

Virginia Apprenticeship Council



2025-2026 Annual Report

Dudley Harris, Chairman
Nicole Overley, Secretary
10-1-2026

Message from the Commissioner

It is with tremendous pride that we present this Annual Report, chronicling another year of growth for Registered Apprenticeship (RA) in Virginia as an established part of Virginia Works. Over the past twelve months we have continued to expand Registered Apprenticeship across the Commonwealth while strengthening the quality, rigor, and policy framework that make it such a powerful workforce development tool.

Virginia now supports more than 16,000 active apprentices reflecting sustained focus, effort, and investment. This year the program secured and deployed significant new funding and forged national partnerships: additional rounds of the HIRED Apprenticeship Fund for high-demand employers, a \$4.6 million Rural Health “Earn to Learn” initiative to grow allied-health apprentices in rural communities, continued build-out of the Registered Teacher and Principal Apprenticeship pathways with the Department of Education, selection as one of ten states in the inaugural “Apprenticeship America” youth-apprenticeship cohort, and the launch of a statewide Virginia Apprenticeship Intermediary Network supported by the Strada Education Foundation.

Beyond expansion, we focused on strengthening the policy foundation that supports Registered Apprenticeship. During the year the Council finalized Virginia's interstate reciprocity policy (March 2026), the credit-for-prior-learning policy (January 2026), intermediary development, and the transition to an all-digital RAPIDS registration and completion process (January 2026). We also modernized our digital front door — relaunching a redesigned Registered Apprenticeship website and a public Active Apprenticeships Dashboard — and marked a milestone in collaboration: in March, the Council held its first-ever joint meeting with the Virginia Board of Workforce Development, engaging the Commonwealth's workforce board directly in the apprenticeship growth strategy. These steps ensure that Virginia's apprenticeship system is not only growing but evolving to meet the needs of a modern economy.

As you review this report, I hope you will see not just data and statistics, but the individual stories behind them — apprentices launching careers, employers building skilled workforces, and communities strengthening their economies. That 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

The Apprenticeship Council

The Virginia Apprenticeship Council operates under Va. Code § 2.2-2044, the enabling legislation for Virginia Works. The Council advises and recommends to the Commissioner and the Department of Workforce Development and Advancement the standards of apprenticeship and policies of administration for the Commonwealth. Pursuant to statute, not less than once a year the Council makes a report of its activities and findings to the General Assembly and to the public.

Structure and Schedule

The Council is chaired by Dudley Harris, with Grant Shmelzer serving as Vice Chair. It is composed of representatives of employer organizations, employee organizations, and workforce training programs, together with ex-officio members representing the state agencies that support Registered Apprenticeship. The current membership is shown below.

Member	Representation
Dudley Harris	Chair — Employer Representative
Grant Shmelzer	Vice Chair — Employee Representative
Doris Crouse-Mays	Employee Representative
Patrick J. Dean	Employer Representative
William Dunn	Employee Representative
Dr. Latitia McCane	Employer Representative
Steve Masterson	Employee Representative
Dr. Jameo Pollock	Employer Representative
Michelle Ramaker	Workforce Training Program Representative
Meghan James Hurt	Workforce Training Program Representative
James Frederick	Ex officio — Commissioner, Department of Labor and Industry
Nicole Overley	Ex officio — Commissioner, Virginia Works (Council Secretary)
Laura McClintock	Ex officio — Director, Dept. of Professional & Occupational Regulation
Dr. Jason M. Williams Sr.	Ex officio — Virginia Community College System (Chancellor designee)
Dr. Anthony Williams	Ex officio — Superintendent of Public Instruction designee
J. Douglas Straley	Ex officio — Superintendent, Louisa County Public Schools

The Council meets quarterly. During this reporting period the Council met on December 4, 2025 (Virginia Works, Holland Tower, Richmond); March 27, 2026 (Reynolds Community College, Richmond); June 25, 2026 (Virginia Works, Holland Tower, Richmond); and September 24, 2026

(Virginia Works, Holland Tower, Richmond). The March 27, 2026 meeting was convened as the Council's first joint meeting with the Virginia Board of Workforce Development (described further under the Apprenticeship Growth Strategy). The Council also continued its practice of receiving regular updates from each ex-officio member representing the state agencies working together to support the growth of Registered Apprenticeship. Approved minutes for each meeting are attached in the Appendix.

Policy Issues Addressed

Minutes for the meetings held in December 2025 and in March, June, and September 2026 are attached to this report in the Appendix to provide additional detail and transparency on the specific items discussed. Over the year the Council provided input in support of several policies that further document the practices of the Registered Apprenticeship team, including:

1. **Reciprocity.** The Council's reciprocity workgroup — informed by a review of policies in other State Apprenticeship Agency states, including Louisiana's move to a streamlined, application-based model — completed Virginia's interstate reciprocity policy, [“Granting Reciprocity,”](#) which took effect March 10, 2026. The policy establishes a standardized process for programs registered with the U.S. Department of Labor's Office of Apprenticeship or a recognized SAA. A sponsor seeking reciprocity must attest that the program and its apprentices are properly registered and must acknowledge and accept Virginia's labor laws — including journeyworker-to-apprentice ratios, compensation, and child-labor provisions — and Virginia Works' minimum standards. The sponsor submits a written request to the Director of Work-Based Learning identifying the sponsor, the OA representative or SAA director, the occupations and apprentices involved, the project name, and the state of registration, and completes a Petition for Reciprocity certifying compliance with 29 CFR Parts 29 (Subpart A) and 30. Virginia Works grants or denies each request within 30 days and may void reciprocity if a program falls out of compliance; reciprocity sponsors are not granted access to Virginia's RAPIDS system.
2. **Pre-Apprenticeship.** The Council maintained the six-element Pre-Apprenticeship definition adopted to support strong on-ramps into Registered Apprenticeship: (1) approved, industry-aligned curriculum; (2) simulated, hands-on experience; (3) facilitated direct entry into a registered program; (4) supportive services and referrals; (5) sustainability through community partnerships; and (6) compliance with all state laws governing the job activities of minors and Virginia Works performance objectives.
3. **Credit for Prior Learning.** The credit-for-prior-experience and direct-entry policy outlines how individuals entering Virginia's programs can receive credit for prior work, education, or military experience. Sponsors may award up to 50% of program credit without documentation, and more following formal review, while preserving program integrity and supporting time-based, competency-based, and hybrid models.

4. **Intermediary Development.** The intermediary policy defines the role of the organizations — community colleges, training providers, industry associations, and workforce boards — that connect employers, educators, and workforce partners; launch and manage programs; and maintain records in RAPIDS. Virginia has grown from four intermediaries in 2022 to more than 45 today.
5. **Electronic Processing.** Virginia Works completed its transition to an all-digital registration and completion process through the U.S. Department of Labor's RAPIDS platform, phasing out paper forms. Sponsors submit apprentice data, upload transcripts (including red-stamped Apprenticeship Agreement Forms), and file completion requests digitally, improving turnaround time and record accuracy.
6. **Other items.** The Council also addressed updates to the Minimum Standards of Apprenticeship for alignment with Virginia Code; the continued integration of workplace safety and health into Registered Apprenticeship; and preparatory work on defining youth apprenticeship.

Virginia's Registered Apprenticeship Program

Virginia has operated a State Apprenticeship Agency since 1938. Registered Apprenticeship is a voluntary, industry-driven pathway that allows employers to strengthen their workforce while providing individuals with meaningful careers and opportunities for advancement. It is the original “earn while you learn” model and one of the oldest forms of workforce development. Apprentices across a wide variety of fields complete a minimum of 2,000 hours of on-the-job training and a minimum of 144 hours of related technical instruction each year, and receive an agreed-upon, progressive wage scale from their employer as they advance through their program.

Virginia Works' Registered Apprenticeship team continues to perform strongly among State Apprenticeship Agencies nationwide. In the most recent full-year figures, Virginia ranked highest among State Apprenticeship Agencies in new programs added (255), second among all states — including those served by the U.S. Department of Labor's Office of Apprenticeship — and first in the nation among both SAA and OA states for the number of registered programs/sponsors with 2,380 active sponsors.

The Virginia Works technology and data team continues to maintain tools that support awareness, tracking, and metrics for Registered Apprenticeship performance — including a Commonwealth-wide Registered Apprentice Dashboard, a quarterly Apprenticeship Snapshot provided to the Council, and a Registered Apprenticeship economic analysis and ROI report. The most recent analysis found that the program generated an estimated \$6.8 million in additional federal, state, and local tax revenue, representing an approximately three-to-one (300%+) return on investment; the analysis of program completers identified roughly \$53 million in total output and \$35 million in GDP contribution, with more than 80% of apprentices in in-demand occupations.

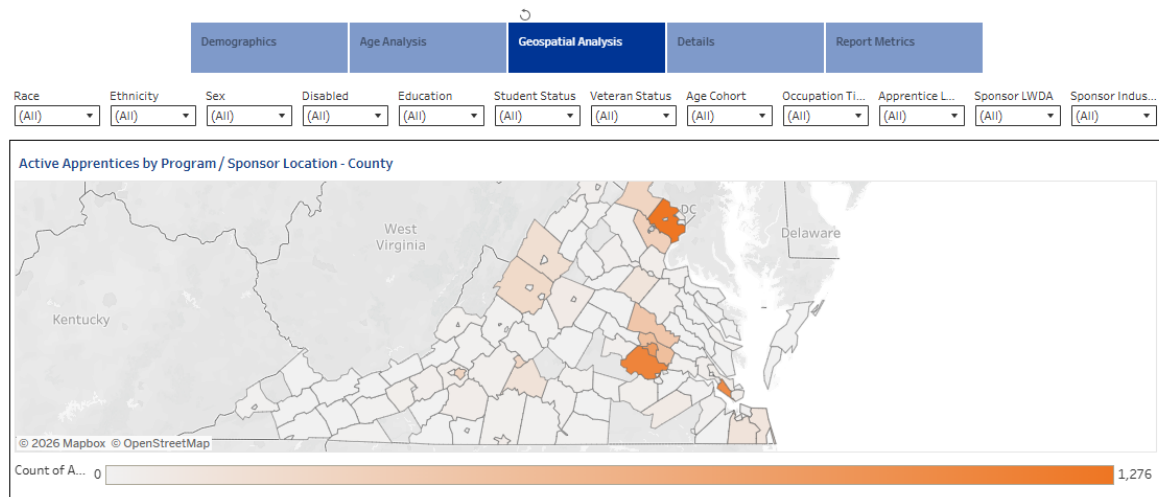
A Revamped Website and a Public Active Apprenticeships Dashboard

This year Virginia Works modernized its digital front door for Registered Apprenticeship. The team completed the migration of all Registered Apprenticeship content from the legacy Department of Labor and Industry site to a redesigned, employer- and apprentice-focused Registered Apprenticeship section of virginiaworks.gov. The refreshed site adds dedicated pathways for individuals and for employers, a plain-language “Why Choose Registered Apprenticeship” overview, and educational videos such as “The History of Apprenticeship.” It also features a searchable “Find Registered Apprenticeship Sponsors” directory that lets Virginians locate active sponsors by city, occupation, or keyword.

Virginia Works also launched a public Active Apprenticeships Dashboard, giving the Council, partners, and the public an at-a-glance, Commonwealth-wide view of active apprentices — including demographics (gender, race, ethnicity, education, and veteran and disability status), age analysis, geospatial distribution, and apprenticeship details by occupation, employer/sponsor, and program type — refreshed on a weekly basis.

Registered Apprenticeship Dashboard

[Home](#) > Registered Apprenticeship Dashboard



Redesigned landing pages guide individuals and employers to Registered Apprenticeship.

Find Registered Apprenticeship Sponsors

A new searchable directory helps Virginians find Registered Apprenticeship sponsors by city, occupation, or keyword.

Explore the tools: [Registered Apprenticeship website](#) | [Active Apprenticeships Dashboard](#)

Program Performance

Virginia's Registered Apprenticeship program has grown by more than 50% since the June 30, 2021 baseline, expanding from 10,665 to more than 16,000 total active apprentices while

registered intermediaries have increased from 10 in 2021 to more than 45 in 2026 (350% increase).

Metric	Baseline (6/30/21)	Q1 FFY26	Q2 FFY26	Q3 FFY26	Q4 FFY26	Current
New Programs	79	61	66	72	56	56
Active Programs	1,869	2,198	2,258	2,328	2,380	2,380
New Apprentices	1,831	896	1,040	1,514	1,537	1,537
Total Active Apprentices	10,665	14,757	15,068	15,570	16,031	16,031

Apprenticeship Growth Strategy

The Council received frequent updates on the strategy of Virginia's Registered Apprenticeship program, including grant awards designed to expand Registered Apprenticeship in high-demand industries and occupations.

A Framework for Growth

During this reporting period, Virginia Works developed a comprehensive growth strategy for Registered Apprenticeship in the Commonwealth. That strategy will be released as a published document by the end of the calendar year; the core principles that guide it are already directing the program's work and are summarized below. At its foundation is a simple premise: durable, equitable growth means progressing on all three dimensions together — people, industries, and types of Registered Apprenticeship — not merely adding apprentices to the programs Virginia already has.

Three dimensions of growth

People	Industries	Types of RA
Opening access to underrepresented Virginians • Women, veterans, and people with disabilities • Youth and out-of-school youth • Dislocated and long-term unemployed workers • Justice-involved individuals, single parents, and more	High-demand, apprenticeable sectors • Advanced manufacturing and life sciences • Healthcare, with a focus on rural health • IT and cybersecurity; energy and clean energy • Shipbuilding, maritime, and nuclear	Every entry point, from high school to a degree • Employer-, JATC-, and intermediary-sponsored • Youth apprenticeship • Pre-apprenticeship on-ramps • Degree apprenticeship (earn credit plus a wage)

Seven strategic pillars

The strategy rests on seven pillars:

1. **Connect apprentices to sponsors.** Addressing the top barrier the program hears about, by connecting apprentices to sponsors through Virginia's workforce system.
2. **Grow and diversify the partner landscape.** Engaging more employers, intermediaries, labor organizations, and trade associations.
3. **Strengthen the mentorship backbone.** Providing mentor toolkits, upskilling, and public recognition.
4. **Reflect the whole career continuum.** Supporting youth, pre-apprenticeship, adult-learner, and degree pathways.

5. **Build and connect the pipeline.** Linking career and technical education, community colleges, and WIOA into Registered Apprenticeship entry.
6. **Advance equity, credentials, and career advancement.** Reaching underserved Virginians with stackable, affordable credentials.
7. **Secure the investment and legislative foundation.** Braiding WIOA Title I, FastForward, and G3 funding, and setting the policy agenda.

Year 1 moves

The first year of the strategy focuses on a set of concrete, near-term moves:

Year 1 move	What it involves
Candidate sourcing	Workforce centers screen and refer candidates to sponsors
Mentor upskilling	A Mentor 101 toolkit plus an upskilling series
RA Signing Days	Branded, quarterly, statewide signing events
Intermediary network	Launched as a community of practice
Youth apprenticeship	Define it and build a unified youth RA plan with CareerWise
Pre-apprenticeship and ARPs	Define them and build a coordinated system
Partner cross-training	Cross-train WIOA, American Job Center, and DOE partners and stand up Title I intake

A FIRST: JOINT MEETING OF THE APPRENTICESHIP COUNCIL AND THE VIRGINIA BOARD OF WORKFORCE DEVELOPMENT

On March 27, 2026, at Reynolds Community College, the Virginia Apprenticeship Council held its first-ever joint meeting with the Virginia Board of Workforce Development (VBWD). Convened as a strategy brainstorming and working session, the joint meeting engaged the Commonwealth's workforce board directly in shaping Virginia's Registered Apprenticeship growth strategy — aligning the two bodies behind the three-dimensional growth framework (people, industries, and types of RA) and the seven strategic pillars and connecting apprenticeship expansion to the broader goals of Virginia's workforce system.

Grant and Partnership Highlights

This year Virginia Works secured and deployed significant new funding and forged national partnerships to expand Registered Apprenticeship across the Commonwealth. Highlights include the following.

HIRED Apprenticeship Fund

The HIRED (Highlight, Include, Recruit, Engage, Deliver) Apprenticeship Fund, supported by the federal State Apprenticeship Expansion Formula (SAEF) grant, continued to reimburse employers who launch or scale Registered Apprenticeship programs in high-demand industries — offering up to \$7,000 per employer (\$3,500 per apprentice) for training and supportive services, with priority for rural employers. In May 2026, Virginia Works announced 39 employers and industry partners selected to share \$262,500 through the latest round.

Rural Health Transformation “Earn to Learn”

Virginia Works announced \$4.6 million to launch the Rural Health Transformation “Earn to Learn” initiative, an employer-driven effort to strengthen allied health talent pipelines in rural communities through Registered Apprenticeship. A sub-initiative of the “Homegrown Health Heroes” effort within Virginia's broader Rural Health Transformation Program — a five-year federal program for which Virginia received more than \$189 million in first-year funding — Earn to Learn helps rural providers grow registered apprentices in allied health occupations such as registered nurses, dental hygienists, radiologic technologists, diagnostic medical sonographers, and physical therapist assistants, through paid on-the-job training, related technical instruction, rural intermediary partnerships, and supportive services.

Registered Teacher Apprenticeship (SAEF2)

In partnership with the Virginia Department of Education, Virginia Works continued to build educator apprenticeship pathways through a \$6 million SAEF2 grant from the U.S. Department of Labor to develop and expand the Registered Teacher and Principal Apprenticeship Pathway and pre-apprenticeship on-ramps into teaching. To date, the grant has supported 33 principal apprentices and 119 teacher apprentices.

Apprenticeship America Cohort (CareerWise)

Virginia was selected through a competitive process as one of ten states in the inaugural “Apprenticeship America” cohort of the federally funded Future Ready Apprenticeship Center, powered by CareerWise in partnership with the Colorado Department of Labor and Employment. Announced at a national launch event on May 1, 2026, the cohort provides funding, consulting, and proven frameworks to help states build youth apprenticeship systems. Through the partnership, Virginia Works will develop a comprehensive statewide youth apprenticeship plan, strengthen regional capacity, expand its healthcare pipeline, and formalize

the articulation pathways that turn apprenticeship into an on-ramp to postsecondary credentials. Virginia joined Alabama, Arizona, Kansas, Maine, Massachusetts, North Carolina, Ohio, Tennessee, and Utah in the cohort.

Virginia Apprenticeship Intermediary Network (Strada Education Foundation)

With support from the Strada Education Foundation, Virginia Works launched the Virginia Apprenticeship Intermediary Network, a statewide community of practice that strengthens and grows the organizations — community colleges, training providers, industry associations, and workforce boards — that recruit employers, stand up programs, and guide apprentices through their training. Built from Virginia's 30-plus intermediaries and aligned to Strada's Framework for Effective Employer Intermediaries, the network offers cohort-based onboarding, a quarterly community of practice, hands-on performance-management support, employer matching, and a living Intermediary Toolkit. Virginia Works' award was part of a Strada initiative providing \$100,000 to each participating organization.

National Apprenticeship Week and the First Virginia Veteran Muster

During National Apprenticeship Week, Virginia Works led a statewide celebration of Registered Apprenticeship, with Governor Spanberger issuing a proclamation recognizing the week across the Commonwealth. Virginia Works and its partners hosted more than 30 apprenticeship-focused events — including school-based outreach sessions, employer and intermediary events, and apprenticeship signing ceremonies that formally launched new placements in high-demand industries.

A highlight of the week was the first-ever Virginia Veteran Registered Apprenticeship Muster, held Wednesday, April 29, 2026, at the Fort Eustis Officer's Club in Newport News (Hampton Roads). The Muster connected transitioning servicemembers, veterans, and military spouses with Registered Apprenticeship sponsors actively recruiting for skilled, high-demand roles — pairing the Commonwealth's veteran talent with earn-while-you-learn career pathways. Governor Spanberger and Secretary of Labor Jessica Looman joined veterans, employers, and workforce leaders for the event, which grew out of cross-agency collaboration with the Virginia Department of Veterans Services and other partners. [Read the announcement.](#)

Integration and the Apprenticeship Accelerator

The Registered Apprenticeship team continued to integrate into Virginia Works and its local service-delivery structure, working more closely with Local Workforce Development Board directors and Business Services teams. Over the past two years, these efforts have helped drive growth in Registered Apprenticeship participation and expanded the number of intermediaries from 10 in 2021 to more than 45 in 2026. This work is complemented by the Apprenticeship Accelerator, a hands-on workshop that helps sponsors and prospects identify occupations and work processes and set a path to registration. In spring 2026, Virginia Works delivered an

Apprenticeship Accelerator with the Virginia Assisted Living Association (VALA), engaging assisted-living employers in identifying apprenticeable roles and charting a path to registration — extending Registered Apprenticeship into a high-demand, nontraditional sector for the model.

Looking Ahead to Calendar Year 2027

As we conclude this year and look toward the future, Virginia's Registered Apprenticeship team stands on a strong foundation. The momentum built through strategic investment, policy innovation, continued process improvement, and collaborative partnerships positions the program to continue meeting — and exceeding — its goals.

In the coming year, the RA team will focus on leveraging the new Virginia Apprenticeship Intermediary Network and the Apprenticeship Accelerator to reach new sectors and employers; expanding HIRED and other employer-incentive funding; deepening educator and rural-healthcare apprenticeships; standing up a unified youth apprenticeship plan through the Apprenticeship America partnership; and continuing to integrate Registered Apprenticeship with Virginia Works service delivery so that workforce centers actively source and refer candidates to sponsors. Building on the first joint session with the Virginia Board of Workforce Development, the RA team will continue to align apprenticeship growth with the Commonwealth's broader workforce strategy.

The Council will continue to provide the input, guidance, and support needed to navigate an increasingly complex economic landscape while maintaining the quality and rigor that define Virginia's apprenticeship excellence. 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 its citizens.

Appendix — Council Meeting Minutes

The approved minutes of the Virginia Apprenticeship Council meetings held during the reporting period are attached below. Insert the final approved minutes for each meeting in place of the notes that follow.

1. Virginia Apprenticeship Council Meeting — September 24, 2026

Virginia Works, Holland Tower, 2221 Edward Holland Drive, Suite 500, Richmond, VA 23230

2. Virginia Apprenticeship Council Meeting — December 4, 2025

Virginia Works, Holland Tower, 2221 Edward Holland Drive, Suite 500, Richmond, VA 23230

3. Virginia Apprenticeship Council Meeting — March 27, 2026

Reynolds Community College, Burnette Hall, Room 178, 1651 E Parham Rd, Richmond, VA 23228 (First joint meeting with the Virginia Board of Workforce Development)

4. Virginia Apprenticeship Council Meeting — June 25, 2026

Virginia Works, Holland Tower, 2221 Edward Holland Drive, Suite 500, Richmond, VA 23230

THE VIRGINIA APPRENTICESHIP COUNCIL MINUTES

The Virginia Apprenticeship Council met on Thursday, September 25, 2025

COUNCIL MEMBERS PRESENT:

Dudley Harris, Chair
Patrick Dean, Vice Chair
Nicole Overley, (Secretary of the Council)
Dr. Jameo Pollock
Dr. Latitia McCane
Gary Pan
Grant Shmelzer, (virtual)
Douglas Straley
Meghan Hurt
Steve Masterson
Michelle Ramaker
William Dunn
Bo Bundrick
Marjorie King, (Designee)

STAFF PRESENT:

Angela Kelly-Wiecek, Chief Deputy Commissioner
Michael Peterson, Chief Information Officer
Skip Maupai, Workforce Senior Policy Analyst
David Galloway, Registered Apprenticeship Consultant
Pedro Ortiz, Registered Apprenticeship Consultant
Tereza Edwards, Registered Apprenticeship Consultant
Diana Leyva, Registered Apprenticeship Consultant
Marina Caminos, Registered Apprenticeship Consultant
Alice Weathers, Registered Apprenticeship Consultant
Clayton Duvall, Registered Apprenticeship Consultant
Marco Pineda, Registered Apprenticeship Consultant
Karen Rhodes, Registered Apprenticeship Consultant
Kara Joyce, Registered Apprenticeship Consultant
Andrew Johnson, Registered Apprenticeship Consultant
Claudia Williams, RTI Education Specialist
James Edmunds, Program Support Technician
Cierra Morgan, Program Support Technician

CALL TO ORDER AND INTRODUCTIONS:

The Virginia Apprenticeship Council convened on September 25, 2025, at Virginia Works' central office (Holland Tower). The meeting was called to order by the Chair, Dudley Harris, and Chief Deputy Commissioner Angela Kelly-Wiecek welcomed attendees. It was announced that Molly Bashay, the

former Director of Work-Based Learning, is no longer with Virginia Works. Ms. Kelly-Wiecek acknowledged one remote participant, Mr. Grant Schmelzer, CEO of Independent Electrical Contractors, joining from Phoenix, Arizona. Roll call was completed, and no public comments were submitted. Registered Apprentice team members in attendance introduced themselves and the regions they represent.

APPROVAL OF MINUTES:

With a motion from Marjorie King and a second by Gary Pan, the Council unanimously approved the minutes from the previous meeting without any corrections.

STATE RECIPROCITY POLICY FOR REGISTERED APPRENTICESHIP:

Dr. Jameo Pollock presented the draft Reciprocity Policy developed by the Reciprocity Workgroup. The presentation included key decision points such as program management, tracking, approval timelines, and whether reciprocity should be a formal policy or a guideline. The Council engaged in discussion, including considerations around safety standards. The council decided that entities seeking reciprocity will need to include documentation of their safety record. On a motion by Patrick Dean and seconded by Douglas Straley, the Council unanimously approved to affirm the workgroup's recommendations with the addition of the safety documentation and forward them to the Commissioner for implementation. Council members were asked to have additional feedback on this policy to Dr. Pollock by Oct. 15th.

NEW BUSINESS:

Policy Review

Ms. Kelly-Wiecek presented drafts of four policies:

- *Intermediary* – Questions submitted included whether or not there should be a requirement of two partnering sponsors rather than one and whether or not intermediaries should be required to have an apprenticeship committee. As the purpose of this policy is to encourage multiple partnering sponsors, but staff does not recommend holding up the progress of one sponsor pending the identification and signing of another. Additionally, while larger intermediaries or entities might have the capacity for such a committee, this requirement would be prohibitive for small intermediaries or consultants who could provide value.

- *Credit Awarded for Prior Experience* – The council had a detailed discussion on this policy beginning with if some documentation be kept on how the amount of credit is determined. It was noted that RAPIDS allows for up to 90% credit provided there are at least 1000 hours left. Staff will document as much as possible on this point. Additionally, the Registered Apprenticeship Minimum Standards give the sponsor employer discretion on this point for other work experience. Several members suggested that attendance records be required to grant credit for courses and a discussion was held on whether there would be the ability to obtain class attendance records from the various entities currently providing related technical instruction. Staff emphasized that transcripts are our preference and have always been acceptable particularly because our RTI providers undergo vetting and authorization at the time of program creation. Additional information and research on this topic will be gathered by staff.
- *Electronic Process* – Council members did not have any questions on this policy.
- *Probationary Credits Policies* – Council members received a staff briefing on the origin of this policy.

Program Operations

Two program modifications were reviewed and approved:

- *Electrician Inside Wireman* – Richmond Electrician JATC
- *Telecommunications Technician* – IEC Chesapeake

Growth Strategy

- **Work-Based Learning Ecosystem Survey:**
The Council reviewed results from a recent survey involving five agencies and 228 responses. The survey provided valuable insights into employer needs and work-based learning trends.
- **Registered Apprenticeship Quarterly Scorecard:**
The Deputy Commissioner introduced a new Registered Apprenticeship Scorecard designed to provide quarterly updates on sponsors, intermediaries, and apprentices “at a glance.” Council members suggested that additional data points including the number of students in CTE classes and the number of completions as well as some information on the types of new programs and sponsors should be included.

COUNCIL COMMENTS:

- Virginia was recognized as the **#1 state apprenticeship agency** for the number of new programs registered in the fiscal year, with **212 new programs** launched.
- The **2024–2025 Apprenticeship Council Annual Report** was distributed. Council members were asked to review the report and submit any additional accomplishments or suggestions by the following week.

STRATEGIC PLANNING:

The meeting concluded with a **SWOT analysis brainstorming session** to identify strengths, weaknesses, opportunities, and threats related to the Council’s mission and operations.

ANNOUNCEMENTS:

The next meeting Virginia Apprenticeship Council Meeting is on Thursday, December 4, 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 12:05 pm.

Dudley Harris, Chair
Nicole Overley, Commissioner and Secretary

THE VIRGINIA APPRENTICESHIP COUNCIL MINUTES

The Virginia Apprenticeship Council met on Thursday, December 4, 2025

COUNCIL MEMBERS PRESENT:

Dudley Harris, Chair
Patrick Dean
Dr. Latitia McCane
Dr. Jameo Pollock
Nicole Overley
Meghan Hurt
Grant Shmelzer
Dr. Anthony Williams
Michelle Ramaker
William Dunn
Douglas Straley, (Virtually)
Kelley Smith, (Designee)
David Johnson, (Designee)

STAFF PRESENT:

Angela Kelly-Wiecek, Chief Deputy Commissioner
Faith Clayton, Registered Apprenticeship Region Supervisor
Diana Lyons, Registered Apprenticeship Region Supervisor
Tereza Edwards, Registered Apprenticeship Consultant
Miguel Granillo, Registered Apprenticeship Consultant
Kara Joyce, Registered Apprenticeship Consultant
Pedro Ortiz, Registered Apprenticeship Consultant
Karen Rhodes, Registered Apprenticeship Consultant
Maynard Stowe, Registered Apprenticeship Consultant
Alice Weathers, 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 members.

Angela Kelly-Wiecek recommended amending the agenda to add item 8a, which is a point of clarification of Registered Apprentice Standards and a look forward to what the Council may wish to do in 2026 related to bylaw review.

PUBLIC COMMENTS:

None.

APPROVAL OF MINUTES:

June 2025 meeting minutes were approved through a motion by Dr. Latitia McCane and seconded by Dr. Jameo Pollock.

OLD BUSINESS: Reciprocity Policy Update – Dr. Jameo Pollock

Dr. Jameo Pollock updated the Council on the Reciprocity Policy. The Reciprocity Policy was presented at the June and September meetings. A motion was made to incorporate the requirement of a company’s EMR (Experienced Modification Rate) with the application. No additional feedback was received and pending feedback from the Department of Labor and Industry on an acceptable EMR rating, the final version will go to the Commissioner for approval. Dr. Pollock also stated that they have added a safety element to pages 3, 4, and 5 of the Reciprocity Policy.

NEW BUSINESS:

REPORT - Division of Registered Apprenticeship (Virginia Works):

Nicole Overley, Commissioner of Virginia Works, gave the following report on behalf of Registered Apprenticeship:

Policy:

Skip Maupai provided the council with updates related to the comprehensive regulatory review that has been taking place within Registered Apprenticeship. The current regulations will be rescinded since the creation of the new Department of Workforce Development and Advancement (DWDA) and transfer of RA program from the Department of Labor and Industry to Virginia Works. The DWDA did not exist until July 1, 2024, and the RA program has been reconstituted, refocused and reorganized, including its administrative and management structure for implementation. Mr. Maupai stated that following review of the proposal by individual members of the Council, the full body should discuss the proposal today and make comments and suggestions for improvement. These suggestions will be evaluated by VA Works staff and leadership and then the final version will be circulated to Council members prior to entry into formal regulatory review process.

Mr. Maupai gave a general overview of the proposed changes to the Regulatory Documents. The original proposal was created using preexisting Virginia Apprenticeship Council language for the RA program. This is why the overwhelming majority of the changes are technical edits, such as replacing “DOLI” with “DWDA” and updated references to the Virginia Code. A few of the other changes involved clarifying ambiguous language to reflect current practices and creating some new language to fill perceived gaps in the regulations.

Mr. Maupai stated that the most significant additions to the preexisting VAC are directed at sponsors of RA Programs. The first new suggestion aims to establish and publish basic expectations that Virginia Works has for RA Sponsors. It defines the conditions under which a sponsor’s application for RA registration may be denied, as well as informing sponsors that the Division will be conducting random audits of RA programs to ensure the registered agreements are being adhered to by all parties. This was the common practice in the past. The second new suggested addition addresses the topic of reciprocity with other states and RA programs that the Apprenticeship Council has recently been developing. Mr. Maupai also added some of the details of the proposal:

- Register with VA Works, provide the standard requisite information, as well as information regarding the sponsor’s other state activity, standards it follows in its home state, past and current workplace labor and safety violations, and acknowledgement of Virginia labor laws.
- Length of term for RA program and conditions for de-registration

He also provided some conditions of denial of a registration of a Registered Apprenticeship Program:

- Proposal does not meet minimum federal standards
- Past violations of Virginia labor and safety law, similar federal laws or a history of transgressions
- Provided false or misleading information
- Currently under revocation within two-year period for re-application
- Currently operating an RA without registering RA program

The Council requested that the regulatory documents be scrubbed of acronyms. A motion was made by Nicole Overley to have all comments regarding the Regulatory Documents to be sent to Skip Maupai before December 12th, 2025, and to create a workgroup to deal with Ratio of Apprentices (including Davis Bacon Ratios). The motion was seconded by Patrick Dean.

Program Operations:

Faith Clayton spoke to the council about two new surveys they were created. The first one is an exit survey. This will be sent out to every registered sponsor after they request cancellation. The survey covers some of the reasons that the sponsor is requesting cancellation. The second survey is a more general survey and will be sent to all sponsors on a scheduled basis.

Angela Kelly-Wiecek updated the council with the newest version of the RA Scorecard. Some of the categories covered on this scorecard were: the top ten occupations for CTE enrollments courtesy of VDOE, the top ten occupations for YRA, the top ten occupations for completions, a list of new sponsors, and a list of new intermediaries. There are also 6 charts on the back of the scorecard:

1. New Sponsors by Quarter
2. New Apprentices by Quarter
3. Total Active Sponsors by Quarter
4. Total Active Apprentices by Quarter
5. Number of New Intermediaries by Quarter
6. Number of New Employers by Quarter

The goal of this RA Scorecard is to provide the council with an at a glance data and information.

Growth Strategy:

Kimion Walker, Chief Operating Officer, Virginia Works, provided the following update regarding supporting candidate identification and referrals from other Virginia Works programs:

Virginia Works is actively engaging its workforce programs and services to support Registered Apprenticeship through:

- Candidate Identification: Leveraging full suite of Virginia Works' programs (i.e. Jobs for Veterans State Grant, our Opportunity Advocates) to identify individuals with the skills, interest, and potential for apprenticeship pathways.
- Candidate Referrals: Connecting qualified candidates directly with Registered Apprenticeship sponsors and employers across the Commonwealth.

While just beginning, our efforts here are intended to strengthen the talent pipeline and connections across the workforce ecosystem, support employers' requests for support in identifying candidates and expand access to high-quality career pathways for Virginians.

Kara Joyce, Registered Apprenticeship Consultant, updated the council on State Agency Registered Apprenticeship Programs. Ms. Joyce talked about a webinar that was held on December 3rd for the Department of Human Resource Management (DHRM), and it had 41 attendees and a positive response from those attendees. She also mentioned some of the current State Agencies (and their occupations) that are currently registered. Those include: Department of Labor and Industry (Compliance, Safety, and Health; Information Technology Specialist), Virginia Works (Registered Apprenticeship Consultant), Virginia

Department of Transportation (Highway Construction Inspector, Surveyor Technician; Transportation), Department of Corrections, and the Virginia Department of Education (K-12 Teacher, K-12 Principal, Paraprofessional). Ms. Joyce also stated that there are currently almost 400 apprentices actively enrolled with State Agencies. She also mentioned that there are some agencies in discussion currently – The Department of Housing and Development, Department of Social Services, and the Department of Emergency Services.

Angela Kelly-Wiecek updated the council on intermediaries. She first went over the policy itself. She stated that Commissioner Overley approved of the Intermediary Policy presented at the last meeting. Staff also developed supporting documents including an Employer Acceptance Agreement, Memorandum of Understanding, and a Work Instruction.

Lastly, Angela Kelly-Wiecek updated the council on the State Apprenticeship Expansion Fund (SAEF Year 3). She talked about two separate points:

1. **Contractual Intermediary Partnership(s):** Developing one or more Contractual Intermediary Partnership by targeting industry leaders to take a focused approach to scaling up the expansion and improvement of Registered Apprenticeship Programs. Funds allocated - \$150,000.00
2. **Larger Association/Intermediary Reimbursement:** Offering up to \$10,000 per larger association/intermediary capable of enrolling at least 10 registered apprentices across affiliations for an estimated 15 larger associations/intermediaries. Funds allocated - \$150,000.00

REPORTS:

Department of Professional and Occupational Regulations (DPOR):

The Designee from the Department of Professional and Occupational Regulations did not have a report to present to the council.

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:

New Training Facility for Power Line Worker Program:

Laurel Ridge Community College broke ground on a new training facility for the power line worker program. The 6,000 square foot facility and pole yard will be built behind the Student Union Building on the Middletown Campus with an anticipated opening in late 2026. This will be the first open access program for entry level power workers in the region with the other two programs in Virginia hundreds of miles away in Wytheville and Southside. Establishing the Power Line program cost the college roughly \$6 million. A \$500,000 grant from the Virginia Foundation for Community College Education was used to purchase two bucket trucks and a \$400,000 Go Virginia Grant helped with equipment and hiring an instructor. Power workers are in need for the area with average starting pay around \$70,000. Tuition for the 14-week program is \$16,600 but grant funding and G3 assistance will help eligible students cover all costs. The next classes start in April.

Brightpoint CC & Google announces \$9B for data centers and AI training for Virginia colleges:

It's no surprise that most media attention focused on Google's announcement that it will invest \$9 billion in a new data center in Chesterfield and expanded facilities in Loudoun and Prince William Counties. But when Governor Youngkin and a host of Google executives gathered at Brightpoint Community College in Chester, they also revealed that UVA, Brightpoint, and Northern Virginia Community College are among the first cohort of colleges in Google's [AI for Education Accelerator](#), giving students, faculty, and staff no-cost access to Google Career Certificates and AI training courses. The goal is to help prepare students for jobs in the expanding AI-driven economy. Virginia's Community Colleges have established a task force to develop a comprehensive vision for the integration of AI technologies across the VCCS.

Camp Community College’s New Lab School For Maritime Trades:

Paul D. Camp Community College celebrated its new Isle Maritime Trades Academy in Smithfield with a ribbon cutting ceremony. The Academy is a partnership between Camp, Isle of Wight County Schools, and Huntington Ingalls Industries-Newport News Shipbuilding. Students from Isle of Wight County Schools will enter the Academy and learn Marine Trades during a two-year program. Camp’s Lab School will serve dual enrollment high school juniors and seniors, who will graduate with their high school diploma and an associate of applied science degree.

VPCC Breaks Ground on Third Trades Center:

“This groundbreaking today is a powerful example of what happens when a community unites around a transformative opportunity,” said Virginia Peninsula Community College President Dr. Towuanna Porter Brannon. “We will focus on bringing opportunities and pathways to the residents of Newport News.” VPCC’s third trades center is a \$9 million investment and will offer programs in welding, structural fitting, marine electrical, residential electrical, including maintenance, HVAC and plumbing. The facility will prepare more than 400 students a year for maritime and construction jobs. Groundbreaking was August 12th, 2025, the project is targeted for completion in February 2026, with the training programs to begin in summer 2026.

Work-Based Learning Tracking System (WTS):

The WTS project has completed all phases of User Acceptance Testing (UAT). Data collection and Data migration is occurring now. The WTS is due for a soft launch on January 20th 2026. The WTS will align the VCCS to a one system approach by inputting, tracking, and the ability to create and share reports on all VCCS’ WBL experiences and opportunities.

Department of Education (DOE):

Dr. Anthony Williams,

Our public comment period concluded for the CTE High-quality Work-based Learning [Implementation Guide](#) on November 20, 2025. We are currently in the process of publishing to the VDOE website.

Overview:

The Board of Education has defined a High-quality Work-based Learning experience as a school-coordinated experience within the workforce that includes sustained engagement with industry professionals in high-demand fields in which students apply coursework learning to a real-world setting while at the same time building critical thinking, collaboration, communication, creative thinking, and citizenship skills (Virginia’s 5 Cs). Students practice their technical skills and durable skills on a sustained basis, and these experiences accelerate learning toward the goal of earning a national certificate of completion, an industry recognized credential, and/or attain postsecondary credit; and receive feedback and guidance through mentoring and supervision from industry professionals. CTE High-quality Work-based Learning experiences include clinical experiences, entrepreneurship, internship, registered apprenticeship, school-based enterprise, and select immersion supervised agricultural experiences.

High-quality Work-based Learning has been integrated into the [School Performance and Support Framework \(SPSF\): 3E Readiness](#) and remains a graduation requirement in Virginia. The SPSF 3E Readiness framework assigns value to High-quality Work-based Learning experiences based on their rigor and relevance to postsecondary outcomes, using workforce, military, and educational attainment data to guide its design. Points are awarded when students complete High-quality Work-based Learning experiences.

The 3E Readiness Framework is a comprehensive approach to accountability designed to prepare high school students for success in one of three postsecondary pathways: employment, enlistment, or enrollment in higher education.

Per § [22.1253.13:4](#) of the Code of Virginia, students are required to:

- (i) complete an Advanced Placement, honors, International Baccalaureate, or dual enrollment course; or
- (ii) **(ii) complete a high-quality work-based learning experience, as defined by the Board;** or earn a career and technical education credential that has been approved by the Board.

Dr. Williams also requested assistance from the council. The DOE need action/assistance from the council regarding identification and removal of barriers for registered apprenticeships that may limit participation of secondary students under the age of 18.

He also requested assistance from Virginia Works. The DOE would like help with the identification of Sponsors to support RA programs for students under the age of 18.

Department of Labor and Industry (DOLI):

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

The Department of Labor and Industry has been working with the governor’s office, the Office of Regulatory Management and Virginia Works to remove guidance documents from Virginia Town Hall. There are currently 19 guidance documents that are on the Virginia Town Hall website, but they are underneath the Department of Labor and Industry. Mr. Johnson requests that DOLI continues to work with Virginia Works to get these documents out from under DOLI and to transfer them to Virginia Works.

COUNCIL COMMENTS:

None.

ANNOUNCEMENTS:

Angela Kelly-Wiecek presented the council with the 4 proposed meeting dates to take place in 2026. She informed the council that the first meeting of the year would be a joint meeting with the Virginia Board of Workforce Development. She provided two options:

1. Each council chair would call their respective board meeting to order and after conducting any routine business items individually, would then hold a joint meeting with a shared agenda focused on items of interest to both.
2. Each board would host a separate meeting on the same day with a joint lunch in between.

The council decided that the first option would be the most beneficial. A motion was made by Dr. Latitia McCane and seconded by Grant Shmelzer.

Chair Harris announced the meetings dates for 2026.

March 27, 2026 (Joint Meetings with VBWD)

June 25th, 2026

September 24th, 2026

December 3rd, 2026

Angela Kelly- Wiecek requests to update the Virginia Minimum Standards of Apprenticeship. The only change that needs to be made is the changing of an email address from apprenticeship@doli.virginia.gov to apprenticeship@virginiaworks.gov. A motion was made by Dr. Jameo Pollock and it was seconded by David Johnson to accept the changes.

Chair Harris thanked the Council, and all in attendance.

The meeting adjourned at 12:15 pm.

Dudley Harris, Chair

Nicole Overly, Commissioner and Secretary

THE VIRGINIA APPRENTICESHIP COUNCIL MINUTES

The Virginia Apprenticeship Council met on Friday, March 27, 2026.

COUNCIL MEMBERS PRESENT:

Dudley Harris, Chair
Patrick Dean
Dr. Latitia McCane
Nicole Overley
Meghan Hurt
Steve Masterson
Grant Shmelzer
Jim Frederick
Doris Crouse-Mays
Dr. Anthony Williams
Dr. Jason Williams
Michelle Ramaker
Laura McClintock
Douglas Straley

STAFF PRESENT:

Nicholas Toth, Deputy Commissioner
Dr. Rob Walker, Director of Service Delivery
Faith Clayton, Registered Apprenticeship Region Supervisor
Diana Lyons, Registered Apprenticeship Region Supervisor
Tereza Edwards, Registered Apprenticeship Consultant
Diana Leyva, Registered Apprenticeship Consultant
Andrew Johnson, Registered Apprenticeship Consultant
Clayton Duvall, Registered Apprenticeship Consultant
Miguel Granillo, Registered Apprenticeship Consultant
Kara Joyce, Registered Apprenticeship Consultant
Pedro Ortiz, Registered Apprenticeship Consultant
Karen Rhodes, Registered Apprenticeship Consultant
Susan Reyes, Register Apprenticeship Consultant
Anna Hughes, Project Manager, SAEF Grant
Maynard Stowe, Registered Apprenticeship Consultant
Alice Weathers, 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 9:00 a.m. and welcomed the council members.

Chair Dudley Harris reminded the council that this meeting was a two-part meeting and that the meeting was moving to a different building at 10:00am to join with the Virginia Board of Workforce Development for a joint meeting.

PUBLIC COMMENTS:

None.

APPROVAL OF MINUTES:

December 2025 meeting minutes were approved through voice vote with no objections.

OLD BUSINESS:

Deputy Commissioner Nick Toth informed the council that there were not any significant updates on the regulatory documents regarding Registered Apprenticeship within Virginia Works. He encouraged the council members to reach out to Skip Maupai if they had any questions about the regulatory documents or regulations. There was a motion made to table the documents until next meeting and this was approved through a voice vote.

Chair Dudley Harris informed the council that new reciprocity agreement was accepted. At the last meeting, council members were asked to send any comments/suggestions to Virginia Works. No comments or suggestions were received so the new reciprocity agreement was accepted.

Lastly, Chair Harris brought up the Journeyworker to apprentice ratio issues and asked that the VAC create a workgroup to discuss in more detail. He asked four members of the council to volunteer for the work group and there were five volunteers. They are Patrick Dean, Steve Masterson, Grant Schmelzer, Dr Jason Williams, and Meghan Hurt. Chair Harris also asked for Virginia Works staff to be present, and Deputy Commissioner Nicholas Toth was volunteered by Nicole Overly. Chair Harris stated that his main goal with this work group was to increase apprenticeship and maintain safety.

NEW BUSINESS:

REPORT - Division of Registered Apprenticeship (Virginia Works):

Nicholas Toth, Deputy Commissioner of Virginia Works, gave the following report on behalf of Virginia Works:

Introductions and Staffing Updated:

Deputy Commissioner Toth informed the Council that Jason Clark (former Director of Work-Based Learning) has retired. Virginia Works is currently in the process of searching for a new director. The title of the role is going to change to the “Director of Registered Apprenticeship and Work-Based Learning” as to emphasize the importance of Registered Apprenticeship.

Appointment of Vice Chair:

Chair Dudley Harris stated that during the first meeting of every calendar year, the VAC must vote on a new Vice Chair. Grant Schmelzer and Patrick Dean were nominated, and Grant Schmelzer was approved through a voice vote.

Deputy Commissioner Toth presented the updated RA scorecard to the VAC. He stated that he did not have any additional details to provide for the council. Commissioner Overly informed the VAC that Virginia Works continues to look for feedback on the RA scorecard (not just related to data and insights, but also to the layout). Dr Anthony Williams from DOE stated that the section labeled “Top Ten CTE Occupations” are not necessarily the occupations, but more so the related program participants. The number is reflective of the number of students enrolled in the courses and programs. Virginia Works will connect with the Department of Education prior to the next council meeting to iron out the details of this specific section of the RA Scorecard. Some members of the council requested data specific to regions and Commissioner

Overley informed them that the RA Dashboard would be the best place to find this information (<https://virginiaworks.gov/registered-apprenticeship-dashboard/>).

Deputy Commissioner Toth updated the Council on Pre-Apprenticeship. He stated that he did not have any significant updates, but Virginia Works is working on a pre-apprenticeship policy (since we defined pre-apprenticeship last meeting).

Commissioner Overley informed the Council that National Apprenticeship Week is going to be from April 27, 2026 – May 1, 2026, and that RA is planning several events during this week.

At this time, Chair Harris called a vote to end the meeting. The Virginia Apprenticeship Council left to go join the joint meeting with the Virginia Board of Workforce Development where they would continue.

REPORTS:

Department of Professional and Occupational Regulations (DPOR):

Laura McClintock, the Director of the Department of Professional and Occupational Regulations, did not have a report to present to the council.

Virginia Community College System (VCCS):

Dr Angela Lawhorm, the director of career education programs and workforce partnerships with the system office, provided the following written report to the council:

New Registered Apprenticeship Initiatives:

Tidewater Community College just added as an Intermediary.

Launch of the VCCS Work-Based Learning Tracking System (WTS).

Registered Apprenticeship Issues:

Gaining interests of employers to participate in RAPs (some employers engage in unregistered apprenticeships or other types of WBL due to paperwork or commitment).

Integrating RAPIDS and other WBL platforms with the WTS.

Action/Assistance Needed from the Council:

- In your past experiences, what have you heard were the major benefits for employers from starting and participating in RAPs? I'm aware of retention and growing talent, but what really sold it?
- How have employers' concerns been eased and what information was provided to them?
- What materials and resources exist to increase intermediaries?

Actions/Assistance Needed from Virginia Works:

- What other resources exist to support increasing RAPs in Virginia?
- How can Virginia's community colleges utilize resources and partnerships with other state agencies for shared messaging, triaging of employer needs to determine the best WBL experience for them, and sharing of WBL successes?
- How can we better position WBL experiences to become potential job opportunities?

Department of Education (DOE):

Dr. Anthony Williams, Director, Office of Career and Technical Education, provided the following report to the Council on behalf of the Virginia Department of Education:

On December 31, 2025, the VDOE published the CTE High-quality Work-based Learning Implementation Guide which provides a comprehensive framework to help school divisions effectively integrate meaningful, real-world learning experiences into CTE programs. The Implementation Guide identifies

registered apprenticeship as one of the approved types of High-Quality Work-Based Learning and outlines the expectations, required documentation, and time-based credit alignment schools must follow when coordinating related technical instruction and on-the-job training experiences.

- [Announcing the Career and Technical Education \(CTE\) High-Quality Work-Based Learning Implementation Guide](#) (docx) - Memo 304-25, December 31, 2025

Overview:

The Board of Education has defined a High-quality Work-based Learning experience as a school-coordinated experience within the workforce that includes sustained engagement with industry professionals in high-demand fields in which students apply coursework learning to a real-world setting while at the same time building critical thinking, collaboration, communication, creative thinking, and citizenship skills (Virginia's 5 Cs). Students practice their technical skills and durable skills on a sustained basis, and these experiences accelerate learning toward the goal of earning a national certificate of completion, an industry recognized credential, and/or attain postsecondary credit; and receive feedback and guidance through mentoring and supervision from industry professionals. CTE High-quality Work-based Learning experiences include clinical experiences, entrepreneurship, internship, registered apprenticeship, school-based enterprise, and select immersion supervised agricultural experiences. Additionally, each experience will go through a certification process to ensure it meets the criteria for high quality. The VDOE Office of Career and Technical Education will use the criteria outlined below to certify WBL experiences as high quality.

High-quality Work-based Learning has been integrated into the [School Performance and Support Framework \(SPSF\): 3E Readiness](#) and remains a graduation requirement in Virginia. The SPSF 3E Readiness framework assigns value to High-quality Work-based Learning experiences based on their rigor and relevance to postsecondary outcomes, using workforce, military, and educational attainment data to guide its design. Points are awarded when students complete High-quality Work-based Learning experiences.

3E Readiness Framework:

The 3E Readiness Framework is a comprehensive approach to accountability designed to prepare high school students for success in one of three postsecondary pathways: employment, enlistment, or enrollment in higher education.

High-quality Work-based Learning Graduation Requirement:

Per § [22.1253.13:4](#) of the Code of Virginia, students are required to:

- (iii) complete an Advanced Placement, honors, International Baccalaureate, or dual enrollment course; or
- (iv) **(ii) complete a high-quality work-based learning experience, as defined by the Board;** or earn a career and technical education credential that has been approved by the Board.

The Virginia Department of Education asked the Council (and Virginia Works) with help on the Identification and removal of barriers for pre-apprenticeships and registered apprenticeships that may limit participation of secondary students under the age of 18.

Department of Labor and Industry (DOLI):

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

Commissioner Frederick invited all members of the Virginia Apprenticeship Council to attend the VOSH (Virginia Occupational Safety and Health) Conference in September. The conference will take place at the

Newport News Marriot at City Center from September 16-18, 2026. The annual conference features over 30 engaging education sessions, innovative exhibitors, and endless opportunities to connect with top Safety and Health professionals. The registration information for this event will be on the DOLI website soon.

Commissioner Frederick also informed the Council that DOLI will announce a contest later in the year for high school students (young workers) to create a submit videos about workplace safety. He also stated that promotion of the contest would be greatly appreciated.

Lastly, Commissioner Frederick updated the Council on regulatory guidance documents. At the last VAC meeting, DOLI reported on the ongoing work of relocating 19 Townhall guidance documents related to the Registered Apprenticeship program from DOLI to Virginia Works. The documents have been successfully migrated and can be found on the Townhall website under the Department of Workforce Development and Advancement (Virginia Works) (<https://townhall.virginia.gov/L/GDocs.cfm?BoardID=171>).

COUNCIL COMMENTS:

None.

ANNOUNCEMENTS:

Chair Harris announced the meetings dates for 2026.

June 25th, 2026

September 24th, 2026

December 3rd, 2026

Chair Harris thanked the Council, and all in attendance.

The meeting adjourned at 12:00 pm.

Dudley Harris, Chair
Nicole Overly, Commissioner and Secretary

THE VIRGINIA APPRENTICESHIP COUNCIL MINUTES

The Virginia Apprenticeship Council met on Thursday, June 25, 2026.

COUNCIL MEMBERS PRESENT:

Dudley Harris, Chair
Grant Shmelzer, Vice Chair
Doris Crouse-Mays
Patrick Dean
Jim Frederick
Steve Masterson
Dr. Latitia McCane (virtual)
Laura McClintock
Douglas Straley
Dr. Jason Williams

COUNCIL MEMBERS ABSENT:

Meghan Hurt
Dr. Anthony Williams
Michelle Ramaker

STAFF PRESENT:

Nicholas Toth, Deputy Commissioner
Faith Clayton, Registered Apprenticeship Region Supervisor
Andrea Glaze, Workforce Outcomes Coordinator
Diana Lyons, Registered Apprenticeship Region Supervisor
Diana Leyva, Registered Apprenticeship Consultant
Karen Rhodes, Registered Apprenticeship Consultant
James Edmunds, Program Support Technician
Cierra Morgan, Program Support Technician
Debbie Lewis, Executive Assistant to the Commissioner

CALL TO ORDER AND INTRODUCTIONS:

Chair Dudley Harris called the meeting to order at 10:05 a.m. and welcomed the council members.

Chair Dudley Harris welcomes everyone and had members and staff introduce themselves.

PUBLIC COMMENTS:

Lou Spencer, The Pharmaceutical Industry Labor Management Association (PILMA), shared that three major pharmaceutical projects will be unfolding in Virginia and another in North Carolina. This will bring thousands of construction works, which will create opportunities for hundreds of apprentices. Lou Spencer offered to be a resource to the Virginia Apprenticeship Council, given his 45 years of experience in the trades.

APPROVAL OF MINUTES:

March 2026 meeting minutes were approved. Motion: Dr. Jason Williams; Second: Steve Masterson. The motion passed through voice vote with no objections.

OLD BUSINESS:

Reciprocity Agreement Acceptance: Deputy Commissioner Nick Toth shared that during the last meeting, it was discussed that Virginia Works had finalized their reciprocity policy. That has now gone into effect, and Virginia Works has processed about 20 applications for reciprocity. Let Deputy Commissioner Toth know if you have any questions.

Appointment of Vice Chair: Appointed (Grant Shmelzer) during last meeting.

Registered Apprenticeship Scorecard Update: Deputy Commissioner Nick Toth acknowledged there were some changes made during the last meeting and he will share an update later in this meeting on the scorecard and provide some numbers.

Pre-Apprenticeship Update: Deputy Commissioner Nick Toth reported there are no substantial updates. He has been working with staff to develop a quality framework. Many components are modeled after USDOL's Training and Employment Notice (TEN) No. 23-23. Will share a draft with the Council to solicit feedback. Vice Chair Grant Shmelzer flagged House had a hearing yesterday and Pre Apprenticeship was a major topic; changes could be coming and may want to reach out to USDOL to check on content and timelines.

Ratio Workgroup: Patrick Dean stated the subcommittee report is in the packet. Group met in May to discuss ratios. Federal ratio is 1:1. Funding will be impacted if we stray from that for a high-hazards occupation. Subcommittee suggests adopting 1:1 ratio for construction trade, primarily for safety. Patrick Dean said he is not knowledgeable regarding feasibility for other fields, such as cosmetology, teaching, etc. Suggesting state runs with it (instead of a compilation of associations) and monitor. Bipartisan, legislative issue – recommend moving forward with drafting a bill to modify the existing statute in the 2027 session. There was some discussion. Vote to approve recommendation of subcommittee to move forward to change the regulations that impact the statute, having Virginia adopt 1:1 ratio in construction. Motion: Dr. Jason Williams; Second: Steve Masterson. Passed unanimously.

NEW BUSINESS:

- a. **Virginia Works Apprenticeship Updates:** Nicholas Toth, Deputy Commissioner of Virginia Works, gave the following updates on behalf of Virginia Works:
 - i. **Staff Updates:** Virginia Works just posted the Director of Registered Apprenticeship and Work Based Learning. Checking the regulations, as may be required to have an Assistant Director.
 - ii. **RA Scorecard:** There has not been significant change. Highlighted some metrics: 1,023 new apprentices in first quarter of the year, 3 new intermediaries, and 64 new sponsors. Seeing continued growth in active sponsors and apprentices.
 - iii. **SAEF4 Submission:** Found out last week, awarded \$1.8 million. About \$700,000 will be discretionary grant funding.
 - iv. **HIRED Grant – Future Funding and Awards:** Awarded almost \$200,000 through the HIRED Program. Working on budget modification for SAEF3 grant that will help small businesses.
 - v. **CareerWise:** Virginia Works received \$200,000 grant. It's an international hub funded by USDOL, and they sub granted out the money to about 10 states with the goal to grow youth

apprenticeship. Funds will be split between internal staff time to create a statewide apprenticeship plan and travel for required conferences, etc. Virginia Works will seek input from VAC.

- vi. **Strada Grant – Intermediaries:** VA Works received \$100,000 to bring in an Intermediary Fellow to work with Karen Rhodes to build out state-wide strategy to build out intermediary model. Virginia Works wants to expand that model into different sectors and industries.

b. Staff Report Out:

1. National Apprenticeship Week Recap – Diana Lyons:

- Governor’s Proclamation to support RA
- Partnered with JVSG for Muster at Ft. Eustis that included the Governor, Sec. Looman, Commissioner, Deputy Commissioner
- Held RA workshop with webinars with DOE, DOC, and VCCS
- Signing Day at Salem Ballpark
- Attended 35 events both virtual and in person

2. Deep Dive – Intermediaries – Karen Rhodes:

- Currently have 40 Registered Intermediaries – community colleges, career and technical schools, associations, service trades, non-profits, and businesses.
- Discussed what supports RA team needs from Intermediaries, including form completion, program maintenance, understanding and use of RAPIDS, and funding sources.
- Discussed trends in how current intermediaries operate, noting that some understand RA better than others. Intermediaries must have the capacity to do the job and regular communication with their RA Consultant to keep the integrity of RA intact.
- Deputy Commissioner Toth reviewed Virginia Apprenticeship Intermediary Network’s Five Pillars of Support: cohort-based onboarding, community of practice and growing the network, performance management and the importance of good data, employer matching and building the network, and strategic integration. Fielded questions about the composition of the intermediaries, the process challenges, compliance and staffing, ensuring intermediaries are living up to the appropriate expectations by having apprenticeship council meetings, doing outreach and recruitment, paperwork, etc. Also, the need for the state to measure training programs and have high standards. How to handle cases where participants coming out of a program with debt – will have sidebar conversation.

3. RA Metrics – Andrea Glaze:

- Discussed the background of workforce metrics, designed to measure outcomes across the Commonwealth in a clear, consistent way in order to drive continuous improvement by reviewing programs over time. The pilot began in January 2024, created baselines and goals, developed regional snapshots in 2025, launched a public-facing metrics dashboard in December 2025.
 - a. Currently in eleventh cycle of collecting metrics.

- b. Six core metrics. Andrea Glazed noted that across the board, cost related metrics are easiest to track and report. Wage growth and job retention data are very difficult for most programs to track and report.
 - i. Total Number of People Trained
 - ii. Total Number of Job Placements
 - iii. Total Program Cost
 - iv. Progressed Wage Growth (metrics paused)
 - v. Job Retention Rate
 - vi. Program Cost per Placement or Participant
- c. Reviewed diversity of programs: 8 Secretariats, 25 agencies, 66 programs
 - Reviewed various RA metrics and how they compare to the goals
 - Reviewed regional snapshots, which are still being refined. They break down the metrics statewide by the 14 regions.

c. **Ratios Sub-Committee Report Out – Patrick Dean:** covered in Old Business.

REPORTS:

Department of Professional and Occupational Regulations (DPOR):

Laura McClintock, the Director of the Department of Professional and Occupational Regulations, did not have a report to present to the council. She introduced three staff who came to the meeting:

- **Wendy Duncan**, Licensing Operations Administrator for the Contractors Board and Contractors Section – working on developing Master Barber Apprenticeship and Hearing Aid Specialist Apprenticeship.
- **Steve Kirschner**, Deputy Director for Licensing, Regulatory and Policy Division
- **Eric Beidel**, Communications Manager

Virginia Community College System (VCCS):

Dr Jason Williams, the director of career education programs and workforce partnerships with the system office, provided the following written report to the council:

The Appalachian College of Pharmacy (ACP) and Mountain Empire Community College (MECC) now have an agreement for students seeking admission to ACP. Under the agreement, both colleges, students who complete MECC's pre-pharmacy program will be offered priority admission to ACP's accelerated three-year program for a Doctor of Pharmacy degree.

The BR2JMU program works with high school seniors across the Shenandoah Valley to find a sense of security through college. The program starts with a joint application filled out by the student. If they are accepted to the program, the student will be admitted to both JMU and BRCC at the same time. This means student are both a JMU student and a BRCC student, even if they are taking their first classes at the community college.

Over 161 students, representing 10 training providers, participated in the Project MFG Maritime Welding Competition and Career Discovery Day at the Tidewater Community College Skilled Trades Academy, in Portsmouth, VA. Project MFG along with TMG's Virginia Talent Pipeline Project (VA TPP) partnered to bring awareness to the Navy's significant demand for critical trade skill by inviting local schools and technical training centers to attend a Maritime Welding Competition and Career Discovery Day. The VA TPP is one of several training pipelines creating opportunities, building the workforce, and connecting more people to the Navy mission. Project MFG seeks to engage students the Hampton Roads area by

creating a maritime-focused welding and fabrication competition that highlights the manufacturing skills needed in the local industrial base workforce. The Career Discovery Day was held in parallel to the Maritime Welding Competition and managed by the VA TPP drew over 161 students who were given the opportunity to speak with potential employers to learn about their role in the defense industrial base and the available opportunities in critical shipbuilding and ship trades.

The Work-Based Learning Tracking System (WTS) will allow the VCCS for the first time in July to have collected data for reporting on all paid internships and apprenticeships in “Real-Time”.

The VCCS has been awarded a SCHEV Work-Based Learning Comprehensive Data Collection Grant for the Building of a Systemwide Infrastructure for Work-Based Learning Data.

The VCCS was also Awarded SCHEV’s Student Support and Access Grant to be applied to support WBL Wrap-Around funds services.

Department of Education (DOE):

Dr. Anthony Williams did not have a report to present to the council and indicated by email prior to the meeting that DOE has no update since the last meeting.

Department of Labor and Industry (DOLI):

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

Following the enactment of Senate Bill 10 and House Bill 275, the Virginia Department of Labor and Industry will continue its collaboration with Virginia Works, employers, and education partners to support the safe expansion of youth Registered Apprenticeship opportunities for 16-year-olds in the fields of information technology and culinary arts. DOLI remains committed to ensuring that apprenticeship programs involving minors are implemented in a manner that prioritizes workplace safety, complies with Virginia's child labor laws, and provides meaningful pathways to career readiness.

Reminder: Council is invited to attend the VOSH Conference in September. The conference will take place at the Newport News Marriott at City Center September 16-18, 2026. The annual conference features over 30 engaging educational sessions, innovative exhibitors, and endless opportunities to connect with top Safety and Health professionals. Registration is open on the DOLI website.

Reminder: Staff are invited to attend the VOSH Conference in September. Registration is open on the DOLI website.

ANNOUNCEMENTS:

Chair Harris announced the meetings dates for 2026.

September 23 per earlier discussion in this meeting
December 3

Chair Harris thanked the Council and all in attendance.

The meeting adjourned at 11:34 a.m.

Dudley Harris, Chair

Nicole Overley, Commissioner and Secretary