

Spreading the Word

On Registered Apprenticeship in 2020



2020 The Year in Review



The Impact of COVID-19 in Virginia During 2020

The impact of the SARS-CoV-2 virus that causes COVID-19 was devastating to the U.S. and Virginia's people and economies, and dramatically impacted Virginia's workers and businesses in 2020. The unprecedented speed with which the SARS-CoV-2 virus spread throughout the country as a whole and specifically in Virginia taxed to the limit and beyond medical, business and government resources, and specifically the Virginia Occupational Safety and Health (VOSH) program's enforcement, voluntary compliance and cooperative program's staff.

During calendar year 2020, the eleven month period from February 1, 2020 through January 8, 2021, the VOSH program had handled over 10,000 phone calls from employers, employees and the general public; received over 1,500 employee complaints (UPA - Unprogrammed Activity), and received notifications of the hospitalization of 61 employees and the death of 30 employees.

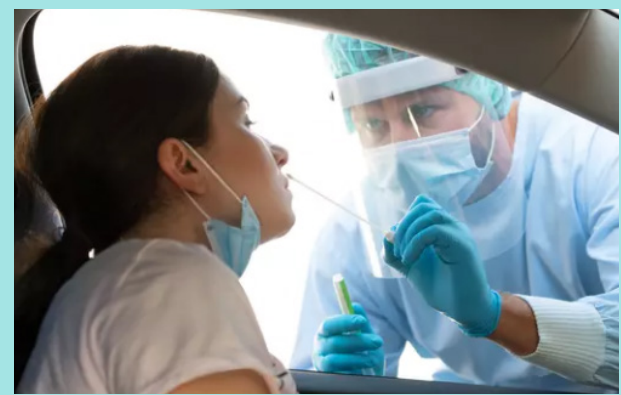
In response to a petition to the Virginia Safety and Health Codes Board (Board) for consideration of a COVID-19 emergency temporary standard and further direction from Governor Ralph S. Northam, the Board on July 15, 2020, approved the Emergency Temporary Standard for Infectious Disease Prevention of the SARS-CoV-2 virus that Causes COVID-19 (ETS), 16VAC25-220. Virginia was the first state in the country to enact such a standard. The ETS took effect on July 27, 2020 and lapsed on January 26, 2021. On January 13, 2021, before the ETS expired, the Board adopted a Final Permanent Standard (FPS) which took effect on January 27, 2021.

Throughout the COVID-19 pandemic, VOSH worked closely with the Virginia Department of Health (VDH) and other state agencies, as well as the Office of the Governor, on the Commonwealth's response to surges as they occurred. DOLI worked cooperatively with the overwhelming majority of employers who wanted to proactively combat the workplace spread of the virus, and where needed, undertook necessary enforcement action.

While COVID-19 resulted or contributed to the tragic deaths of over 4,850 Virginians and the hospitalization of over 17,500 more, it is a testament to the unceasing efforts of Virginia's medical community, its citizens, employees, employers and state and local government agencies that as of December, 2020, Virginia ranked 43rd among states in total COVID-19 cases per 100,000 people in the U.S.

As 2020 ended and 2021 began, the threat from COVID-19 remained significant and continued vigilance has been necessary to stem the tide of deaths and serious illnesses in Virginia. The development and widespread availability of highly effective vaccines was promising in the new year and has had a dramatic impact on reducing the prevalence of the deadly virus.

However, COVID-19 continues to threaten vulnerable communities such as those Virginians who have not yet been fully vaccinated and those with weakened immune systems that limit the effectiveness of the vaccine. Virus variants continue to develop and evolve calling on all Virginians to continue to observe safe and healthy practices to mitigate the spread of the virus in the workplace. The Department will continue to do its part to assure that workplaces in the Commonwealth are as safe and healthy as possible for Virginia's employees and employers in 2021 and beyond.



Apprenticeship in 2020

It Was the Virus Crisis

In the beginning of the year, the Division of Registered Apprenticeship was planning for outreach activities that would support the Commonwealth Registered Apprenticeship Future Talent (CRAFT) grant. One of our most important targeted demographics is to encourage women to enter into the traditionally dominated male sector of Construction/Building Trades. We were providing a forum for job seekers to speak to our Registered Apprenticeship Employer/Sponsors at the Chesterfield County Career and Technical Education center. This late-March event was going to be a well-attended event with many registrants, career tradeswomen attending to provide Q & A to prospective apprentices and a few special guests. "Everybody Builds Virginia" was the name of the event that was cancelled with the COVID-19 Lockdown emergency actions. It became clear very early in the year that we were going to have to dramatically change some practices in the Registered Apprenticeship program.

Registered Apprenticeship outreach has always been a personal, one on one transaction. This culture has created Employer/Sponsors who have been using the model for more than 70 years. However, changes had to be made in order to keep the staff and the apprenticeship participants safe. The Division adopted new ways to interface with the Employer/Sponsors via approved virtual platforms. We created presentations with the various web cameras, platforms all while being mindful of feedback and barking dogs. A hybrid telework schedule was adopted to allow for office rotation and physical distancing just as other employers had to do.

The unfamiliar quiet and downtime allowed the staff to work through the glitches of the new database, the National Registered Apprenticeship Information Data System (RAPIDS). In April, the full conversion of data occurred and that required some audits and corrections.

Metrics of Registered Apprenticeship Activity

Our 2020 Metrics track with the Federal fiscal year system. From the period of October 1, 2019 through September 30, 2020, the statistics were as follows:

Active Apprentices:	11,104	as of September 30, 2020
Certificates Issued:	1,848	as of September 30, 2020
New Apprentices:	3,303	as of September 30, 2020
New Employer/Sponsors:	261	as of September 30, 2020

Serving existing programs is the main function of the RA Consultants. The Division has a Director, an Assistant Director, a Program Support Technician and slots for 15 RA Consultants. Additionally, we have two Education Specialists who facilitate the choices of Related Technical Instruction (RTI) that provides the required instruction for apprentices. To meet our RA Consultants, please check here: <https://www.doli.virginia.gov/apprenticeship/apprenticeship-consultants/>

Our RA Consultants are also celebration experts. Signing Days have become a popular and enthusiastic way for high schools, Technical Centers and Sponsor/Employers to acknowledge those new apprentices who have committed to join their companies. The COVID-19 restrictions all but eliminated these events. We remained committed to the Third Annual Outstanding Apprentice Awards, however and we carried on, as usual seeking nominations. Our RA Employer/Sponsors participated in good numbers and 19 apprentices were given the honor of 2020 Outstanding Apprentice.

Link to [Apprenticeship Promotional Video](#) here

Link to [Outstanding Apprentice Award Video](#) here



Youth Registered Apprenticeship Work Based Learning Model (WBL-RA)

Virginia has experienced significant success with our Youth Registered Apprenticeship program (YRA) and Work-based learning Registered Apprenticeships (RA). The Virginia Department of Education adopted the youth programs as two of the eleven work-based learning opportunities for Virginia students. Students meeting the Profile of a Virginia Graduate achieve the commonwealth's high academic standards and graduate from high school with workplace skills, an understanding of their responsibilities as citizens, and career plans aligned with their talents, interests, and experiences.

In March of 2020, Virginia's Governor closed all schools for the remaining school year in response to the COVID Pandemic. Our Career and Technical Education (CTE) partners have spent the last six months figuring out how to end a school year and begin the 20/21 school year in a virtual world. We have maintained our relationships with our CTE contacts. Feedback overall has been positive. Student apprentices are maintaining employment, and some virtual learning school plans have allowed the students more time to work with their sponsors.

The Division's consultants are still promoting the YRA/WBL-RA programs; they look different during these times. Our commitment has not waivered, and the program will continue to promote Registered Apprenticeship in Virginia. In 2020, the Division added an education resource page to the website. The resource page helps individuals explore different occupations, sharpen skill sets, and take online classes.

Related Technical Instruction (RTI) is a required part of the Registered Apprenticeship model. Our Division recognizes that not everyone is academically prepared to begin RTI coursework. To prepare apprentices and future apprentices for RTI classes and coursework, the Division made a list of resources to help apprentice(s) brush up on fundamental and technical education. Some occupation-specific courses may provide credit toward RTI as part of the Registered Apprenticeship Program and deemed suitable by DOLI and the Registered Apprenticeship Sponsor.

In May of 2020, Caly Emerson, Education Specialist co-hosted a presentation alongside Lori Flannery with Virginia529. This presentation covered the features and benefits of a Registered Apprenticeship Program and how to save for this purpose with Virginia529. The presentation had over 120 attendees and showed the public the linkage now between Virginia529 and the ability to use funds for CTE and Registered Apprenticeship Related Technical Instruction.

Below is a specific example of a success story of a YRA program in a central Virginia county.

Hanover Center for Trades and Technology

10002 Learning Lane

Mechanicsville, VA 23111

Principal: Justin Roerink for CTE and Registered Apprenticeship Related Technical Instruction.

The Hanover CTE program began its YRA program during the 2019-2020 school year. After a year of planning and developing a systematic approach to developing the YRA program, the principal, Justin Roerink, implemented the program. The decision was made to start with only two CTE programs - HVAC and Electrical. The CTE program schedule was modified to allow seniors registered in CTE programs who had advanced to the final class level to work the days they were scheduled for classes. This allowed the students to work for Apprenticeship sponsors in registered YRA programs for eight hour days during the school year. (They requested and received approval for the schedule change through the Hanover County School Board). These YRA students were also given credit toward graduation for their successful completion of apprenticeship on the job training.

A total of 21 students were registered in YRA programs; in addition, 8 new Employer/Sponsor companies were added. Mr. Roerink developed a process for students and companies to be registered with their RA consultant prior to starting work during the 2nd half of the school year. Mr. Roerink further implemented a process that required teachers to make onsite visits to the sponsor companies to review and observe the student's on the job training. Of the students that were registered in the program, 15 students or 71% transitioned into adult registered apprenticeship programs.



Relationship Building with Regional and National Partners

Prior to the shutdown, a cohort of RA Consultants, Headquarters staff and CRAFT grant staff attended an event in North Carolina with our counterparts. In early March, North Carolina created a combined workshop, award ceremony where they can share their own success stories and best practices. These peer-to-peer development opportunities are invaluable for RA as we move regionally as well as within our own states to build the use of the model.

The Region 2 footprint from the national Office of Apprenticeship also meets monthly with the Regional Director and Deputy Director out of Philadelphia. West Virginia, Delaware, Maryland, Delaware, Pennsylvania, D.C. and Virginia. These meetings allow us to receive updates on news from the United States Department of Labor and each of the States in the region.

The National Association of State and Territorial Directors (NASTAD) also communicate through virtual meetings and email threads. This serves to continue to promote best practices and creative problem solving for the leaders of state programs. While Virginia was chosen to host the annual conference for NASTAD, the September 2020 event was postponed and a virtual conference was conducted in its stead.

CRAFT Grant Initiatives

In July 2019, the USDOL Employment and Training Administration awarded a \$1,670,811.17 grant to DOLI as the State Apprenticeship Agency for Virginia. The Commonwealth Registered Apprenticeship Future Talent (CRAFT) grant has one main goal: expand Registered Apprenticeship. This aligns with the way our Registered Apprenticeship Division works each day. We have Employer/Sponsors who have used this model to run their businesses for over 70 years and we have new prospects in new businesses or industries who have not traditionally built their workforce this way.

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

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



2020 has been a productive and challenging year for the CRAFT Project Grant. With COVID-19 putting extreme pressures and barriers early on, we all had to adjust our focus to be able to pivot to help support employers where we could. Many of our targeted industries and employer/sponsors were forced to close or dramatically decrease their apprentice numbers. Hiring for state and local government agencies was affected by mandatory hiring freezes and all new or active Registered Apprenticeship program developments were put on hold.

In contrast, IT and Cyber Security, an industry sector that has seen heavy demand due to COVID-19, used Registered Apprenticeship as a way to develop career pathways to train up new employees. During 2020 we registered 10 new employers/sponsors in the IT and Cyber Security industry who registered over 50 apprentices. This momentum is expected to continue into the New Year.

Another notable achievement this year are our new Healthcare programs. Working in partnership with a new registered intermediary, RA registered 6 new CNA apprentices. This number is expected to grow as the Intermediary Sponsor has brought on 30 employer partners mostly in the Tidewater region.

An additional purpose of the CRAFT grant is to bring awareness to all workforce, training practitioners that Registered Apprenticeship is a model that can be embraced and leveraged for the benefit of many types and sizes of businesses. The Grant has an appointed Alignment Director whose duties include creating new pathways of collaboration with other entities impacting the workforce pipeline in Virginia.

Alignment activities for the CRAFT Project have focused on communication and relationship building with a number of agencies and organizations that direct resources to workforce development or directly serve clients seeking skill development and employment. Among these are local and statewide contacts with Vocational Services (DARS and DBVI), Veterans Services, Local Workforce Areas and Economic Development. The goal of these alignment efforts is to educate and assist in a broader understanding of how Registered Apprenticeship can enhance and multiply the impact of the resources these organizations apply through their workforce programs.





CRAFT Grant Initiatives (cont.)

Aligning existing resources with Registered Apprenticeship opportunities provides a benefit for both the program participant and the program itself. Because Registered Apprenticeship creates a career pathway, the individual apprentices are able to develop relevant job skills and are rewarded by increases in their wages as these skills are developed. The supporting agency benefits from an immediate job placement as well as meeting their metrics for downstream skill gains and retention, both of which are integral to the Registered Apprenticeship model.





Awareness of the benefits for workforce program participants, coupled with the Apprenticeship Sponsor's realization that these individuals are being prepared for employment is one of the keys to expanding Registered Apprenticeship opportunities for prospective apprentices and Sponsors. By facilitating conversations and assisting in the establishment of relationships between the programs providing pre-employment support and skill development, (for example, vocational programs resulting in a variety of IT Certifications) and a Sponsor looking for Apprentices for programming and cyber-security occupations, there is an immediate, positive result. Once these relationships are established, they are likely to continue and grow due to the positive outcomes experienced by both parties. Making an initial introduction, and fostering the relationship in its early stages enhances the likelihood of long term success.

Relationship Building with Partners in the Commonwealth CRAFT Project Alignment Outreach 2020





Education Partners

-  Virginia Department of Education - Adult Education, Career and Technical Education
-  Virginia Community College System (VCCS)
-  Institute for Advanced Learning & Research
-  New College Institute



Existing Agency Partners

-  Department for Aging and Rehabilitative Services
-  Department of Veteran Services
-  Virginia Employment Commission
-  Department of Corrections







Workforce System Partners

-  Northern Virginia Workforce Board
-  Hampton Roads Workforce Development Board
-  Statewide Business Services Team (VCCS)
-  Network 2 Work Pilot

Wind Initiative Partners

-  Department of Mines, Minerals and Energy
-  Offshore Wind – Workforce Development Committee

Other Partnerships

-  Virginia Economic Development Partnership
-  Virginia Economic Developers Association
-  Central Region Independent Living Advocates for Youth Project Life
-  Ambassador Program, City of Richmond
-  Veterans Employment & Training Service (VETS) Transition Assistance Program (TAP)
-  Hampton Roads SHRM

Spreading the Word

In 2020, the Division worked with a local television station in Richmond to create a TV and digital ad campaign. Even though COVID created hesitancy and anxiety regarding expanding a workforce, the marketing blitz brought us into prime time spotlight. Geo-fencing was used to target both potential apprentices and Employers new to the RA model. Below are some of the images used:



Steps to Becoming a Registered Apprentice

1) Identify the occupation

Career seekers are encouraged to visit www.onetonline.org for in depth career exploration, as well as an interest profile quiz to help you decide what kinds of careers you might want to explore.

For a full and accurate listing of apprenticeship occupations, please visit the United States Department of Labor (DOL) Office of Apprenticeship.



2) Identify an employer who could sponsor your apprenticeship

You are responsible to reaching out to each sponsor of interest to see if they are hiring, and how best to apply. The links below allow you to search for sponsors by occupation and location, as well as see who may be hiring in your area.

[SPONSOR LIST](#)

[FAQs for Apprenticeship](#)

There are many businesses and sponsors looking for dependable employees. Please keep in mind that if you find an employer willing to hire you in your occupation of interest and they are not familiar with apprenticeship, a Consultant from our department will be more than happy to meet with them to discuss our program and point out the many benefits of apprenticeship.

Are you an employer interested in becoming a sponsor?

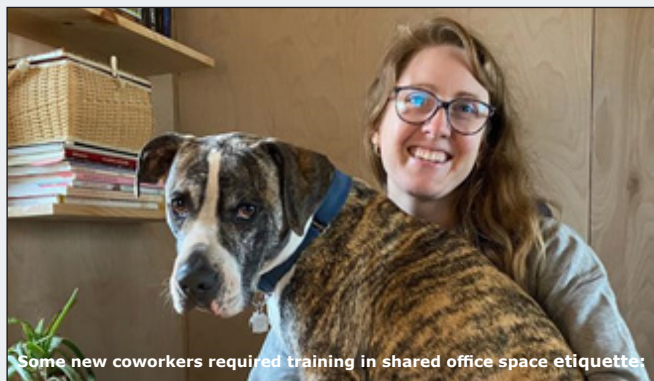
[CLICK HERE TO CONTACT US!](#)

[FAQs for Employers](#)

3) Contact a Registered Apprenticeship Consultant who will assist the sponsor and apprentice with registration

[CONTACT US](#)

dolivirginia.gov



Some new coworkers required training in shared office space etiquette.

Business Practices Change - New Co-workers Emerge

Not every hardship from COVID 19 precautions ended in turmoil. Our Registered Apprenticeship Consultants adapted to a hybrid telework schedule that allowed us to plan for physical distancing and rotating office schedules. We serve statewide which means serving Employers included potential long, tedious waits in the Hampton Roads Tunnels, or jams in Northern Virginia or miles and miles of twisting, hilly travel in Southwest Virginia. Replacing personal visits with virtual meetings actually appealed to many of the Employer/Sponsors. The virtual delivery of services will continue where we realized efficiencies.

DOLI Office Locations

-  Headquarters
-  Regional Office
-  Field Office

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

The Southwest Regional, Lynchburg and Abingdon Field Offices provide service to businesses and employees in the counties of Alleghany, Amherst, Appomattox, Bedford, Bland, Botetourt, Buchanan, Campbell, Carroll, Charlotte, Craig, Dickenson, Floyd, Franklin, Giles, Grayson, Halifax, Henry, Lee, Montgomery, Patrick, Pittsylvania, Pulaski, Roanoke, Rockbridge, Russell, Scott, Smyth, Tazwell, Washington, Wise, Wythe, and the cities of Abingdon, Bedford, Bristol, Buena Vista, Clifton Forge, Covington, Danville, Galax, Lexington, Lynchburg, Martinsville, Norton, Radford, Roanoke, Salem, and South Boston.

Verona Field Office
 201 Lee Highway
 Verona, Virginia 24482
 Phone: (540) 248-9280
 Fax: (540) 248-9284

The Verona Field Office provide service to businesses and employees in the counties of Albemarle, Arlington, Augusta, Bath, Clarke, Culpeper, Fairfax, Fauquier, Frederick, Greene, Highland, Loudoun, Madison, Nelson, Orange, Page, Prince William, Rappahannock, Rockingham, Shenandoah, Stafford, Warren, and the cities of Alexandria, Charlottesville, Fairfax, Falls Church, Fredericksburg, Harrisonburg, Manassas Park and Staunton, Waynesboro, and Winchester.

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

The Northern Virginia Regional Office and Verona Field Office provide service to businesses and employees in the counties of Albemarle, Arlington, Augusta, Bath, Clarke, Culpeper, Fairfax, Fauquier, Frederick, Greene, Highland, Loudoun, Madison, Nelson, Orange, Page, Prince William, Rappahannock, Rockingham, Shenandoah, Stafford, Warren, and the cities of Alexandria, Charlottesville, Fairfax, Falls Church, Fredericksburg, Harrisonburg, Manassas, Manassas Park and Staunton, Waynesboro, and Winchester.

Central Virginia Regional Office
 North Run Business Park
 1570 East Parham Road
 Richmond, Virginia 23228
 Phone: (804) 371-3104
 Fax: (804) 371-3166

The Central Virginia Regional Office provides service to businesses and employees in the counties of Amelia, Brunswick, Buckingham, Caroline, Charles City, Chesterfield, Cumberland, Dinwiddie, Essex, Fluvanna, Goochland, Hanover, Henrico, King & Queen, King George, King William, Lancaster, Louisa, Lunenburg, Mecklenburg, Middlesex, New Kent, Northumberland, Nottoway, Powhatan, Prince Edward, Prince George, Richmond, Spotsylvania, Westmoreland, and the cities of Colonial Heights, Hopewell, Petersburg, and Richmond.

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

The Southwest Regional, Lynchburg and Abingdon Field Offices provide service to businesses and employees in the counties of Alleghany, Amherst, Appomattox, Bedford, Bland, Botetourt, Buchanan, Campbell, Carroll, Charlotte, Craig, Dickenson, Floyd, Franklin, Giles, Grayson, Halifax, Henry, Lee, Montgomery, Patrick, Pittsylvania, Pulaski, Roanoke, Rockbridge, Russell, Scott, Smyth, Tazwell, Washington, Wise, Wythe, and the cities of Abingdon, Bedford, Bristol, Buena Vista, Clifton Forge, Covington, Danville, Galax, Lexington, Lynchburg, Martinsville, Norton, Radford, Roanoke, Salem, and South Boston.

Headquarters Office
Main Street Centre Bldg.
 600 East Main Street, Suite 207
 Richmond, Virginia 23219
 Phone: (804) 371-2327

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

The Southwest Regional, Lynchburg and Abingdon Field Offices provide service to businesses and employees in the counties of Alleghany, Amherst, Appomattox, Bedford, Bland, Botetourt, Buchanan, Campbell, Carroll, Charlotte, Craig, Dickenson, Floyd, Franklin, Giles, Grayson, Halifax, Henry, Lee, Montgomery, Patrick, Pittsylvania, Pulaski, Roanoke, Rockbridge, Russell, Scott, Smyth, Tazwell, Washington, Wise, Wythe, and the cities of Abingdon, Bedford, Bristol, Buena Vista, Clifton Forge, Covington, Danville, Galax, Lexington, Lynchburg, Martinsville, Norton, Radford, Roanoke, Salem, and South Boston.

Tidewater Regional Office
 Interstate Corporate Center,
 Building 6
 6363 Center Drive, Suite 101
 Norfolk, Virginia 23502
 Phone: (757) 455-0891
 Fax: (757) 455-0899

The Tidewater Regional Office provides service to businesses and employees in Hampton Roads and on the Eastern Shore. The region includes the counties of Accomack, Gloucester, Greensville, Isle of Wight, James City, Mathews, Northampton, Southampton, Surry, Sussex, and York, and the cities of Chesapeake, Emporia, Franklin, Hampton, Newport News, Norfolk, Poquoson, Portsmouth, Suffolk, Virginia Beach and Williamsburg.

