

Virginia Works:

*Connecting people to careers
and employers to skilled talent*

Virginia Boys and Men
Advisory Commission

AUGUST 25, 2026



What we will cover today

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How we serve Virginians and employers

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System Impact

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Registered Apprenticeship

4

Opportunity Advocates and Fair Chance Hiring

Helping Virginians find and advance in quality careers...



Job search & matching

VirginiaHasJobs.com and the Virginia Workforce Connection connect people to open jobs.



Career navigation & coaching

One-on-one guidance, resume help, and career planning at local centers.



Training & credentials

WIOA-funded training accounts, integrated education, and industry credentials.



Registered Apprenticeship

Earn-while-you-learn pathways into skilled, high-demand occupations.



Support after a layoff

Rapid response and dislocated worker services when a job ends.



Veterans & priority populations

Dedicated help for veterans, and support for justice-involved and other job seekers.

...And providing a skilled talent pipeline for Virginia businesses



Direct employer partnerships

Statewide relationships with employers across in-demand sectors, structured around hiring needs and skill requirements.



Recruitment & hiring support

Job posting, candidate sourcing and screening, and virtual and in-person job fairs at AJCs and partner sites.



Registered Apprenticeships

Earn-while-you-learn pathways combining paid work with related instruction; produces nationally recognized credentials.



Sector partnerships

Industry-led collaboratives that align training to real employer demand — currently active in healthcare, manufacturing, IT, and skilled trades.



Work Opportunity Tax Credit

Federal tax credit for employers who hire individuals from target groups, including SNAP recipients and long-term unemployed.



Career pathway design

Help employers map entry-level roles to advancement opportunities so first jobs lead to sustained employment.



In-person service delivery: American Job Centers

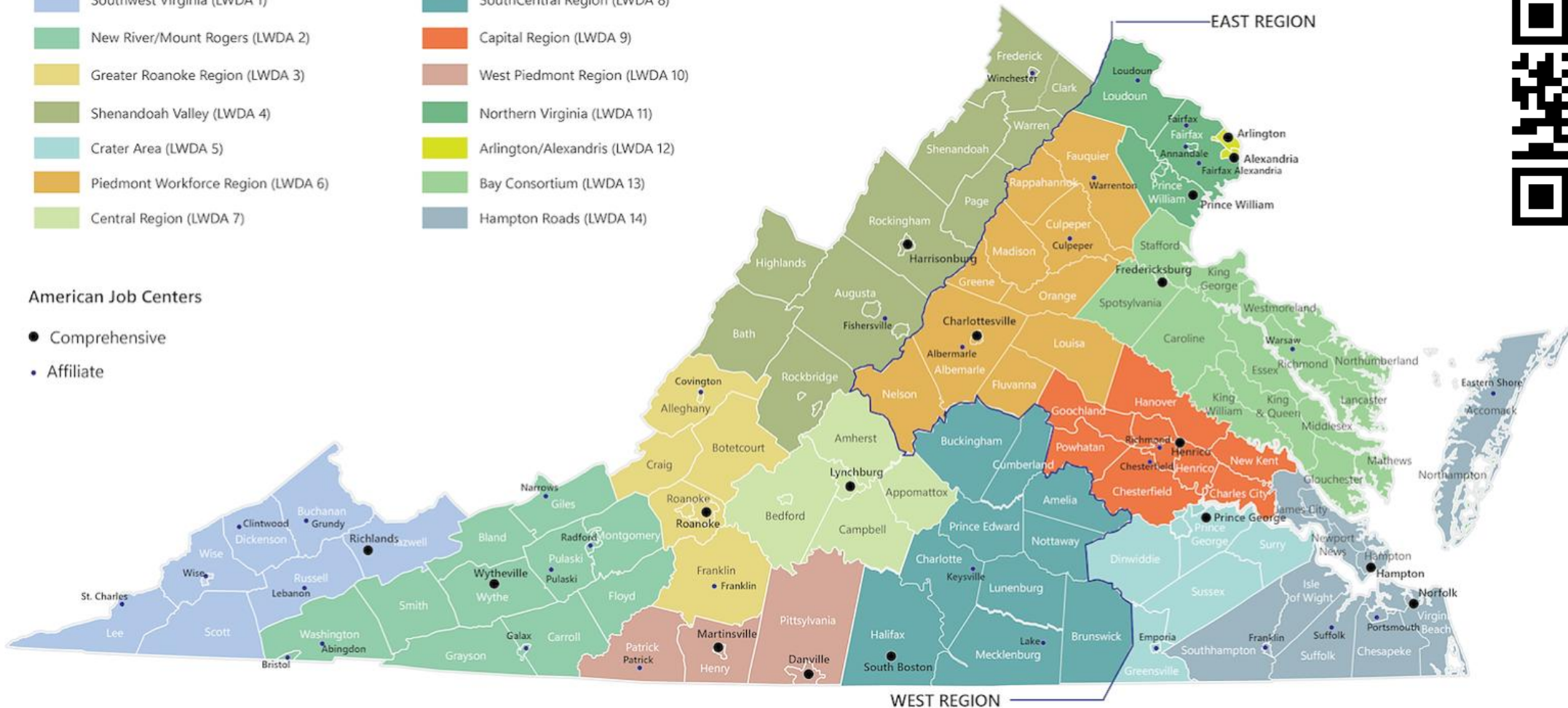


Local Workforce Development Areas (LWDA)

- | | |
|------------------------------------|--------------------------------|
| Southwest Virginia (LWDA 1) | SouthCentral Region (LWDA 8) |
| New River/Mount Rogers (LWDA 2) | Capital Region (LWDA 9) |
| Greater Roanoke Region (LWDA 3) | West Piedmont Region (LWDA 10) |
| Shenandoah Valley (LWDA 4) | Northern Virginia (LWDA 11) |
| Crater Area (LWDA 5) | Arlington/Alexandria (LWDA 12) |
| Piedmont Workforce Region (LWDA 6) | Bay Consortium (LWDA 13) |
| Central Region (LWDA 7) | Hampton Roads (LWDA 14) |

American Job Centers

- Comprehensive
- Affiliate



By the numbers: the scale of our system

OUR REACH

167,000+

visits to American Job Centers annually

125,000+

unique individuals served

170,000+

*Virginians receiving Career Connections
e-newsletter each month*

OUTCOMES FOR INDIVIDUALS

20,000+

individuals placed into jobs annually

15,500+

active Registered Apprentices in VA today

EMPLOYER & ECONOMIC IMPACT

7,000+

*businesses and associations engaged as
part of the Virginia Talent Network*

\$112.3M

*in WOTC certified tax credits in
2025 (45,000+ certifications)*

\$3 for every **\$1** invested

*ROI of Virginia's investment in
Registered Apprenticeship*

Registered Apprenticeship

The “earn-while-you-learn” model that pairs paid work with structured training and a national credential. Virginia has over **15,500 active apprentices** today – **about 84% are male**.



Structured Pathway

Combines structured On-the-Job Training (OJT) with classroom Related Technical Instruction (RTI).



Fast Growth

Virginia - 50% increase in active Apprentices since 2022. Launching an Intermediary Network to support growth with partners.



Support and Incentives

Grant opportunities and support network to help employers launch and expand Registered Apprenticeship programs.

Models At-A-Glance

Program Type	Target Audience	Duration	Pay & Credentials
Pre-Apprenticeship	Career preparation for any job seeker	4 to 12 weeks	Stipend/Unpaid; Industry Safety Certificate + RA Program Priority
Youth Apprenticeship	High School Students	1 to 2 years	Paid OJT; Diploma, College Credit, Trade Hours
Registered Apprenticeship	Adults	1 to 4 years	Paid Day-One; Portable National Journeyworker Card

Registered Apprenticeship – Why it Matters

Benefits for Workers

- Earn While You Learn (Zero Debt):** Receive wages starting on Day 1, with guaranteed wage progression and zero student debt.
- Portable National Credential:** Graduate with a nationally recognized Journeyworker card recognized across all 50 states.
- 1-on-1 Mentorship & Career Growth:** Gain structured, hands-on guidance from experienced professionals with long-term advancement.

Benefits for Employers

- Customized Talent Pipeline:** Train workers directly on company's specific equipment, workflows, and operational standards.
- High Retention & Proven ROI:** Reduce recruitment and onboarding costs with an average 90% post-program retention rate and a proven \$3-to-\$1 return on investment.
- Financial Grants & Incentives:** Access dedicated grant opportunities and tax credits to offset instructional and training expenses.

Opportunity Advocates

Opportunity Advocates are Virginia Works staff who go directly to justice-impacted Virginians on probation and parole to connect them with careers before and after release. Since October 2025, we have reached **3,800+ Virginians**.



In-person outreach across VADOC

Advocates meet supervisees in all three VADOC regions and 36 of 43 probation & parole districts.



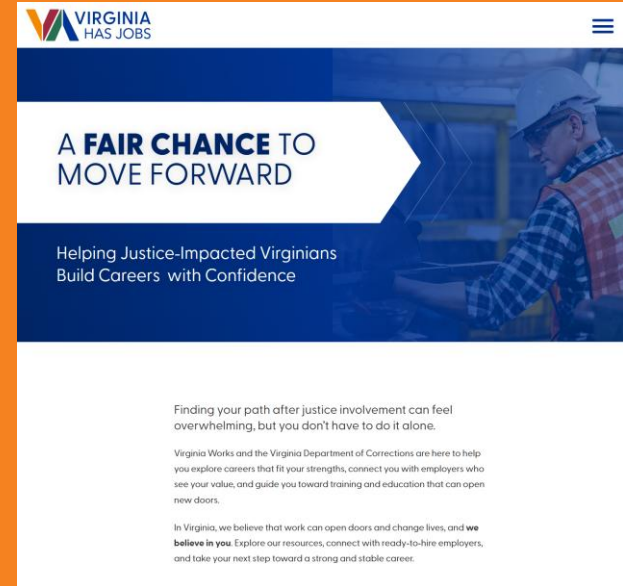
Whole-person career support

Access to training and upskilling before and after release, GED and higher education, 1:1 coaching, and whole-person referrals.



Fair Chance jobs & employers

Fair Chance statewide virtual hiring events and **VirginiaHasJobs.com/fairchance** link participants to employers who use WOTC and bonding.



Welcome home! Returning home after incarceration can feel overwhelming, but you don't have to do it alone. Discover the essential resources, programs, and support services available to help you rebuild your life, find employment, secure housing, and access benefits across Virginia. From Medicaid enrollment to job training and veteran services, this video guides you through every step of your reentry journey toward a stronger, more successful future."

[Watch Here](#) >

Questions?

Virginia Works: viriniaworks.gov

Post Jobs: vawc.virginia.gov

Find Jobs: viriniahasjobs.com

Local Centers: viriniaworks.gov/locations

Follow Us: @VirginiaWorks (LinkedIn) @VAWorks (X /Twitter)

