



VIRGINIA DEPARTMENT OF
LABOR AND INDUSTRY

Annual Report

**State Fiscal Year
2026**

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This report includes data from the 2026 Virginia fiscal year (July 1, 2025–June 30, 2026), unless otherwise noted.

Message from the Commissioner

As Commissioner of the Virginia Department of Labor and Industry (DOLI), I am honored to present the agency's 2026 Annual Report highlighting the accomplishments of an extraordinary team dedicated to serving the Commonwealth of Virginia. Every day, our staff works to:

- Promote safe and healthy workplaces,
- Protect the rights of workers,
- Support Virginia's employers, and
- Strengthen the Commonwealth's economy through effective regulation, education, and service.

DOLI staff provide tangible results for Virginians that strengthen the economy by ensuring wages are paid correctly, workers stay safe at their jobs, and that employers have access to compliance assistance. In fiscal year 2026 (FY26), DOLI:

- Recovered over \$800,000 in wages for hard working Virginians
- Identified over 5,400 workplace hazards for abatement
- Issued over 34,000 inspection certificates ensuring boilers and pressure vessels are meeting standards for safe operation
- Conducted 1,552 Youth Worker Compliance Inspections and assessed \$468,063.00 in child labor penalties

This past year has been one of remarkable progress and transformation. DOLI continued to invest in modernizing the agency through significant website enhancements and expanded electronic services. These updates have improved accessibility, streamlined business processes, and provided outward facing services. These investments reflect our commitment to meeting Virginians where they are and delivering government services that are responsive, transparent, supportive, and public focused.

The 2026 legislative session marked one of the most significant years for worker protections and labor law since 2021. The General Assembly enacted robust worker protection legislation that will shape Virginia's workforce for years to come—legislation includes:

- Minimum wage increase
- First statewide paid sick leave and paid family and medical leave



- Comprehensive new framework for enforcing wage theft and related labor standards, including laws on:
 - Minimum wage
 - Overtime
 - Anti-misclassification
 - Prevailing wage
 - Wage payment
- Mandate to develop Virginia's first heat illness prevention standard

These legislative changes also mark the beginning of a new chapter for DOLI, and we have already begun strengthening the agency's organizational capacity to meet the expanded responsibilities ahead. This includes strategic hiring to increase staffing in key program areas, enhanced training initiatives to support staff development, and improvements to internal processes that ensure we can effectively implement and enforce the new requirements.

The Virginia Institute for Learning and Outreach (VILO) is Virginia's center for excellence in workplace safety, established in 2024 by the Virginia Department of Labor and Industry's VOSH division. Through VILO, DOLI continues to strengthen partnerships with employers, workers, educational institutions, unions, and industry organizations while advancing a culture of prevention throughout the Commonwealth and beyond. VILO expands Virginia's ability to provide high-quality, workplace safety education and further establishes the VOSH Institute of Learning and Outreach (VILO) as a premier center for occupational safety and health training. We also strengthened our capacity in occupational safety and health by securing a Susan Harwood Training Grant from the federal Occupational Safety and Health Administration (OSHA).

It is my privilege to share this Annual Report with you. I am proud of what our agency has accomplished and confident that DOLI will continue to build upon this momentum as we strengthen Virginia's workforce, support economic growth, and ensure the Commonwealth remains one of the best places in the nation to live, work, and conduct business.

Sincerely,

A handwritten signature in dark ink, appearing to be 'J. S. [unclear]', written in a cursive style.

About the Agency (FY26)

The Virginia Department of Labor and Industry (DOLI) works to promote safe and healthy workplaces, ensure compliance with fair and lawful employment practices, and safeguard the public through the regulation of boilers and pressure vessels across the Commonwealth. The agency carries out this mission through regulatory enforcement, education, outreach, and collaborative partnerships with employers, workers, and industry organizations.

For fiscal year 2026 (FY26), DOLI operated with an annual budget of \$23,533,462. The budget consisted of \$14,632,173 in state general funds and \$8,901,289 in non-general funds. The agency retained a maximum employment level of 180 positions to support statewide operations, compliance activities, and public service programs.

Mission

It is the mission of the Virginia Department of Labor and Industry (DOLI) to make Virginia a better place in which to work, live, and conduct business. We achieve this goal by promoting safe, healthful workplaces, best employment practices, the protection of children from hazardous employment, and safe operation of boiler and pressure vessels.

DOLI is comprised of several key regulatory programs:

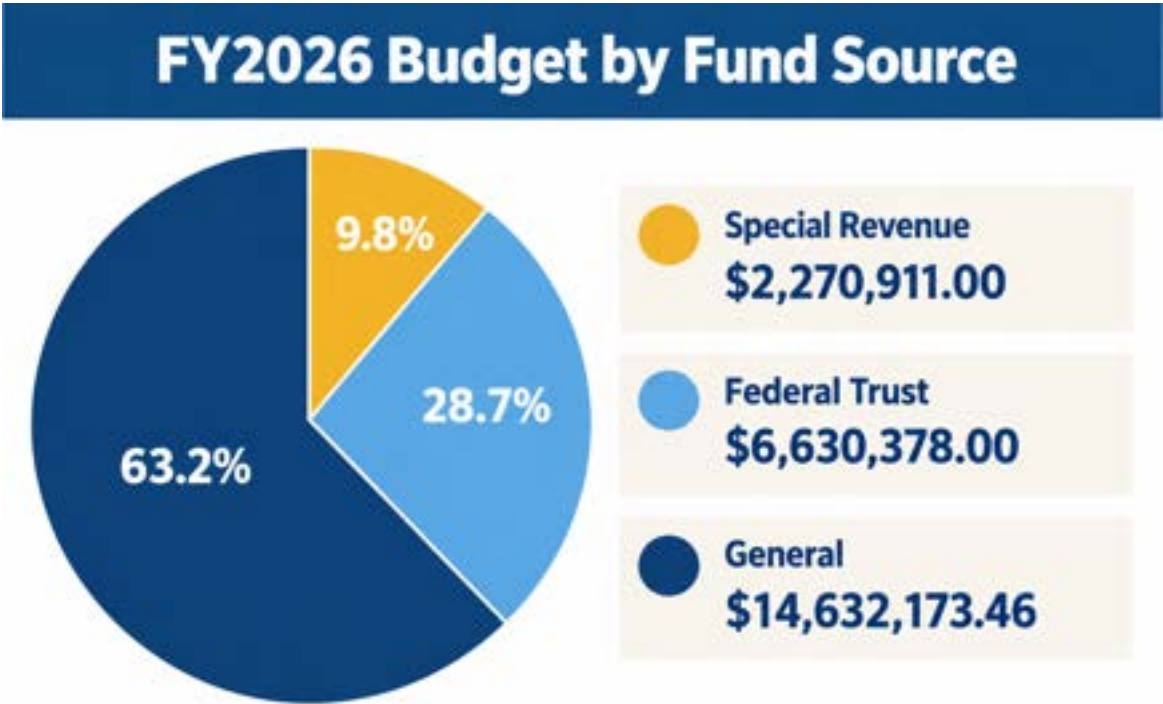
01 Wage Protection

02 Boiler and Pressure Vessel Safety

03 Virginia Occupational Safety and Health

These programs reflect the agency’s commitment to protecting Virginia’s workforce through the investigation of labor and employment law violations, oversight of boiler and pressure vessel installations and conditions, and enforcement of safety standards.

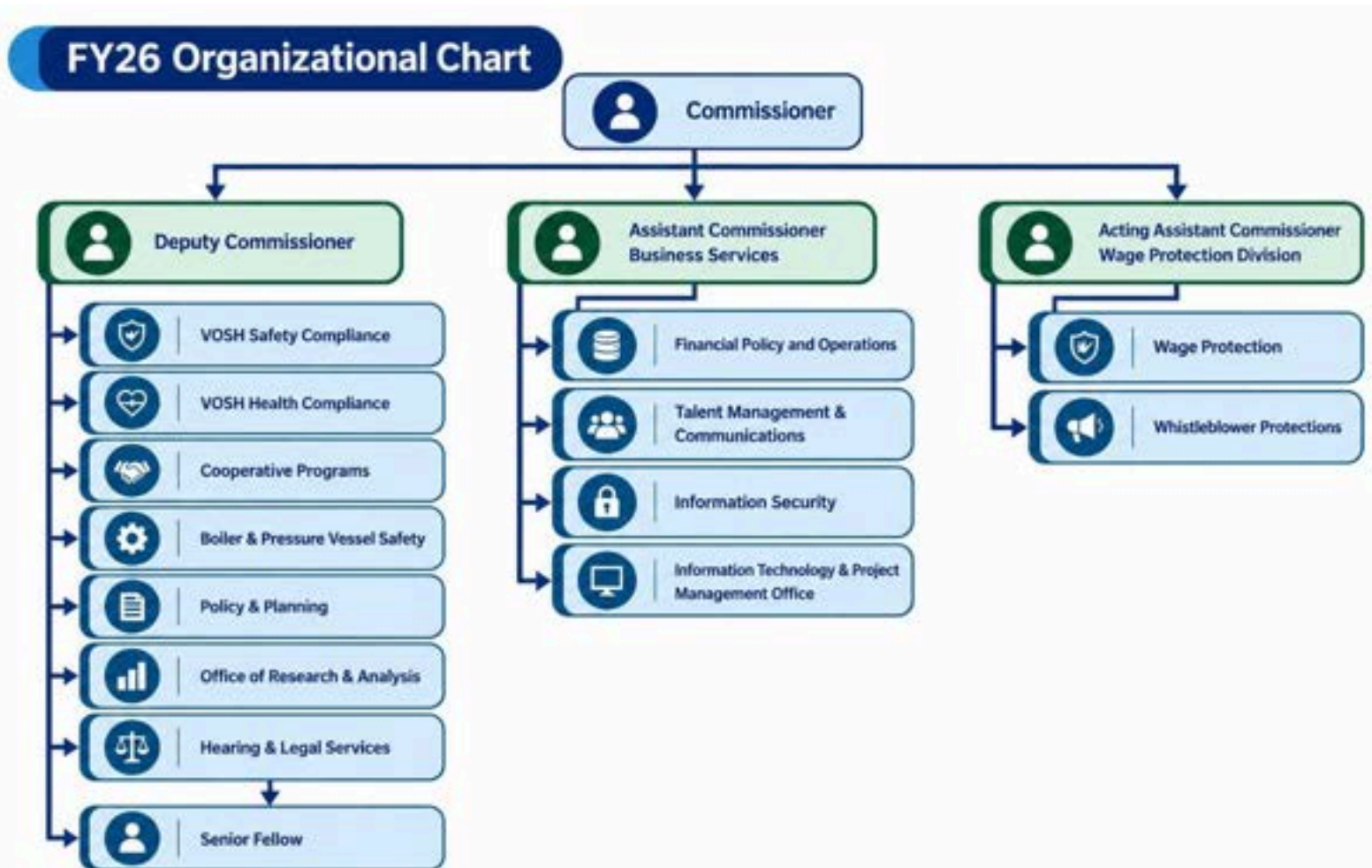
During FY26, the agency collected \$14,235,118.27 associated with Boiler and Asbestos program fees, federal grants, and penalties assessed by the Virginia Occupational Safety and Health (VOSH) and Wage Protection Divisions. Funding supporting DOLI’s mission was derived from state general fund appropriations, federal funds from the U.S. Department of Labor, and special revenue sources including federal indirect cost recoveries, asbestos and lead project permit fees, and Voluntary Protection/Compliance Grant matching funds.



Together, these resources enable DOLI to advance its mission, support Virginia’s workers and employers, and strengthen the Commonwealth’s economic vitality through effective regulation, education, and service.

Organizational Chart

To support our statewide mission, DOLI is organized into regulatory, administrative, and operational divisions that work together to protect workers, support employers, and safeguard the public. The following organizational structure reflects the agency's leadership and program areas during FY26.



Wage Protection Division

The Wage Protection Division enforces programs that assure compliance with the laws that address:

- Worker pay
- Employment of children
- Anti-retaliation
- Prevailing wage
- Non-competes
- Human trafficking
- Other statutes related to employment in the Commonwealth

The division also provides information and technical assistance to the public concerning garnishments and other court ordered wage withholdings.

Wage Protection Division FY26



2026 Legislative Update

The 2026 General Assembly Session brought significant changes to Virginia's labor and employment laws and expanded the Virginia Department of Labor and Industry's responsibilities in several areas. New legislation strengthens workplace wage protections, expands access to paid leave, modernizes Virginia's prevailing wage program, and directs the development of the Commonwealth's first comprehensive workplace heat illness prevention standard.

Paid Sick Leave

Virginia's new paid sick leave law will require employers to provide workers with one hour of paid sick leave for every 30 hours worked up to five paid sick days per year, beginning July 1, 2027. This law will particularly benefit the 1.2 million private-sector workers who currently don't have access to paid sick leave. This gap disproportionately affects low-wage workers, including those in food service and personal care. The new program has a phased implementation based on employer size, ultimately reaching workers across employer sizes and ensuring that all Virginians have the basic protection of paid sick days. (HB5/SB199, Chapter 1128/1129)

\$15 Minimum Wage

Beginning on January 1, 2027, the Commonwealth will begin phasing in a \$15 minimum wage—starting with an increase to \$13.75 per hour on January 1, 2027. On January 1, 2028, the state minimum wage will increase to \$15.00 per hour in 2028. After that, the minimum wage will be indexed to inflation and will increase annually. (HB1/SB1, Chapter 350/Chapter 351). Starting January 1, 2027, farmworkers across the Commonwealth will also receive minimum wage protections. (HB20/SB121, Chapter 357/Chapter 358).



Protecting Virginia Workers from Wage Theft and Retaliation

Governor Spanberger signed landmark legislation to protect Virginia workers from wage theft. (HB238, Chapter 1040) Beginning on July 1, 2027, this law establishes a uniform framework for enforcing the Commonwealth's laws against wage theft, including minimum wage, overtime, anti-misclassification, prevailing wage, and wage payment laws. The new law also ensures that Virginia agencies can recover unpaid wages workers whose employers fail to pay the compensation that those workers were promised in their employment contracts and extends state-law overtime protections to homecare workers who are facing rollbacks of their federal rights. Further, new legislation (HB675, Chapter 1115) gives Virginia new tools to protect workers who participate in a wage theft investigation from retaliation because of their immigration status.

Construction Worker Wage Protections

When procuring services or letting contracts for public works construction projects of \$250,000 or more, state agencies must ensure contractors pay local prevailing wages and benefits. Starting in 2027, the state will conduct construction worker wage surveys every three years to determine prevailing wages for public works contracts. (HB569/SB518, Chapter 1060/Chapter 1014). Further, under HB238, the Commonwealth will help ensure that workers on Virginia public works projects receive the prevailing wages they earn.

Protecting Workers from Dangerous Heat

New legislation directs the Virginia Safety and Health Codes Board to establish new workplace standards to protect people who work in extreme heat on the job. (HB1092/SB288, Chapter 732/Chapter 731) Virginia's forthcoming regulations must be issued by May 2028 and will protect workers working both outdoors and indoors, require employers to implement heat-illness-prevention protocols at certain thresholds, and establish clear, science-based standards for protecting workers from heat stroke, kidney damage, or other heat-related health risks.

Increased Unemployment Benefits

Unemployment Insurance benefits provide temporary financial assistance to individuals who have lost their jobs through no fault of their own. Thanks to a new bill signed by Governor Spanberger, Virginians will now receive up to \$48 more per week, up to a maximum benefit of \$478 per week in unemployment benefits. (HB1320/SB759, Chapter 774/Chapter 775). Unemployment benefits will also be provided to workers during an employer lockout. (SB433, Chapter 890)

New Protections for Healthcare Workers

Beginning on July 1, 2026, employers may no longer require health care workers to sign non-compete agreements that would prevent them from accepting a new job in the healthcare sector. (HB627/SB128) These new protections will apply to any contracts or agreements entered into or renewed after July 1, 2026.

Pay Transparency & Salary History Ban

In an effort to narrow the racial and gender pay gap, beginning July 1, 2026, Virginia employers will be prohibited from seeking wage or salary history during an application or interview process with a prospective employee. Employers will also be required to disclose salary information on job advertisements and postings. (HB636/SB215, Chapter 996/Chapter 1063)

Human Rights Act Expansion

Beginning July 1, 2026, the Virginia Human Rights Act's anti-discrimination protections will cover employers with five or more employees. Previously, the law only applied to employers with 15 or more employees. The legislation also extends the ability for workers to file a discrimination complaint for up to two years. (SB637, Chapter 950)

Emergency Responder Protections

Employers are prohibited from retaliating against employees who miss work to respond as voluntary emergency responders during a declared emergency. Employees subjected to retaliation may seek reinstatement and lost wages. (SB100, Chapter 330)

Taken together, these measures represent a substantial expansion and modernization of Virginia's wage protections. Throughout 2026, DOLI continues to translate the General Assembly's legislative direction into clear, workable programs and regulations through research, stakeholder engagement, interagency coordination, and transparent regulatory processes.

Regulatory Programs

Wage Protection Division



Wage Investigations



2,217

Payment of Wage Claims

33% increase



2,141

Payment of Wage Investigations

37% increase



1,961

Wage Investigations Completed

22% increase



\$810,568.63

Unpaid Wages Collected for Virginia Workers

25% increase



Youth Employment



1,552

Youth Employment Inspections

79% increase



57

Complaints Investigated

78% increase



510

Child Labor Violations Cited



\$468,063.00

Assessed Child Labor Penalties

33% increase



\$314,562.50

Collected Child Labor Penalties



16,680

Employment Certificate Applications



303

Theatrical Permit Applications



Prevailing Wage

Prevailing Wage Services

● Wage Determinations ● Requests for Additional Wage Classifications



The Division launched strategic education and outreach campaigns focused on youth employment and human trafficking. Special emphasis was given to pool operators, retail establishments, amusement and recreation, and restaurants, resulting in a 91% increase year-over-year in stakeholder training sessions.



Organizational Capabilities

To improve the user experience, a Youth Employment Certificate Tutorial Video was created to provide stakeholders including youth, parents or guardians, and employers, with a visual demonstration of the application process.





Stakeholder Outreach

Safe Jobs Build Strong Futures



To protect child workers, the Division conducted targeted training and provided the Child Labor Warning Guide and Prohibited/Hazardous stickers.

Anti-Retaliation



Compliance Officers provided 811 Anti-Retaliation Handouts to employers outlining the retaliation protections employees have when filing wage claims.

Hotels & Motels



The Division conducted 165 hotel/motel inspections across Virginia, to increase awareness on employment laws and human trafficking.

Human Trafficking

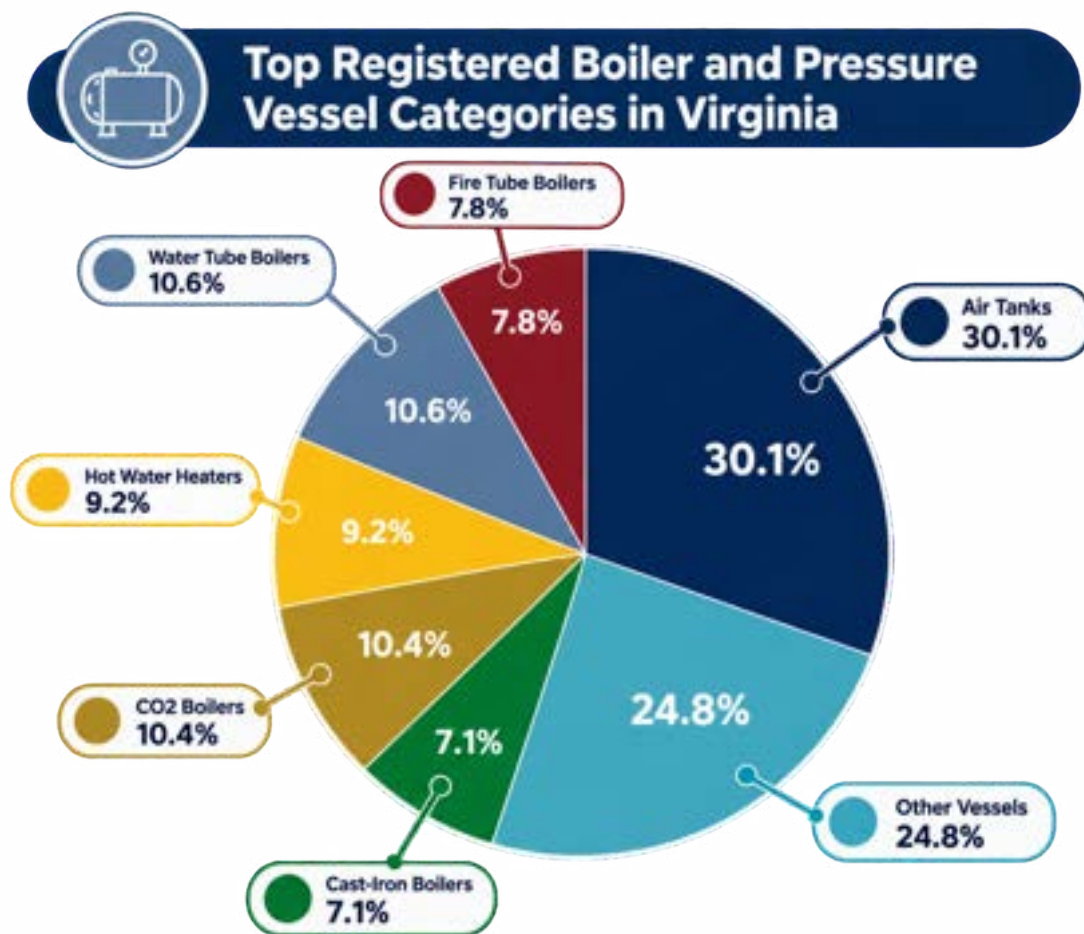


The Division conducted 154 truck stop inspections to ensure compliance with Code of Virginia § 40.1-11.3. Compliance officers provided the updated Human Trafficking Poster to increase public awareness.

Boiler and Pressure Vessel Safety Division

The Boiler and Pressure Vessel Safety Division protects human life, property, and infrastructure by enforcing Virginia's boiler and pressure vessel laws and regulations. The division works collaboratively with the insurance industry and private contract fee inspection companies to ensure safe installation, certification, safe operation, maintenance, and repairs of boilers and pressure vessels throughout the Commonwealth.

The agency has approximately 76,000 registered boilers and pressure vessels in Virginia that are subject to the inspection and certification requirements of the Boiler and Pressure Safety Act (Va. Code § 40.1 51.5 et seq.). Efforts are being made to identify, reach, and register owners who may not be aware of these requirements. There are more than 30 categories used to track these objects, the top seven major categories include:



Division staff provide guidance to the boiler and pressure vessel industry and collaborate with partners and stakeholders at state and local levels. Currently, thirteen insurance companies and five contract fee companies are licensed to operate in the Commonwealth. During the fiscal year, the division processed 39,418 inspection reports from 182 inspectors; resulting in 34,269 certificates being issued. In addition, the division issued 4,522 violations, and of those violations, closed 2,345, sent \$708,490 in invoices, and collected \$697,721 in certificate fees.

These activities help ensure the safe operation of critical equipment found in schools, hospitals, manufacturing facilities, businesses, and residential buildings across Virginia.



Virginia Occupational Safety and Health (VOSH) Program

Cooperative Programs

VOSH Cooperative Programs advanced workplace safety across Virginia by providing consultation, voluntary recognition programs, strategic partnerships, training, outreach, and technical assistance. During FY26, the division focused on five key priorities:

- Expanding VOSH Institute for Learning and Outreach (VILO)
- Strengthening alliances
- Promoting an injury-free career culture
- Increasing employer engagement
- Modernizing Voluntary Protection Program (VPP) processes through artificial intelligence (AI)



These efforts underscore DOLI's continued commitment to collaborative, prevention-focused approaches to occupational safety and health.

All six VPP programs share the same core goal of encouraging employers to voluntarily build strong safety and health management systems that reduce injuries, illnesses, and fatalities while improving workplace culture and productivity. BUILT and BEST are both construction-focused partnership programs, and while BUILT is designed specifically for the Associated Builders and Contractors of Virginia (ABC-VA) members, BEST is tailored for the Associated General Contractors of Virginia (AGCVA) members. CHALLENGE differs by offering a flexible, three-stage, step-by-step improvement process open to a wide range of industries, helping employers develop their systems gradually with mentoring and progress tracking as they move toward STAR-level performance. Virginia STAR represents the highest level of recognition, honoring workplaces that demonstrate fully mature and effective safety and health systems and showing significant, sustained improvements in safety outcomes and operational performance.

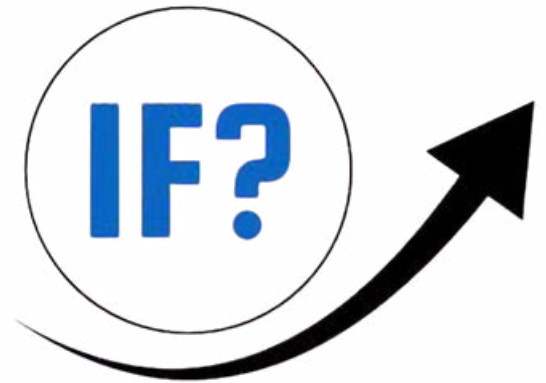
Key Successes & Accomplishments



- Consultation services grew across multiple performance measures, including year-over-year a
 - 37% increase in stakeholder outreach
 - 2% increase in compliance assistance activities
 - 2% increase in employees trained onsite
 - 2% increase in construction consultation visits
- VPP recognized eight Virginia STAR approvals/reapprovals, three Virginia Challenge stage completions, and one BEST Level 3 approval during FY25. MEB Construction became the third BEST Level 3 participant after a seven-year journey, achieving injury and illness rates 36% below the industry average.
- VILO completed the year with 25 courses and an 86-attendee Trench Safety Summit. VILO also delivered refresher training for 13 new Compliance Safety and Health Officers, certified 17 VOSH staff in work zone traffic control, and prepared the second annual Virginia Trench Safety Summit, which attracted 92 attendees.
- The inaugural Alliance with the District of Columbia (DC) chapter of the National Electrical Contractors Association (NECA)/International Brotherhood of Electrical Workers (IBEW) Local 26 entered its second year, expanding electrical safety training, governance, and planning for data center safety initiatives.
- VPP introduced predictive analytics to compare 2016 and 2026 directives and standardize STAR annual self-evaluation reviews, reducing administrative effort, improving consistency, and allowing staff to spend more time supporting employers.
- Marketing and outreach expanded significantly. Cooperative Programs made 8,116 stakeholder contacts and increased conference engagement by approximately 400% compared with 2025 while continuing newsletters, technical bulletins, social media, and the What IF? campaign.

What IF? Campaign—Building an Injury-Free Career

The VOSH Cooperative Programs Division continued expanding the What IF?—Injury Free Careers campaign, an initiative designed to shift workplace safety from a compliance-driven obligation to a shared organizational value, focused on preventing injuries before they occur. Throughout the year, the campaign was promoted through conferences, VILO training programs, technical safety bulletins, newsletters, social media, employer presentations, and the VOSH website, providing employers with practical tools and resources to strengthen their safety cultures.



The campaign has begun to demonstrate meaningful impact. During onsite consultations, VPP evaluations, and outreach activities, Cooperative Programs staff increasingly observed employers incorporating Injury Free Career Culture principles into safety and health management systems. Organizations adopted practices such as monitoring leading indicators, engaging employees in hazard prevention, and reinforcing safe behaviors rather than focusing solely on injury statistics. This shift reflects growing acceptance of proactive injury prevention across Virginia's business community.

Opportunities

Demand for outreach and technical assistance continues to grow. The division is addressing this through AI-enabled efficiencies, expanded VILO partnerships, a second VILO classroom planned for Northwest Virginia, new OSHA Outreach Training Institute offerings, and continued growth of the BEST, BUILT, and Alliance programs. FY2025 and Q1 2026 demonstrated measurable progress in expanding services, strengthening partnerships, modernizing operations, and building Virginia's injury-free career culture. Priorities for the coming year include predictive analytics, additional BEST Level 3 approvals, expanded VILO training capacity, continued Alliance initiatives, and the 2026 VOSH Safety and Health Conference.

Compliance Programs Division

Fiscal year (FY26) was a year of meaningful progress for the Virginia Occupational Safety and Health (VOSH) Program, reflecting our continued commitment to protecting workers and strengthening safety cultures across the Commonwealth. Through strategic enforcement, expanded outreach, and investments in organizational capacity, VOSH continued the transformational trajectory that has defined the past decade.

This year saw notable gains in field activity and inspection performance. The VOSH Compliance Program completed 2,495 inspections, a 26% increase over SFY2025—marking one of the strongest operational years in recent memory. Inspection quality also improved. VOSH personnel identified 5,411 hazards—the highest number recorded in the past 10 years—underscoring enhanced technical capability and a refined focus on identifying conditions most likely to result in serious injury or illness.

Virginia experienced fewer workplace fatalities than the previous reporting period. Fatalities decreased from 31 (2024–2025) to 28 (2025–2026), reinforcing the effectiveness of targeted prevention strategies and strengthened enforcement efforts. This progress reflects an increased emphasis on high-impact violations and hazards most predictive of severe injury or fatality.



These outcomes were supported by substantial organizational improvements. Key leadership roles—including the VOSH Safety Director and all Regional Directors in the northwest, southwest, and central safety regions—were fully staffed, assuring stronger oversight and more consistent statewide coordination. Industrial hygiene capability expanded as well, with the addition of a headquarters industrial hygienist to assist with research, casefile development, and Lead and Asbestos Permit oversight. Overall, VOSH staffing continued to grow, with 29 of 38 safety positions filled and 20 of 21 health positions filled, directly contributing to increased inspections and improved case quality.

Together, these achievements reflect continued forward momentum for VOSH and a durable foundation for future progress. The program remains committed to:

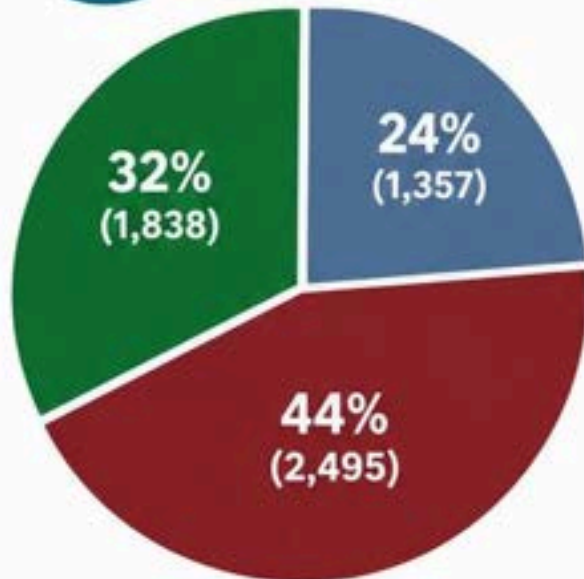
- Improving workplace safety through greater field presence
- Expanding training and consultation
- Advancing data-driven enforcement strategies
- Engaging with employers, workers, and industry partners

“As VOSH looks ahead, we will continue to sharpen our focus on high-hazard industries, strengthen partnerships, and deploy resources where they deliver the greatest impact toward injury and fatality prevention. Our mission remains clear, to protect Virginia’s workers and ensure that every job in the Commonwealth is as safe and healthy as possible.”





VOSH Hazard Response Actions



- 24% (1,357)**
Inspections | Complaint-Related & Injury/Illness Reports
- 44% (2,495)**
Inspections | Non-Complaint (SEPs, NEPs & LEPs)
- 32% (1,838)**
Phone/Fax Investigations



2,495

Inspections



5,690

Hazard
Response
Actions



3,577

Employee
Complaints and
Referrals
(1,063 resulted in
inspections)



28

Work-Related
Fatalities

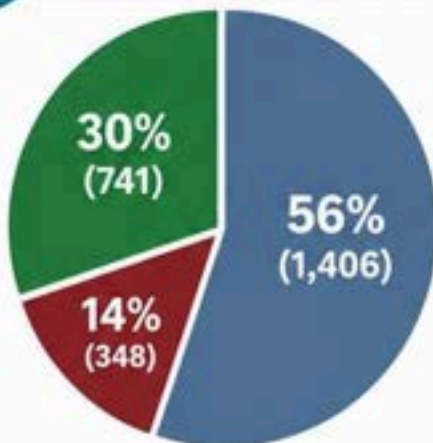


\$15,569,978

Proposed
Initial
Penalties



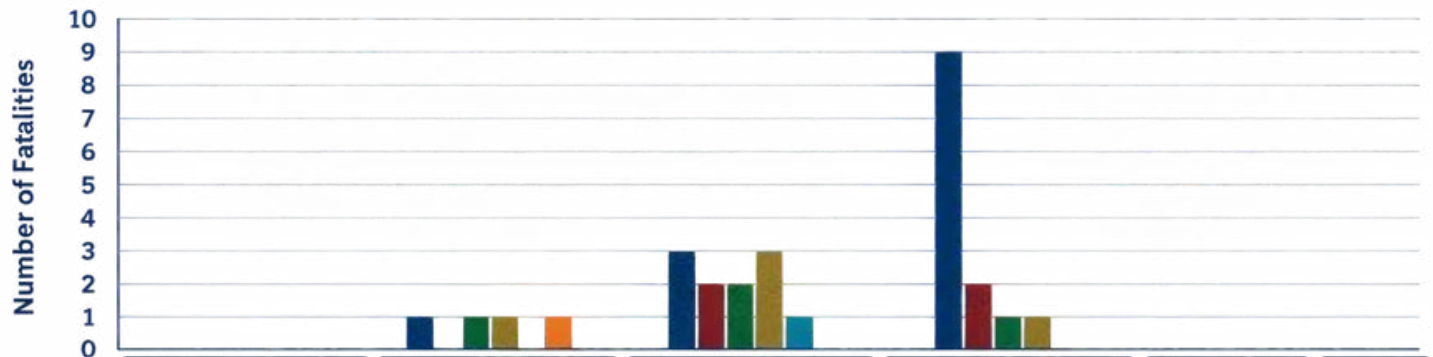
Inspections per Industry Type



- 56% (1,406)**
Construction
- 14% (348)**
Manufacturing
- 30% (741)**
Other NAICS



July 1, 2025 – June 30, 2026 Work-Related Fatalities by Age Group



	<18	18-24	25-40	40+	TBD	Total
STRUCK BY	0	1	3	9	0	13
CAUGHT BY	0	0	2	2	0	4
FALLS	0	1	2	1	0	4
OHV ELECTROCUTION	0	1	3	1	0	5
WORKPLACE VIOLENCE	0	0	1	0	0	1
EXPLOSION	0	1	0	0	0	1
DROWNING	0	0	0	0	0	0
ASPHYXATION	0	0	0	0	0	0
Total	0	4	13	14	0	31

Office of Whistleblower Protection

The Office of Whistleblower Protection’s (OWP) mission is to ensure that employees can raise concerns about unsafe or unlawful working conditions without fear of termination, demotion, or other adverse actions. It is responsible for investigating complaints from workers who believe they have faced retaliation for reporting workplace safety and health violations. OWP enforces Virginia’s whistleblower protection laws by conducting investigations and determining whether employees’ rights to engage in safety and health protected activities have been violated. This work supports safer workplaces and upholds accountability for employers across the Commonwealth. A worker has up to 60 days after experiencing an adverse action by their employer to submit a complaint of retaliation to VOSH.

Examples of “Retaliation”

• Failure to hire or rehire • Intimidation/harassment • Making threats • Reassignment affecting prospects for promotion • Reducing pay or hours	• Termination or lay off • Blacklisting • Demoting • Denying overtime or promotion • Disciplining • Denial of benefits
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Key Successes & Accomplishments

Completed a multi-year infrastructure project of publishing an updated Whistleblower Investigation Manual	Reduced the average number of days investigations were pending by 39.47% through improved process efficiencies and program infrastructure
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Office of Research and Analysis

The Office of Research and Analysis (ORA) produces reliable data and research products that inform DOLI's policy decisions, support workplace safety initiatives, and help Virginians better understand occupational injury and employment trends. ORA facilitates two Bureau of Labor Statistics (BLS) programs housed at DOLI:

- Census of Fatal Occupational Injuries (CFOI).
- Survey of Occupational Injuries and Illnesses (SOII).

The division also coordinates research partnerships with external agencies and universities to develop data tools and publications that support workplace safety and health.

Note: The data reported in the ORA section represents calendar year 2024 (January–December) as the 2025 data has not been released yet.



Census of Fatal Occupational Injuries

The Census of Fatal Occupational Injuries (CFOI) is part of the U.S. Department of Labor’s Bureau of Labor Statistics Occupational Safety and Health Statistics program. This program is facilitated at DOLI in order to collect and publish Virginia-specific data on work-related fatalities. CFOI captures a broad universe of workplace fatalities. The data include fatalities within VOSH’s jurisdiction, as well as work-related fatalities captured through other federal and state data sources, including fatalities associated with the Mine Safety and Health Administration (MSHA), transportation-related fatalities identified through national highway transportation data, and other workplace deaths such as those resulting from workplace violence. Accordingly, fatalities investigated by VOSH represent a subset of the total workplace fatalities captured through CFOI. By drawing from multiple data sources, CFOI provides a more comprehensive picture of the number and circumstances of fatal work injuries occurring in Virginia each year, including fatalities that may fall outside VOSH’s investigative jurisdiction.

In Calendar Year 2024, Virginia had 137 work-related deaths, up from 117 in 2023. This increased the state’s fatal injury rate from 2.7 to 3.2 deaths per 100,000 full-time workers—a 19% increase. By comparison, the national rate was 3.3 deaths per 100,000 full-time workers.



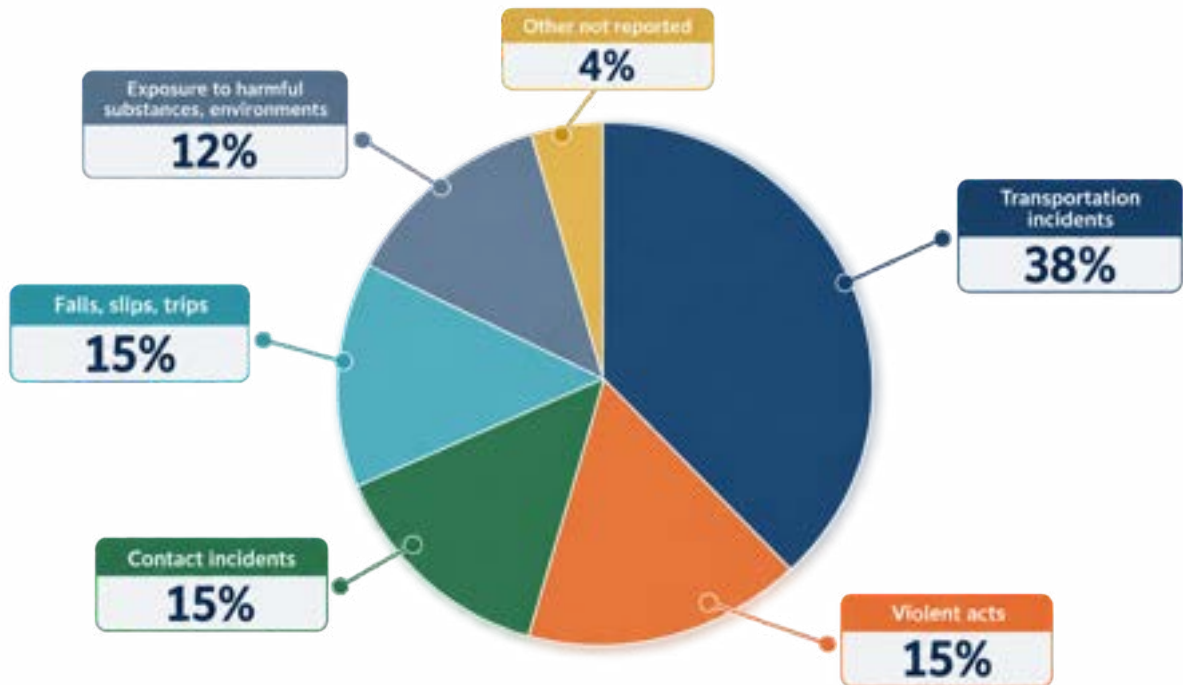
Worker Characteristics

- Gender
 - Male workers: 128 fatalities
 - Female workers: 9 fatalities
- Most incidents involved transportation events
- Race and ethnicity
 - Fatal injuries among Hispanic or Latino workers increased, from 12 (2023) to 30 (2024)
 - Fatal injuries among Black or African American workers decreased slightly, from 30 (2023) to 28 (2024)—representing 20% of total fatalities

WORKPLACE FATAL INJURIES BY EVENT OR EXPOSURE

VIRGINIA, 2024, ALL OWNERSHIPS

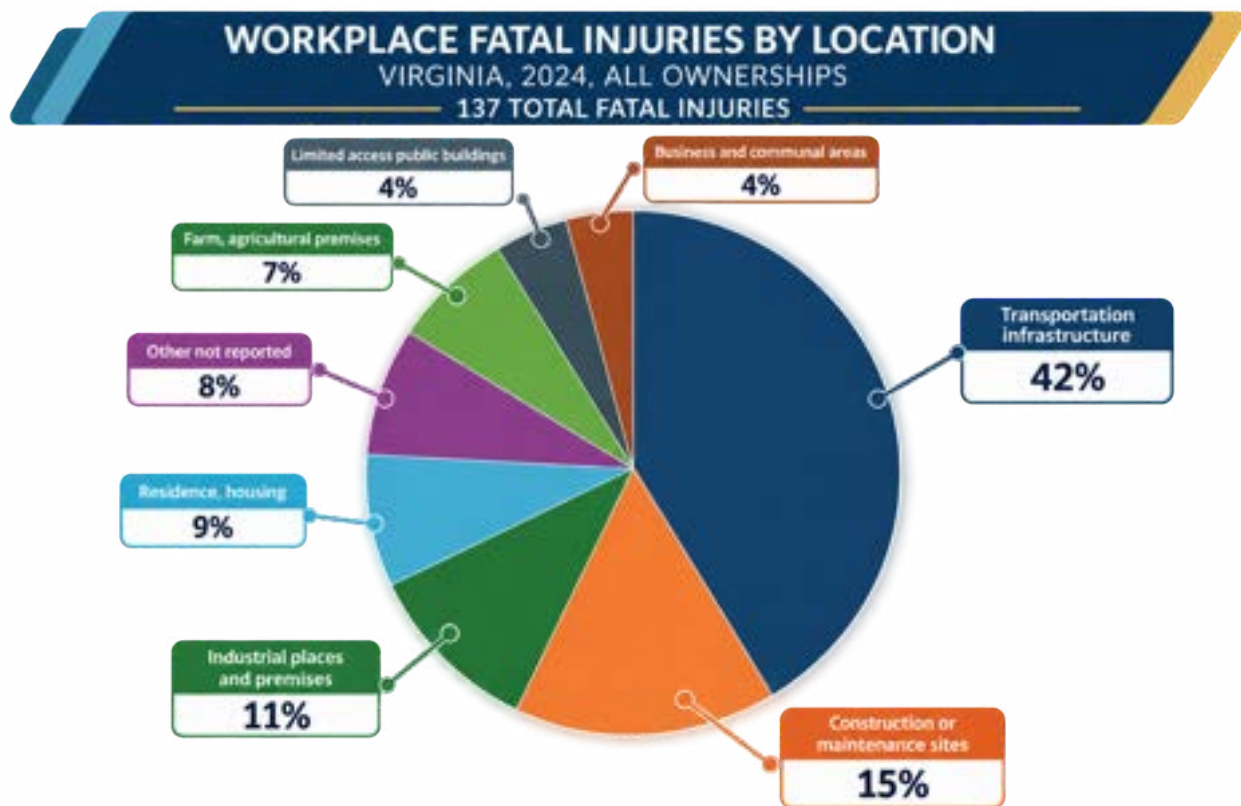
137 TOTAL FATAL INJURIES



Fatal Event or Exposure

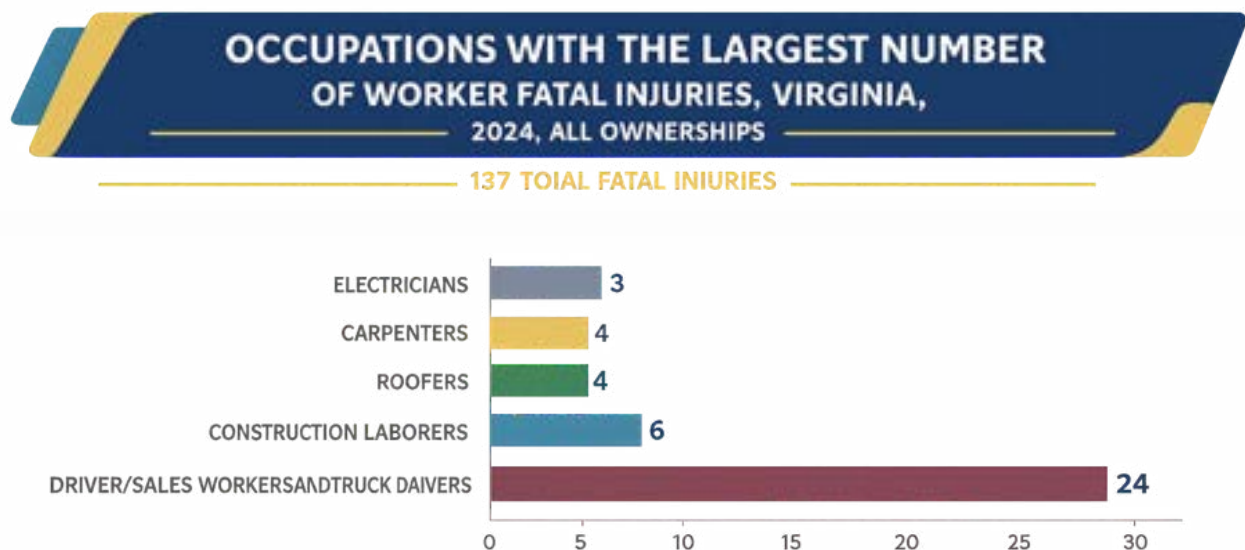
- Transportation incidents remained the most frequent fatal event category, increasing from 40 (2023) to 54 (2024).
 - 39% of all occupational fatalities
- Fatal falls, slips, and trips increased 18% from 17 (2023) to 20 (2024).
- There were 21 fatalities reported due to violent acts.
 - Homicides accounted for 10 fatalities, while suicides accounted for 11.





Occupation

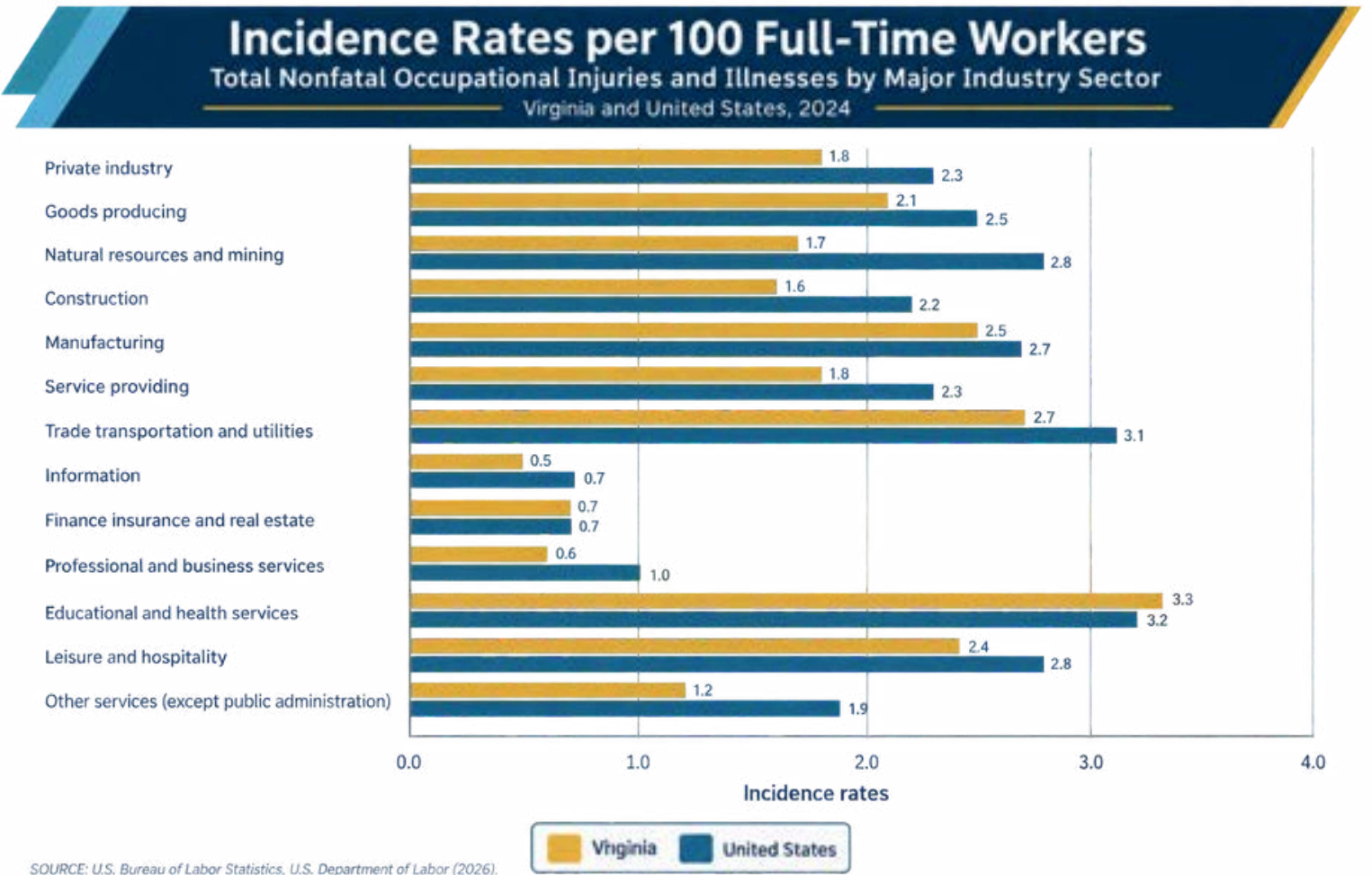
- Construction and extraction workers experienced 39 fatalities in 2024.
 - Fatal falls, slips, and trips increased from 4 (2023) to 11 (2024).
- Fatalities among transportation and material moving occupations increased 32% —from 28 (2023) to 37 (2024).



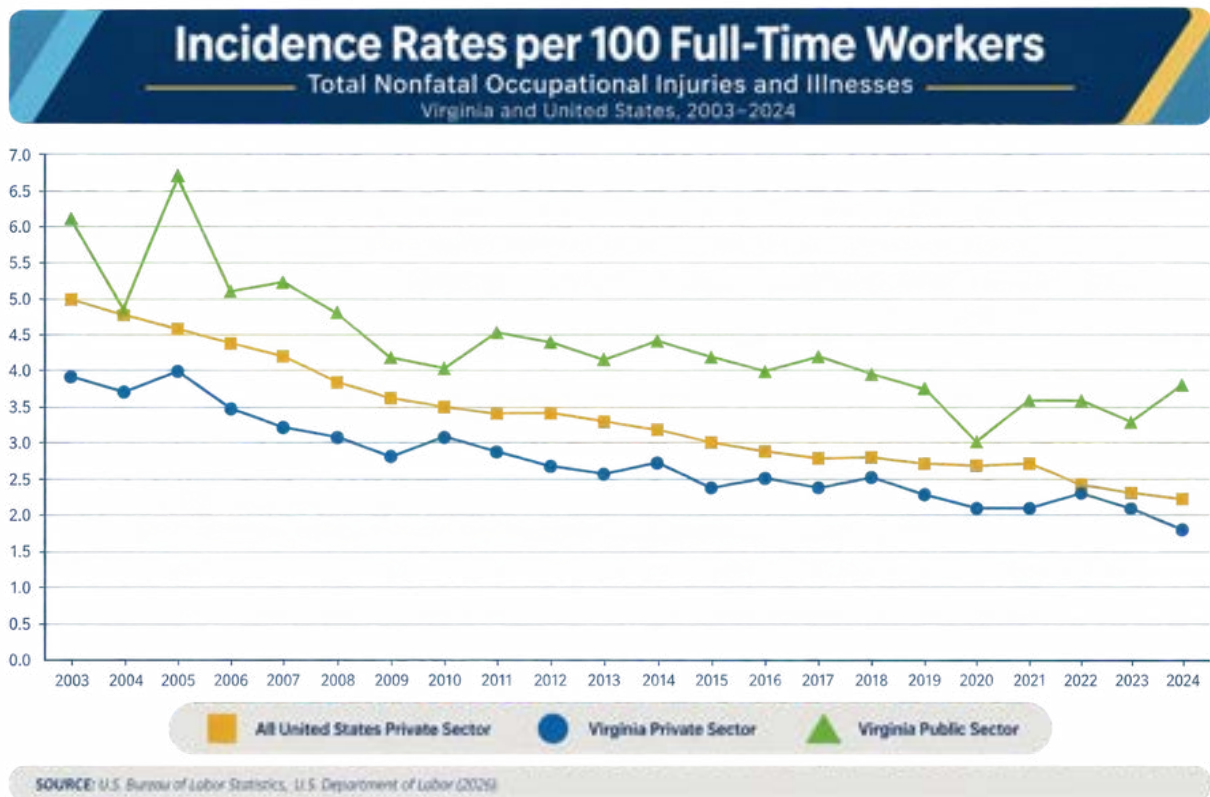
Source: U.S. Bureau of Labor Statistics, 2024

Survey of Occupational Injuries and Illnesses (SOII)

DOLI has facilitated SOII since 1976, making 2026 the 50th anniversary of the Commonwealth of Virginia’s programs. SOII met and exceeded all BLS deadlines for survey completion, coding, and data error resolution rates. The following graphs illustrate some of the key data trends shared with stakeholders.



This graph above compares incidence rates for nonfatal injuries and illnesses by industry in Virginia, with national rates. Virginia exceeds national averages in the educational and health services sector but remains at or below national rates in most other industries.



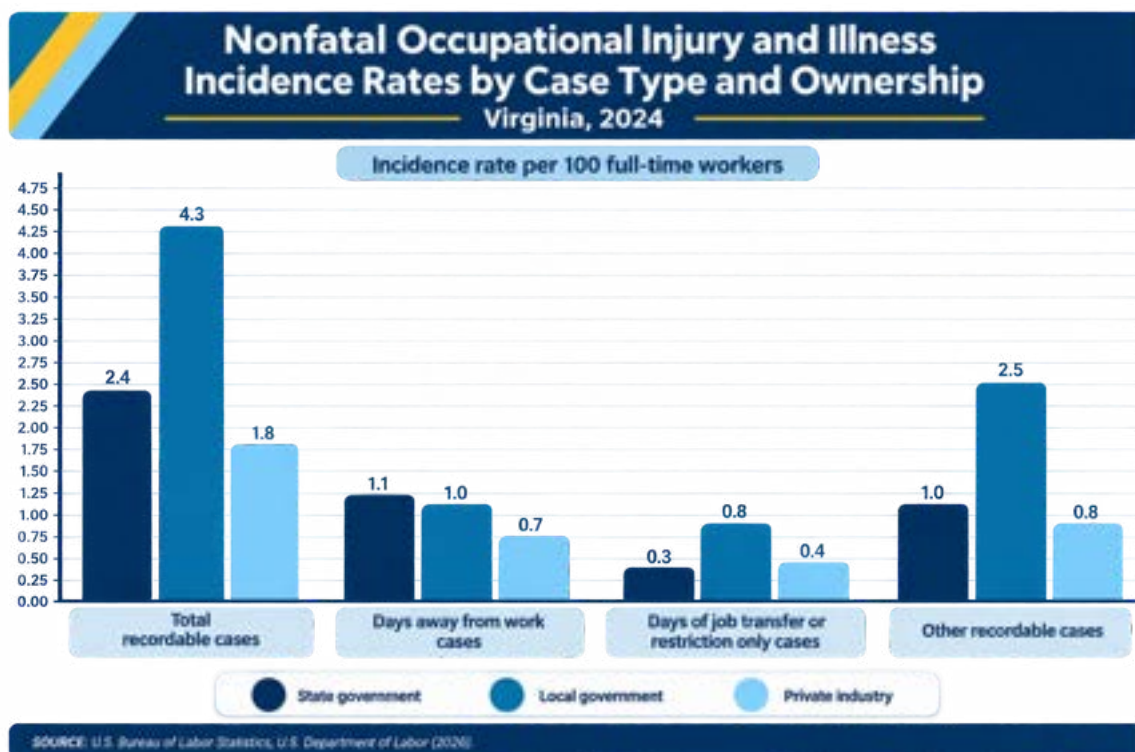
The chart above shows Virginia private and public sector injury and illness rates, compared with national private sector rates from 2003–2024. Virginia’s private sector rates remain below national figures, whereas public sector rates—state and local—remain higher than both private sector benchmarks.



2024 Total Recordable Cases

State	TRC	# of Establishments	State v. Federal Plan
West Virginia	5.8	60,695	Federal
Tennessee	5.1	225,840	State
North Carolina	4.1	375,230	State
Kentucky	3.7	157,256	State
Maryland	3.2	194,792	State
Virginia	3.2	315,245	State
D.C.	3.0	51,899	Federal
Delaware	2.0	45,579	Federal

Rates are per 100,000 full-time equivalent (FTE) workers.



Finally, the graph above shows injury and illness rates by employer type (private, state, and local government) and case type (such as days away from work or job transfer/restriction). Local government had the highest rates of other recordable cases and cases involving job transfer or work restrictions. State government had the highest rate of cases that resulted in days away from work. Overall, the injury and illness rates were higher in the public sector than in the private sector.

Business Services

Talent Management and Communications Division

Overview

The Talent Management and Communications (TMC) Division plays a critical role in ensuring DOLI has the workforce, leadership, and communication strategies needed to fulfill its mission. During FY26, the division focused on recruiting and retaining talent, strengthening employee development, enhancing internal communications, and expanding public engagement. Fiscal year 2026 was a transformational year for TMC. Formerly operating as Human Resources, the division evolved into an integrated strategic function that aligns talent management, employee engagement, organizational communications, and public affairs to better support DOLI's mission of making Virginia a better place to work, live, and conduct business. The transition reflects a broader philosophy that workforce success extends beyond traditional personnel administration.



“Building a stronger workforce enabled DOLI to increase inspections, implement major legislation, expand public service, and strengthen agency operations. ”

Throughout the fiscal year,
the division focused on **five overarching priorities:**



Key Successes & Accomplishments

Transition from Human Resources to Talent Management and Communications

One of the division's most significant accomplishments was successfully transitioning from a traditional Human Resources model to Talent Management and Communications. This organizational evolution established a more comprehensive people strategy by integrating recruitment, performance management, employee relations, employee engagement, communications, and public affairs under a unified leadership structure. The transition positions DOLI to proactively develop organizational capability while supporting both employees and agency leadership through every stage of the employee lifecycle.



Modernizing Recruitment and Talent Management

TMC continued advancing strategic workforce planning through the implementation of competency-based recruitment practices, modernization of position descriptions, development of structured interview processes, and enhanced hiring manager resources. The division also developed strategic recruitment presentations and tools that connect recruitment and selection directly to performance management and long-term organizational success, shifting hiring conversations from transactional processes toward strategic workforce planning.

Strengthening Performance Management

Recognizing that performance management begins before an employee's first day and continues throughout their career, TMC redesigned supervisor resources and training to reinforce performance as a continuous process rather than an annual evaluation. New presentations, talking points, and supervisory guidance were developed to help leaders establish expectations, provide coaching, recognize performance, and strengthen accountability throughout the performance cycle.

Advancing Organizational Culture and Employee Engagement

During FY26, TMC repositioned employee engagement as a strategic organizational initiative rather than an employee activities program. The Employee Engagement Council has been realigned to focus on reinforcing DOLI's Values-in-Action:

- Strengthening organizational culture
- Increasing employee involvement
- Promoting leadership engagement

Employee recognition programs, Public Service Recognition Week activities, and agency-wide engagement initiatives were intentionally aligned with the agency's strategic objectives and long-term cultural goals.

Enhancing Employee Relations and Leadership Support

TMC expanded its role as a trusted advisor to managers by providing strategic consultation on employee relations, workplace investigations, Americans with Disabilities Act (ADA) accommodations, policy interpretation, leave administration, performance management, and organizational change. The division also developed standardized investigation processes, supervisory guidance, and documentation tools that promote consistency, fairness, compliance, and sound decision-making throughout the agency.

Modernizing Business Processes Through Technology

The division continued improving operational efficiency by expanding the use of technology across talent management processes. Significant accomplishments included implementation of the Commonwealth's electronic Offboarding Application, continued digitization of talent management forms, expansion of electronic personnel workflows, development of standardized onboarding and offboarding processes, and collaboration with the Information Technology Division to improve digital service delivery. These improvements reduce administrative burden, increase consistency, and enhance employees' experience.



Elevating Strategic Communications

Communications became fully integrated into Talent Management, creating a more unified approach to organizational messaging. Throughout the year, the division supported executive communications, media relations, recruitment marketing, internal communications, employee engagement campaigns, and public information efforts. By aligning communications with organizational strategy, TMC strengthened stakeholder engagement while increasing transparency and public awareness of DOLI's programs and services. These efforts supported the agency's commitment to transparency, accessibility, and customer-focused government.

Strengthening Cross-Agency Partnerships

Throughout FY26, TMC partnered extensively with executive leadership, division directors, supervisors, the Virginia Department of Information Technology (VITA), the Department of Human Resource Management (DHRM), Department of Accounts (DOA), Department of General Services (DGS), and other Commonwealth partners to modernize workforce practices and improve operational effectiveness. These partnerships resulted in improved recruitment processes, enhanced technology solutions, stronger performance management resources, and greater consistency across agency operations.

Continuing Workforce Competition

Like many public sector organizations, DOLI continues to compete with private industry for highly qualified talent in specialized occupational fields. Rather than viewing this solely as a challenge, TMC continues expanding recruitment partnerships, strengthening employer branding, modernizing hiring practices, and developing succession planning strategies that position DOLI as an employer of choice.

Supporting Organizational Transformation

As DOLI continues evolving, managers require increased support navigating organizational change, developing employees, and leading high-performing teams. DOLI view this as an opportunity to continue expanding leadership development, supervisory training, coaching resources, and performance management initiatives that build organizational capability at every level. Investing in employee development helps ensure DOLI maintains the technical expertise needed to respond to an increasingly complex regulatory environment.

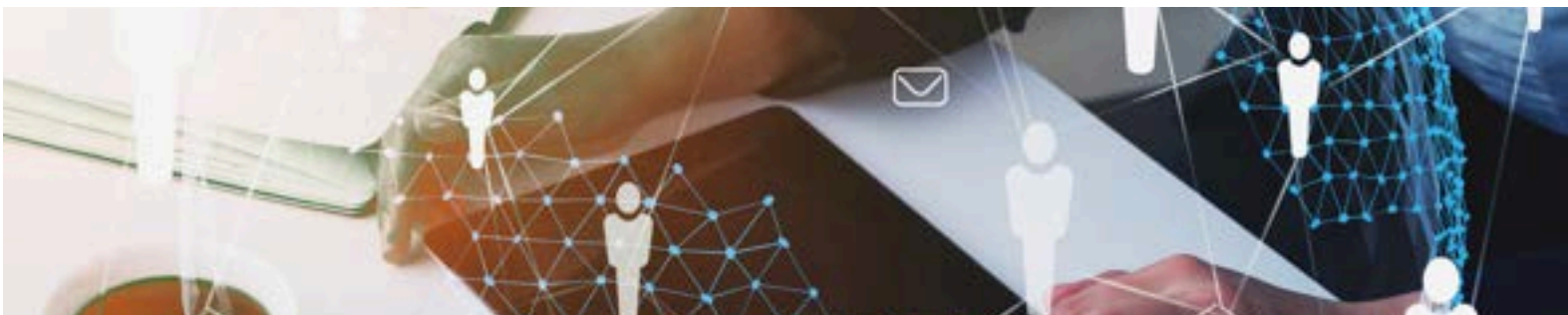
Digital Transformation

Modernizing legacy HR processes remains an ongoing priority. While significant progress was made through automation, electronic workflows, and process standardization, additional opportunities exist to further digitize employee services, streamline administrative processes, and leverage technology to improve efficiency and service delivery.

Fiscal year 2026 represented a defining year for the division. The transition from Human Resources to TMC reflects more than a name change—it represents a strategic evolution in how DOLI develops its workforce, supports leaders, communicates with stakeholders, and strengthens organizational culture.

By integrating talent management, communications, employee engagement, organizational development, and public affairs into a unified strategy, TMC has established a strong foundation for the future. The lessons learned throughout the year reinforced the importance of collaboration, continuous improvement, proactive leadership, and intentional investment in people.

Looking ahead, the division will continue focusing on workforce planning, leadership development, employee engagement, digital modernization, strategic communications, and organizational effectiveness to ensure DOLI remains a high-performing agency dedicated to serving the Commonwealth with excellence. The agency's greatest strength continues to be its employees. Through strategic recruitment, employee development, and organizational planning, DOLI is building a workforce prepared to meet the Commonwealth's evolving labor and workplace safety needs.





Financial Operations Division



Overview

Financial Operations ensures DOLI has the fiscal stewardship, accountability, and operational support necessary to deliver services efficiently and responsibly. The division delivers financial management and administrative services to ensure optimal stewardship of DOLI's \$23.5 million appropriation, while maximizing the resources available to protect the safety, health, and wellbeing of Virginia's workforce. The Financial Operations team collaborates across program areas to develop optimal workflows for the swift and accurate application of compliant policies and procedures related to procurement, receivables, payables, and accounting services.

Key Successes & Accomplishments

Federal Funding

Working in partnership with Cooperative Programs, Financial Operations secured \$400,000 in new grant funding for DOLI. Administered through the Susan Harwood Training Grant program, these funds will support the continued growth and expanded reach of the Virginia Occupational Safety and Health (VOSH) Institute for Learning and Outreach (VILO). This funding strengthens DOLI's connection and continued collaboration with the United States Department of Labor (USDOL) and Occupational Safety and Health Administration (OSHA).

Funding Use

DOLI used available federal and state funds efficiently, maintained service quality, and stayed within budget by spending 99.84% of its general fund appropriation. This is the second consecutive year that Financial Operations has successfully allocated resources to ensure maximum use of funds and effectiveness of programs.

Small, Women-, and Minority-owned (SWaM) Champions

In November 2025, DOLI's Financial Operations procurement team was recognized by the Department of Small Business & Supplier Diversity (SBSD) for leading all agencies in service-disabled, veteran-owned business (SDV) spending. DOLI achieved an SDV spend rate of 27.31%, far exceeding the 3% target and demonstrating the agency's strong commitment to small, women-owned, minority-owned, and veteran-owned businesses.



Legislative Expansion of Wage Protection



During the 2026 legislative session, Financial Operations supported DOLI's legislative efforts to develop accurate fiscal impact statements. This helped ensure that resource requests reflected agency operations and the expected impact of proposed legislation. Because DOLI operates with limited resources, expanding wage protection enforcement required careful planning, close collaboration across teams, and a shared commitment to implementation. The new responsibilities could not be fully managed within existing staffing and operational capacity. The agency maintained current programs during the biennium flat to budget. Mission critical work has been prioritized and expansion of mission through legislation requiring additional staff for additional responsibilities would exceed the budget's current capacity. This effort resulted in \$10 million over the biennium and approval for 25 new full-time equivalent employees to support the expansion of wage protection.



As the agency transitions into a phase of expansion with new legislation regarding wage protection, Financial Operations intends to maintain and improve service levels while continuing to provide quality and compliant financial stewardship on behalf of Virginians.



Funding

In FY26, Financial Operations successfully navigated stagnant federal grant funding and award disbursement delays, resulting from historic federal appropriations lapses. As programmatic costs increased, the agency experienced greater reliance on state-funded overmatch support, while continuing to operate within longstanding state appropriation constraints and chronic underfunding. Despite these fiscal and regulatory complexities, Financial Operations remained committed to supporting and advancing the operational needs of DOLI's expanding regulatory programs.

Financial Operations commitment to the safety, health, and wellbeing of all Virginians is reflected within each fiscal transaction that occurs on behalf of DOLI. This reporting year offered ample opportunities for continuous improvement of internal controls and processes that Financial Operations will carry into next year. As the agency transitions into a phase of expansion with new legislation regarding wage protection, Financial Operations intends to maintain and improve service levels while continuing to provide quality and compliant financial stewardship on behalf of Virginians. Financial Operations has been tasked with managing a larger appropriation, additional staff expenditures and reimbursements, and other various administrative expansions that coincide with such a large change.





Information Technology Division



Overview

Information Technology continued driving DOLI's modernization efforts during FY26 by expanding digital services, strengthening cybersecurity, improving data systems, and supporting agency-wide operational improvements.

The Division of Information Technology (IT) significantly advanced efficiency, security, and innovation across the agency by aligning technology initiatives with strategic business needs. Over the past year, the team delivered new applications and automated workflows, expanded cloud adoption, enhanced end user tools and support, and initiated the agency's AI adoption efforts.

Project Management Office (PMO)

The Project Management Office (PMO) advanced a standardized project management methodology across DOLI, improving consistency, efficiency, and alignment with agency goals. It enhanced oversight by implementing uniform tools and strengthening compliance with agency and state policies. The PMO also transformed its website into a centralized hub offering project guidance, templates, idea submissions, and a real-time project portfolio dashboard, significantly improving project visibility and support.

Application Development & Automation

The division delivered new business applications, including low-code PowerApps solutions, such as an agency request system and management dashboard. DOLI received a Commonwealth of Virginia Innovative Technology Symposium (COVITS) 2025 award for digitization initiatives and established enhanced governance and best practices for PowerApps development.

Cloud Adoption & Optimization

The agency expanded use of Microsoft Azure to reduce costs, increase agility, and strengthen support for citizen facing services through the MS Dynamics platform. Cloud optimization efforts improved reliability and streamlined hosting environments across multiple programs.

End User Support & Experience

IT introduced self-service portals and improved collaboration tools to enhance productivity. These updates modernized user support and increased accessibility to technology resources across the agency.





VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY



What is "What IF?"

A Cultural Attitude

"What IF?" encourages businesses to view safety as a value rather than a priority; priorities change but assuring your workforce is injury-free remains a constant responsibility.

Creating a new mindset

It's a way of thinking that avoids injuries, reduces costs, and keeps safety top of mind.



What IF is not

- 01** The same as zero injuries programs.
- 02** A numeric goal, but rather a journey of continuous improvement.
- 03** A guarantee.

Many people think that an Injury Free culture can't happen yet many workers retire successfully navigating their career Injury Free. IF is about working together to assure your workforce has the opportunity to work Injury Free.

How to start?

- Present the concept of experiencing an Injury Free Career culture.
- Promote the change in safety culture.
- Designate and agree on what role management and employees will fulfill in the process.





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**VIRGINIA DEPARTMENT OF
LABOR AND INDUSTRY**