able to modify the wage data without verification.

Dr. Jameo Pollock also brought three requests to the attention of the Council:

1. The workgroup recommends labeling the reciprocity process as a policy instead of a guideline. The group is not sure who needs to approve the name of the process.
2. The workgroup requested a DPOR representative – specifically from the licensing department. This request was satisfied by adding Marjorie King to the subcommittee.
3. To obtain a list of States and licensure occupation with DPOR reciprocity agreements. This has been completed by the subcommittee and they have a list of these states and occupations in a shared folder.

The next meeting for the Reciprocity Workgroup is April 16<sup>th</sup>, 2025, from 10am – 11:30am.

## **NEW BUSINESS:**



Michael Peterson, Chief Information Officer, gave the following update on the new Registered Apprenticeship Dashboard to the Council:

Virginia Works just recently launched a new website, VirginiaHasJobs.com. Under each regional page, there is a dedicated section for both training and apprenticeship opportunities. In alignment with all services that Dr. Walker is responsible for as the Director of Service Delivery, Virginia Works is in the process of integrating the Registered Apprenticeship module within the Virginia Workforce Connection System. This is an initial step to help modernize the case management system. Virginia Works is also in the process of configuring a comprehensive intuitive website (VirginiaWorks.gov) as all Registered Apprenticeships content currently resides on the Department of Labor and Industry's website. The plan is to have all Registered Apprenticeship's content transferred over by the end of April.

Michael Peterson presented a slide show with the draft of the Registered Apprenticeship Dashboard. The dashboard is slated to be fully released on March 31<sup>st</sup>, 2025. The dashboard includes Active Apprentice Demographics, Age Analysis, Geospatial Analysis, Apprenticeship Details (active apprentice count by occupation, employer/sponsor, and program type), and Weekly Report Metrics.

## **REPORTS:**

### **Virginia Works:**

Nicole Overly, Commissioner of Virginia Works, gave the following report to the Virginia Apprenticeship Council on behalf of Virginia Works:

As the programs for Virginia Works have come together and as the programs learn to operate as in integrated team, some gaps and areas for improvement have been identified. Virginia Works has been working in an agile and sprint-based way to address a lot of the issues. Commissioner Overly pointed out that there were several Virginia Works members that are not apart of Registered Apprenticeship attending this meeting and that is testament that Virginia Works is trying to bring the functional areas of the Agency (Policy, Operations, Technology, and Data) to each of the programs that need support. Many of the things that were presented to the Council are result of a lot of intense sprint efforts. The Hired Apprenticeship Fund was a highly cross functional sprint to



get the website up, get materials out, and prepare to intake applications. This is one of many examples of how a sprint can be highly effective.

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

Marjorie King, Executive Director for DPOR, gave the following report to the Virginia Apprenticeship Council on behalf of DPOR:

Marjorie King provided each council member with two handouts: a pathway to licensure pamphlet with steps to attain certain licenses through DPOR (a snapshot of licensure) and a booklet that contains information that is needed to obtain an individual license and certification (this becomes active as of April 1<sup>st</sup>, 2025).

The Department of Professional and Occupational Regulations (DPOR) regulations are being amended effective April 28<sup>th</sup>, 2025, to allow for the hearing aid specialist Apprenticeship. Regarding tattooing and body piercing Apprenticeship, DPOR is still overseeing this apprenticeship. DPOR is working closely with individuals at Virginia Works to hopefully transition that in the near future.

**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 provided the following written report to the council:

Wytheville Community College (WCC): USDA Grant: WCC received a U.S. Department of Agriculture (USDA) Rural Development grant for \$538,728 grant which will support the deployment of distance learning technology and equipment to neighboring counties.

Community College Workforce Alliance (CCWA): Alliance for Building Better Medicine: Reynolds and Brightpoint Community Colleges, and industry leaders received almost a \$4 million in federal grant funds to set up 228 technician-level jobs in the advanced pharmaceutical manufacturing and biotech sectors.

Central Virginia Community College (CVCC): Received a \$1.5M grant from the U.S. Department of Labor's Strengthening Community Colleges (SCC) Training Grant, aimed to increase access to



affordable, high-quality training, advanced manufacturing, semiconductors, and biotechnology industries.

Work-based Learning Tracking System (WTS) Last week the VCCS held our kick-off meeting. Information shared was the Projects: vision, mission, goals, responsibilities, and implementation timeline. The WTS will align the VCCS to a one system approach by inputting, tracking, and the ability to create and share reports on the VCCS' WBL experiences and opportunities.

*Action Item: VCCS requests to have a designated person from VA Works to be a part of the WTS Advisory group to gather external resources and information related to state reporting and information sharing.*

**Department of Education (DOE):**

The Department of Education did not have a representative or designee present at the meeting.

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

Gary Pan, Commissioner of the Department of Labor and Industry, and David Johnson, Deputy Commissioner of the Department of Labor and Industry gave the following report to the Virginia Apprenticeship Council on behalf of DOLI:

Commissioner Pan is pleased to be here on behalf of the Department of Labor and Industry in our efforts to continue our support for the Virginia Works Apprenticeship program.

Commissioner Pan wanted to share that he is the President of the National Association of Government Labor Officials. There is going to be a conference from September 28<sup>th</sup> to October 1<sup>st</sup> in Newport News and would love the opportunity to highlight Registered Apprenticeship.

The Department of Labor and Industry has started a new initiative called “**What IF**” which is to encourage employers and employees to have a goal of safe workplaces which yield injury free careers for Virginia’s workforce. Apprenticeship training is a strong component of achieving that goal and DOLI is and will be working to advance the vision of careers that are injury free. It should be noted that because of our confidence in the apprenticeship training’s impact on safety, our child labor law section has worked with DPOR and the Department of Education to allow minor workers to participate in some workplaces if they are in a Registered Apprenticeship program.



The Registered Apprenticeship website is still tied to DOLI's website and this needs to migrate to the Virginia Works website. DOLI still gets inquiries on RA by virtue of this listing. The Virginia.gov website also has RA tied to DOLI website. If DOLI could help facilitate this action, please contact Barbara Layman, Assistant Commissioner. DOLI also receives communication every day from people needed assistance with Registered Apprenticeship. It is hoped that that content migration from the DOLI website to the Virginia Works website will fix this issue.

### **COUNCIL COMMENTS:**

Doris Crouse-Mays pointed out to the Council that a motion and second were made for the changed of the Minimum Standards, but a vote was never held. A vote was held and the changes to the Minimum Standards were approved.

Doris Crouse-Mays also requests that all future documents have page numbers at the bottom for the benefit of all.

Chair Harris informed the Council that there are five members up for reappointment. If someone wants to get reappointed, they will need to go to the Secretary of Commonwealth's website because members are not automatically reappointed.

### **ANNOUNCEMENTS:**

Chair Harris and the VAC voted on the Vice Chair. Pat Dean was nominated and selected as the Vice Chair of the Virginia Apprenticeship Council.

The next meeting Virginia Apprenticeship Council Meeting is on Thursday, June 26, 2025.

Chair Harris announced that all 2025 meetings will take place at Virginia Works HQ – Holland Tower – 2221 Edward Holland Dr, Suite 500, Richmond, VA 23230 from 10am – 12pm.

Chair Harris thanked the Council, and all in attendance.

The meeting adjourned at 11:50 am.





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**Dudley Harris, Chair**

**Nicole Overly, Commissioner and Secretary**



## THE VIRGINIA APPRENTICESHIP COUNCIL MINUTES

### June 26, 2025

The Virginia Apprenticeship Council met on Thursday, June 26, 2025

#### **COUNCIL MEMBERS PRESENT:**

Dudley Harris, Chair  
Patrick Dean  
Dr. Latitia McCane  
Dr. Jameo Pollock (Virtually)  
Gary Pan  
Grant Shmelzer  
Doris Crouse-Mays  
Michelle Ramaker  
William Dunn  
Bo Bundrick  
Steve Masterson  
Marjorie King, (Designee)

#### **STAFF PRESENT:**

Angela Kelly-Wiecek, Chief Deputy Commissioner  
Faith Clayton, Registered Apprenticeship Region Supervisor  
Miguel Granillo, Registered Apprenticeship Consultant  
James Edmunds, Program Support Technician  
Tereza Edwards, Registered Apprenticeship Consultant  
Claudia Williams, RTI Education Specialist

#### **CALL TO ORDER AND INTRODUCTIONS:**

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

Angela Kelly-Wiecek recommended amending the agenda to add Item 7a Review of Interim Reciprocity Requirements, add Item 7f wOverview of Work-Based Learning, and add Item 7g a presentation by Timothy Aylor for the Registered Apprenticeship Return on Investment Report. A motion was made by Gary Pan and seconded by Grant Shmelzer.



## **MEMORIAL ACKNOWLEDGEMENT:**

Doris Crouse-Mays announced that the acknowledgment is for Darryl Kemp. Mr. Kemp was the business manager for the Operating Engineers (Local 147) as well as Chairman of the Virginia Apprenticeship Council from 2009 until 2018. Mr. Kemp passed away on February 22, 2025. Doris Crouse-Mays requested that the Virginia Apprenticeship Council send a letter of condolence to his family.

## **PUBLIC COMMENTS:**

**Laura Duckworth, University of Virginia (UVA)** – Laura mentioned that she is very passionate about the intersection of Registered Apprenticeship and safety and health. She wanted to make sure this focus stays at the forefront of the mission of what the council members are doing. When looking at the sponsors and programs in Virginia, it is imperative that they have robust integrations of safety and health into their Registered Apprenticeship program. Ms. Duckworth cautioned the council there is a low injury and illness in apprentices is reactive data. It is also data that relies on reporting and there is underreporting when it comes to injuries and illnesses across all industries. A solution Ms. Duckworth suggested was formalizing a relationship with the consultative branch of the Department of Labor and Industry's (DOLI) Virginia Occupational Safety & Health Program (VOSH) division. This could be as simple as setting up new sponsor packets with information about VOSH and encouraging new sponsors to reach out to DOLI to find out more information about safety in the workplace. Lastly, Ms. Duckworth recommended that Virginia Works implement digital certificates. Digital certificates can help make completed apprentices more marketable while also decreasing lag time between completion and receiving of their certificates.

## **APPROVAL OF MINUTES:**

March 2025 meeting minutes were approved through a motion by Patrick Dean and seconded by Grant Shmelzer.

## **OLD BUSINESS: Reciprocity Policy Update – Dr. Jameo Pollock**

Dr. Jameo Pollock updated the Council on the Reciprocity Workgroup. The members of the workgroup include Dr. Jameo Pollock, Grant Shmelzer, William Dunn, David Johnson, Marjorie King, Michelle Ramaker, and Miguel Granillo. The workgroup spent some time tracking down the states that already have reciprocity agreements and are leading the charge. They were able to meet with the Deputy Director of Administration for the Louisiana State Licensing Board for Contactors (Janna Lege).



### **Elimination of Formal Reciprocity Agreements**

After meeting with them, one of the key findings was that they have eliminated the formal reciprocity agreement effect October 2024. They now have an application process that has streamlined the licensure process significantly. They also stated that exam reviews are no longer conducted, and applicants must simply pass the licensing exam required in their home state (meaning if you passed your required electrician exam in Virginia, that is enough documentation for the Louisiana State Licensing Board for Contactors. It has not been a full year since this was implemented, but Louisiana has no issues reported to date and no known wage classification discrepancies. However, it is too early for a full assessment of long-term impacts.

### **Current Reciprocity Process**

In Louisiana, reciprocity applications are still required for licensure, but they are not governed by formal agreements. A company can apply for licensure on behalf of all employees and then a supplemental application is used to add any new employees not listed in the original application.

### **Tracking and Metrics**

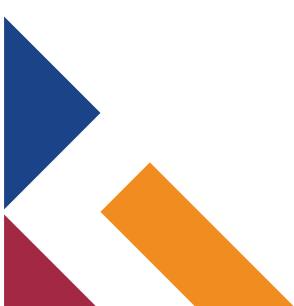
Louisiana tracks whether applying companies already maintain reciprocity with other states. They are currently working with applications from 20 different states and the data they are tracking includes the number of participating companies and the types of occupations involved.

### **Rationale for Policy Change**

Dr. Jameo Pollock inquired with Louisiana as to why they removed their reciprocity agreement, and they said it was due to the Welcome Home Act (Act No. 253, 2024 Regular Legislative Session). The main purpose of this act was to reduce the employment barriers and attract skilled professionals back to Louisiana. The key provision for this was universal recognition of occupational licenses across the state. Applicants must also now verify proof of residency and upon confirmation, a conditional license or certification may be issued while full licensure is pending.

Dr. Jameo Pollock also provided the council with a draft Reciprocity Agreement with a few questions for the council:

1. Should Virginia Works Commissioner be the primary point of contact for reciprocity agreements?
2. Is granting reciprocity within 45 days after receiving an appropriate amount of time?
  - a. Should it be longer or shorter?
  - b. Who should be involved in the approval process?
3. Should we create a review process?
  - a. How often should this process occur?





- b. What does DPOR do with its reciprocity agreements?
  - i. Should we mirror what they already do?
- 4. Should we attach the minimum standards of apprenticeship to the reciprocity paperwork?

Dr. Pollock requests that the council members look at the draft reciprocity agreement with a critical eye and email any thoughts, comments, and/or concerns to Dr. Pollock.

## **NEW BUSINESS:**

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

Angela Kelly-Wiecek, Chief Deputy Commissioner of Virginia Works, gave the following report on behalf of Registered Apprenticeship:

#### **Pre Apprenticeship Definition:**

Pre-apprenticeship is a program or set of strategies designed to prepare individuals for entry into Registered Apprenticeship Programs (RAP) or other job opportunities. Pre-apprenticeships may last from a few weeks to a few months and may or may not include wages or stipend. Pre-apprenticeship programs have varied program elements; however, at the core, places an individual on a pathway to employability through an apprenticeship program registered under the Act of August 16, 1937 (commonly known as the “National Apprenticeship Act”; 50 Stat. 664, chapter 663; 29 U.S.C. 50 et. seq.) and includes the following elements:

- 1. **Approved Curriculum** to include training that is based on industry standards and approved by an RAP partner and align with the skill needs of employers in the economy of Virginia. For the purpose of providing greater diversity of training or continuity of employment, any apprentice agreement made under this article may, in the discretion of the Commissioner, be signed by a single employer or an association of employers.
- 2. **Simulated Experience** including hands-on, meaningful learning activities that are connected to education and training activities, such as exploring career options, and understanding how the skills acquired through coursework can be applied toward a future career.
- 3. **Facilitated Entry** represented as agreements in place with RAP sponsors that allow program participants to enter directly into a RAP.
- 4. **Supportive Services** including but not limited to referrals as may be appropriate to wrap-around services or supports to complete the program (e.g. childcare, transportation), directly or indirectly.
- 5. **Sustainability** through partnerships with community organizations.



6. **Compliant** with all state laws regulating the job activities of minors and meets performance objectives as defined and applied by the Department of Workforce Development and Advancement.

Ms. Kelly-Wiecek also provided the council with the Interim Reciprocity Requirements. These requirements include:

- Name of the organization/entity and the details of their proposal
- The Registered Apprenticeship standards it currently follows in its own state
- List of occupations involved in the project
- List of apprentices involved in the project
- Acknowledgement of the labor laws in the Commonwealth of Virginia including but not limited to the following: journeyman to apprentice ratio and exceptions, compensation, and child labor laws

**Review of Registered Apprenticeship segment at [www.virginiaworks.gov](http://www.virginiaworks.gov) :**

Registered Apprenticeship has had some management updates. Our Registered Apprenticeship Field Staff as well as RA Field Managers (Diana Lyons and Faith Clayton) are reporting to the Director of Service Delivery, Dr. Rob Walker, for better integration. Registered Apprenticeship is also gradually transitioning the territories for the RA Field Managers to Registered Apprenticeship Consultants to allow them to focus more on management and growth strategy. Registered Apprenticeship has also brought on two new Registered Apprenticeship Consultant Apprentices. David Galloway is working out of the Cherokee Avenue office in Northern Virginia and Alice Weathers is working out of the Prince George Office.

Ms. Kelly-Wiecek showed the council Registered Apprenticeship's new "RA Dashboard" (<https://virginiaworks.arch-apps.com/>). The pilot of the dashboard was shown to the council at the last meeting. Angela covered how to access the dashboard, navigate the dashboard, and talked about some of the information that is contained on the dashboard (Active Apprentices by Gender, Race, Education, Veteran Status, Disability Status, Ethnicity, Location, Occupation, etc.)

Ms. Kelly-Wiecek showed the council Registered Apprenticeship's new website (<https://virginiaworks.gov/registered-apprenticeship/>). Ms. Kelly-Wiecek showed the members the different tools on the website and how to navigate the website. She also mentioned that the website is currently tailored to the business and the employer as the sponsor is the primary focus of the program and the work that it does. This site also emphasizes the benefits of Registered Apprenticeship to the employers (reduced turnover, increased loyalty, increased company culture, product or process innovation, etc.)



### **New Apprenticeship Promotional Video:**

Ms. Kelly-Wiecek informed the council that Registered Apprenticeship has four new promotion videos that speak to the program. The videos included:

- “Why Apprenticeship?” which talks about the benefits of the Registered Apprenticeship Program
  - <https://www.youtube.com/watch?v=IkHghcld4h0>
- “4 Simple Steps” which shows the simple steps for how to get registered as a sponsor
  - <https://www.youtube.com/watch?v=u0Nnkm9zwP4>
- “The Employer’s Perspective” which talks about Registered Apprenticeship from the point of view of a sponsor
  - <https://www.youtube.com/watch?v=jsdf7-KPbiE>
- “The Apprentice’s Perspective” which talks about Registered Apprenticeship from the point of view of an apprentice.
  - <https://www.youtube.com/watch?v=etsSBqWy43s>

### **New Apprenticeship Materials:**

Ms. Kelly-Wiecek presented the council with two new brochures that have been made to distribute to current or potential apprentices and sponsors. The first brochure is called the “Registered Apprenticeship Works in Virginia – Apprentice Overview.” This covers information as to why Registered Apprenticeship is the right option for anyone looking to better their career as well as many important resources for apprentices. The second brochure is called “Registered Apprenticeship Works in Virginia – Employer Overview.” This covers why Registered Apprenticeship works for employers in Virginia as well as many of the benefits of joining the Registered Apprenticeship program.

### **Apprenticeship Accelerator Concept:**

Clayton Duvall, Registered Apprenticeship Consultant, presented a PowerPoint about the Apprenticeship Accelerator.

The Apprenticeship Accelerator is a four-hour in-person workshop that walks through the 101 of Registered Apprenticeship, the Return on Investment (ROI) / value prop for employers, and key aspects of program design (works process, mentorship, program registration, RTI, etc.). Special guests – employer sponsors, intermediaries, and others who can speak to value & process. This best applies to groups of CHRO’s, talent development specialists or program coordinators WITH subject matter experts in the room (critical) – along with RTI providers. The results from the first pilot were very successful. The Accelerator Workshop busted several Healthcare myths, aligned Partners with Registered Apprenticeship to realize pathways that can alleviate labor force deficits in the Healthcare industry in Virginia, expanded Industry engagement by connecting H-CAP and



Virginia Hospital & Healthcare Association with various workforce partners, and attendees gained the knowledge and “building blocks” to stand-up their own Registered Apprenticeship program in three high demand occupations.

### **Registered Apprenticeship Bootcamp**

Ms. Kelly-Wiecek presented some of the goals, highlights, and takeaways from the bootcamp. The goals of the Registered Apprenticeship bootcamp are to

1. Understand RA in the context of Virginia Works – as our core work-based learning team, as part of a broader Commonwealth-wide team, and as part of our Service Delivery team
2. Better understand the clients of Registered Apprenticeship
3. Establish Registered Apprenticeship’s practices and standards, and discuss, explore, and address the challenges and opportunities for our staff.

The boot camp lasted two and a half days here on site and included an opportunity to participate live in our agency’s strategic plan focus group, business panel discussion moderated by Kathy Byron and including guest from Carter Machinery, Southern Air, and IALR to understand what some of our sponsors have to say about RA, how programs are run, and receive feedback on future success. The main takeaways from the bootcamp were:

1. Best practices discussion including the need to establish FAQs and share them broadly externally
2. Updating our Field Operations Manual for internal consistency and efficiency
3. A Registered Apprenticeship policy template
4. Ensuring a clear understanding of and participation in our referral process.

### **Registered Apprenticeship Return on Investment:**

Timothy Aylor from Virginia Works gave the following presentation on Registered Apprenticeship Economic Impact and Return on Investment Analysis:

The purpose of using data to explore the Virginia Works Registered Apprenticeship program is to help move the Commonwealth toward its goal of being **THE TOP STATE FOR TALENT**. This research may help do this by exploring whether it is a ‘Win—Win—Win’ for the Commonwealth. This analysis focuses on the ‘win’ for taxpayers. Timothy explored the three different wins – it is a win for taxpayers, a win for Virginia Workers (especially young workers), and a win for the Virginia Employers.

Timothy presented the council with the Five Model Structure Questions:

- **Who** – The model describes registered Virginia apprenticeship program completers.



- **What** – The model measures what Registered Apprenticeship program completers would likely earn BUT FOR their apprenticeship.
- **When** – The model describes impacts in a given fiscal year. I chose 2023 because the economic impact modeling software uses 2023 data
- **Where** – The model describes effects in Virginia, but I also ran the same model for three LWDA regions (Hampton Roads, Capital, and Shenandoah Valley) to measure regional effects.
- **Why** –The ‘BUT FOR’ difference provides the ‘event’ needed for the economic impact software to calculate additional impacts (including tax effects). The estimated tax revenue impacts were compared to the costs to administer the program. This relationship yielded the return-on-investment (ROI) estimate.

Timothy also presented the council with several takeaways from the Registered Apprenticeship Economic Impact and Return on Investment Study:

- The registered apprenticeship programs deliver significant expansions in access to living wages for participants across the Commonwealth. This was more evidence in areas with lower living wage levels and lower wages.
- Positive results are likely driven by two things: better wages than likely alternatives and the apprenticeships are often in industries that have high value-added production and extensive supply chains. These things boost contribution to GDP and spur on indirect spending effects in a region. The greater the participation in the ‘right’ industries, the greater the impact.
- Regional impacts are interesting. In less expensive regions, the comparison between RAPIDS wages and the local average wage is often more positive. The statewide average wage is higher than in rural areas. This difference is larger than the difference between RAPID wages among regions.
- Trade unions often provide better paying apprenticeships and are a large source of apprenticeships. Perhaps it’s a big part of their mission of passing on skills and maintaining a sufficient workforce in needed occupations. Basic takeaway is that starting and exiting wage exceeding Living Wage.
- Economic impact leaders were 238 Specialty Trades Contractors, 336 Transportation Equipment Manufacturing (Ship Building), and 813 Religious, Grantmaking, Civic, Professional, and Similar Organizations (Trade Unions, NGOs, etc.).
- Personal Care Services underperformed in economic impact, influenced by lower apprenticeship wages compared to the average and to the relatively small secondary and tertiary effects on the state economy in those services industries.



Mr. Aylor wrapped up his presentation by showing that Virginia's economy is positively impacted by the Virginia Works Registered Apprenticeship Program. It has yielded +300% Return on Investment, Registered Apprenticeship is over 80% in in-demand occupations and provides \$53 million in total output (\$35 million in Gross Domestic Product (GDP)).

## **REPORTS:**

### **Virginia Works:**

Ms. Kelly-Wiecek, Chief Deputy Commissioner of Virginia Works, gave the following report on behalf of Virginia Works:

Ms. Kelly-Wiecek shared the seven different program buckets that are overseen by Virginia Works and their key duties.

1. Ecosystem Policy & Strategy
  - a. Agency strategic plan
  - b. Policy and regulatory sprints this summer
  - c. Communications sprint
  - d. Updating Business Services catalogue
2. Partnerships & Engagement
  - a. Work-Based Learning lookbook and work in partnership with VCCS, VEDP, VDOE, and SCHEV
  - b. Employer-focused webinars with Chamber and VEDP
  - c. Preparing implementation plan for partnership with DOC
3. Service Delivery
  - a. Assessing, integrating, and modernizing service delivery as a whole
  - b. Implementing refresh of "Workforce Services Rep" role -> Career Navigator
4. Program and Grants Management
  - a. Monitoring Report – creating implementation plan to address findings
  - b. Hired Director of Program & Grants Management
5. Technology and Data
  - a. Virginia Workforce Connection and virginiaworks.gov enhancements
  - b. Additions to Virginia Has Jobs – small business content
  - c. Coming soon: Future-Ready Virginia upskilling microsites (AI, data science, career skills)



6. Outcomes Evaluation & Improvement
  - a. Commonwealth Metrics-goal setting and dashboard
  - b. Regional snapshots pilot
7. Learning & Development
  - a. Held additional leadership & Career Navigator training; built a new version of the “Career Navigator Field Guide”
  - b. Registered Apprenticeship and Rapid Response teams coming to Holland Tower

Ms. Kelly-Wiecek also provided the Council with an operational update on assessing and improving service delivery at Virginia Works. She covered three main questions:

1. What services does this agency deliver via the local workforce system?
  - a. Meaningful UI claim support & targeted coaching and workshops for unemployed Virginians
  - b. Basic career services (resume review, job search / matching, program referrals)
  - c. Employer support for Registered Apprenticeship programs, foreign labor, job orders
  - d. Veterans’ career navigation
  - e. Farmworker outreach
2. How do we deliver services today?
  - a. In-person – individual and group/workshop-based (Rapid Response)
  - b. Virtual appointments (RESEA)
  - c. Digital self-service – Virginia Workforce Connection, Virginia Has Jobs, webinars
3. What challenges do we have and how are we addressing them collaboratively?
  - a. Variable hours, staffing limitations, and different expectations about delivery cause inconsistent client experience: Conducting staffing analysis and time studies; working with local areas via biweekly Service Delivery meeting to identify opportunities to standardize to improve client experience and ensure capacity for follow-through; working with VEC and local areas to ensure that client expectations around UI support are clear on websites, documentation, etc.
  - b. Client intake processes vary between centers: Piloting “VOS Greeter” capability within VWC with two local areas; setting common expectations among our staff
  - c. Need to modernize core career navigation and employer talent pipeline content: Leveraging new techniques / training staff to address broad range of needs and “meet clients where they are” (including via virtual events, webinars)



Ms. Kelly-Wiecek updated the Council with Virginia Works' strategic plan using a set of questions to build the strategy for this agency and align it with the broader vision for Virginia's workforce development ecosystem. The four questions are:

1. What are the aspirations for the ecosystem?
2. How does Virginia Works contribute?
3. What capabilities does Virginia Works bring?
4. How do we communicate our role?

Lastly, Ms. Kelly-Wiecek shared Virginia Works' new mission statement with the council. The new statement is clear and to the point – “We connect people to careers and employers to skilled talent”

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

Marjorie King, Executive Director for DPOR, gave the following report to the Virginia Apprenticeship Council on behalf of DPOR:

Ms. King informed the Council that Brian Wolford is no longer with DPOR as he took a full-time classified position. The new agency director is Jeb Wilkinson.

The Department of Professional and Occupational Regulations (DPOR) regulations are being amended effective April 28<sup>th</sup>, 2025, to allow for the hearing aid specialist Apprenticeship. Regarding tattooing and body piercing Apprenticeship, DPOR is still overseeing this apprenticeship. DPOR is working closely with individuals at Virginia Works to hopefully transition that over.

**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 provided the following written report to the council:

**VHCC** The Virginia Highlands Community College Workforce Financial Aid Program received a \$240,000 grant at the Tobacco Region Revitalization Commission's in May. The VHCC service area includes the City of Bristol, Washington County, and part of Smyth counties. The Southwest Virginia Higher Education Center Foundation received a \$252,000 grant for the development of a regionwide apprenticeship expansion program. This funding will support salary and benefits for a newly created Apprenticeship Coordinator position. The coordinator will work with businesses in the region to create employer sponsored apprenticeship opportunities.



The grant would also support employer-related technical instruction costs up to \$2,700 per apprentice. These expenses include the classroom (in-person or virtual) component of the program, such as tuition, books, class fees and instructors.

**VWCC/NRCC** To support nursing education throughout Virginia, the Virginia Department of Health (VDH) announced the recipients of the [Earn to Learn grant program](#). The funding will allow nursing students across the Commonwealth to earn a stipend while completing classes and hands-on clinical training at partnered clinical sites. Virginia Western Community College received \$439,521.22 in Earn to Learn grants, while New River Community College in Dublin received \$358,911.

**MECC** A regional partnership working to add solar panels to commercial buildings in the ME region aims to train young people in developing workforce skills in anticipation of increasing demand for renewable energy-focused jobs where skill sets and energy options are both changing. Virginia ranks eighth in the nation for installed solar capacity, according to the Solar Energy Industries Association. Approximately three dozen apprentices have signed up for the program. They work on a variety of solar projects, including on rooftops, carports, and ground-mounted installations. Apprentices get free equipment and a transportation subsidy, along with nine community college credits at Mountain Empire Community College, which provides classroom training before students step onto the job site.

**Work-based Learning Tracking System (WTS)** The WTS project is ending its discovery phase and transitioning into the user-stories and work groups. The WTS will align the VCCS to a one system approach by inputting, tracking, and the ability to create and share reports on the VCCS' WBL experiences and opportunities. **Department of Education (DOE):**

The Department of Education did not have a representative or designee present at the meeting.

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

Gary Pan, Commissioner of the Department of Labor and Industry, gave the following report to the Virginia Apprenticeship Council on behalf of DOLI:

Commissioner Pan spoke on how great it has been to have such a strong relationship with the Department for Aging and Rehabilitation (DARS) and the Department of Professional and Occupational Regulation (DPOR).

Commissioner Pan wanted to share that he is the President of the National Association of Government Labor Officials. There is going to be a conference from September 28<sup>th</sup> to October 1<sup>st</sup> in Newport News and commissioner Pan would love the opportunity to highlight Registered Apprenticeship.



DOLI has been aware that the temperatures outside have been rising and informed the Council that the Heat Stress and Illness Prevention program has been working very hard to make sure that the workplace feels safe for both employees and employers.

**COUNCIL COMMENTS:**

None.

**ANNOUNCEMENTS:**

The next meeting Virginia Apprenticeship Council Meeting is on Thursday, September 25, 2025.

Chair Harris announced that all 2025 meetings will take place at Virginia Works HQ – Holland Tower – 2221 Edward Holland Dr, Suite 500, Richmond, VA 23230 from 10am – 12pm.

Chair Harris thanked the Council, and all in attendance.

The meeting adjourned at 12:15 pm.

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**Dudley Harris, Chair**  
**Nicole Overly, Commissioner and Secretary**

