



Accelerate VA

Real Skills. Real Work. Real Time.

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VIRGINIA
WORKS

DEPARTMENT
OF WORKFORCE
DEVELOPMENT
AND ADVANCEMENT

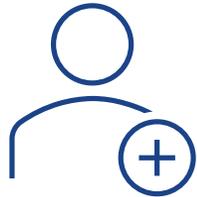
Virginia State Police Case Study

- 350 Vacancies
 - Struggle to hire highly-qualified applicants
- +
- 25-30% attrition during basic training
 - 18% quit - "Not for Me"
- +
- 30% + Background Failure Rates
 - 21 YOA academy requirement

VACANCIES



Pathway to Trooper Program



**Expands the market
for job seekers**



**Provides on the job
training**



**Partnership High Schools
and Community Colleges**



**Fills vacancies and
provides a more
sustainable workforce**



Apprenticeship Landscape

U.S. Apprenticeship Data

- As of FY25, there are 678,014 Registered Apprentices in the United States
 - Virginia comes in at #15 within the counts 12,136 total
- **Highest States Similar in Population**
 - **Indiana**
 - 25,250 total
 - **Washington**
 - 22,292 total
 - **Michigan**
 - 21,346 total
- **Highest Border States**
 - **Maryland**
 - 20,890 total
 - **North Carolina**
 - 12,058 total
 - **Tennessee**
 - 11,247 total

Virginia Apprenticeship Data

Virginia comes in at #15 within the counts (down 0.24 from FY24)

- 12,136 total
- **Traditional Apprenticeship Industries:**
 - Construction – 36%
 - Manufacturing – 20%
 - Other Services – 14%
- **Non-Traditional Apprenticeship Industries:**
 - Public Administration – 4%
 - Utilities – 3%
 - Professional & Technical Services – 3%
 - Health Care and Social Assistance – 2%
 - Educational Services – 1%
 - Transportation & Warehousing – 0.9%
 - Administrative Support – 0.6%
 - Finance - .06%

The Need

- There are over 100 State Agencies with over 2,000 jobs currently posted on the Commonwealth Virginia Website.
- 58% of those jobs also align with the current Career & Technical Education (CTE) courses and credentials offered in K-12 public schools
- However, many of these sectors with vacancies lack Registered Apprenticeships within Virginia:
 - Health and Human Services
 - Public Safety
 - Administrative/Clerical
 - Trades and Operations
 - Scientific Research
 - Architecture/Engineering
 - Agriculture/Life Science
 - Facilities/Skilled Trade

High School Enrollment and Postsecondary Plans

In School Year 2023-2024, there were 94,330 graduates.

74%
furthered
their
education

16% went
straight
into the
job market.

7% had no
plans

3% joined
the military

Apprenticeships Matter

STUDIES SHOW USING REGISTERED APPRENTICESHIP RESULTS IN:

81%

reduced turnover*

91%

improved employee loyalty*

96%

improved company culture*

78%

product or process innovation*

[*https://www.apprenticeship.gov/sites/default/files/aai-in-fographic-employers-11-11-22.pdf](https://www.apprenticeship.gov/sites/default/files/aai-in-fographic-employers-11-11-22.pdf)

Building the Supply and Meeting the Demand



ACCELERATE VA

REAL SKILLS. REAL WORK. REAL TIME.

Mission Statement

Accelerate VA is dedicated to bridging the gap between high school education and rewarding careers. By empowering students today with hands-on apprenticeship opportunities, we provide the skills and experiences necessary to transform them into the skilled workforce of tomorrow.



From To

FILL THE VOID... BUT HOW?

- Establish additional partnerships with state agencies to expand Registered Apprenticeship programs
- Use the student self-assessment tool to drive students to Registered Apprenticeships
- Leverage Registered Apprenticeships to fill state vacancies



Stakeholder Ecosystem: A Collaborative Effort Across Virginia



Stakeholder	Role & Value
Students	Primary beneficiaries; gain real-world skills, career clarity, and paid experience.
State Agencies (Employers)	Develop apprenticeships, hire skilled talent, and meet workforce demands.
Virginia Works	Host <i>Accelerate VA Apprenticeships</i> self-assessment tool and apprenticeship resources.
Virginia Department of Education	Integrate <i>Accelerate VA Apprenticeships</i> student assessment tool into curriculum and support implementation.
Community Colleges	Provide technical training and certifications.
School Divisions/Counselors	Promote program, guide students through career exploration and application.
Parents and Guardians	Support and influence student decision-making.

Why This Matters to State Agencies



Aligns with Workforce Development Goals

- Governor Youngkin's target of 20,000 registered apprenticeships by 2026.

Program Reach

- A **centralized system** improves coordination and increases program access.

Better Talent Matching

- Self-assessment tool helps ensure students are placed in programs that **align with their strengths and career aspirations**, increasing both success rates and satisfaction, and retention.

Long-term Workforce Development

- Students entering apprenticeship programs with clearer career goals are more likely to become long-term employees in key state sectors, **reducing turnover** and **enhancing workforce stability**.

Data-Driven Decisions

- Agencies can access performance metrics and program data that help optimize apprenticeship efforts, ensuring programs are efficient, effective, and aligned with current workforce demands.

Agency Engagement Strategy: Preparing the Next Generation of Talent



Awareness & Education Campaign

- Launch an internal digital campaign using email newsletters and HR system notifications that provides links to a toolkit for agencies.
- Short explainer video: A 2-minute animated video simplifying what apprenticeships are and how Virginia Works supports them.

Champion Network

- Create a **Champion Spotlight Series**—website highlights and **webinars** featuring those who have successfully launched programs.

Technical Guidance & Support

- Offer **monthly office hours** where agency reps can drop in to ask questions.
- Create **customized onboarding sessions** for agencies ready to explore program design.
- Provide agency **one-on-ones**.

Recognition

- Create an **“Apprenticeship Innovator” award** given annually to the agency leading in registration and program quality.
- Publicly recognize engaged agencies at statewide conferences and Commonwealth-wide Town Halls.

ACCELERATE VA APPRENTICESHIPS:
CREATING AN EARLY ENTRY POINT INTO THE WORKFORCE

Target Group: High school & middle school students

Strategy: Apprenticeships and early career exploration

Pipeline Contribution:

- *Accelerate VA Apprenticeships* introduces high school students to state careers through hands-on apprenticeships, providing real-world experience and practical skills.

VIRGINIA MANAGEMENT FELLOWS (VMF) PROGRAM:
BUILDING FUTURE STATE LEADERS

Target Group: Recent college graduates

Strategy: Structured, rotational leadership development

Pipeline Contribution:

- VMF builds a reliable bench of candidates ready to fill mid- and senior-level management positions, helping mitigate leadership gaps in the state workforce.

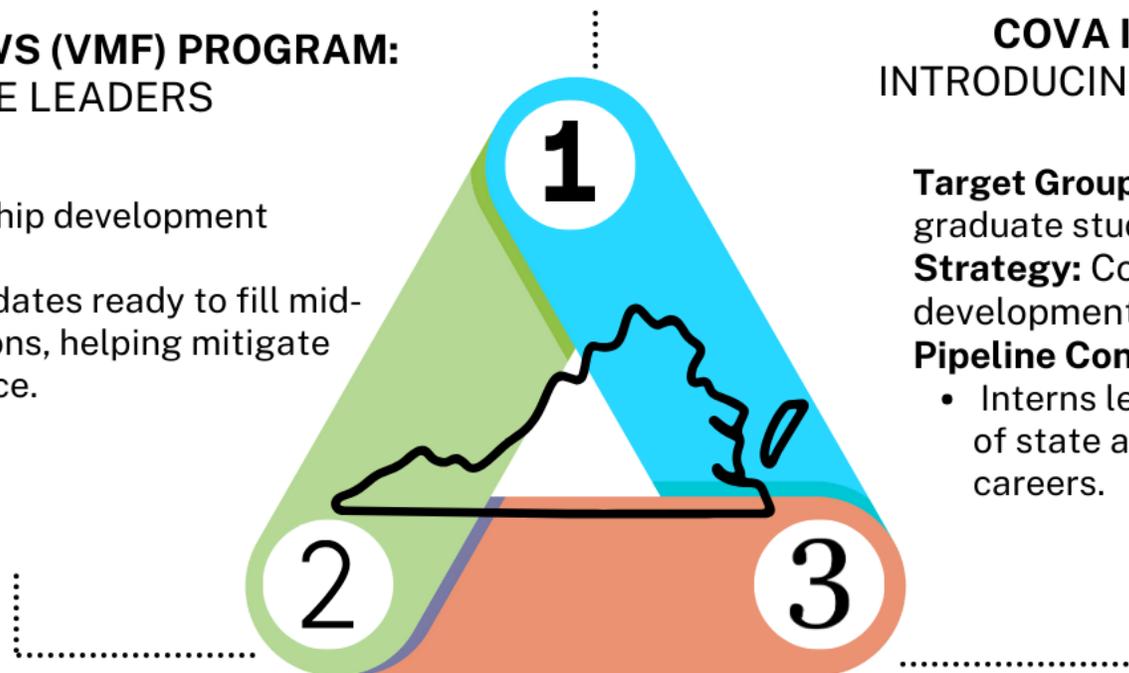
COVA INTERNSHIP CONNECTION:
INTRODUCING COLLEGE STUDENTS TO PUBLIC SERVICE CAREERS

Target Group: College interns (undergraduate and graduate students)

Strategy: Cohort-based internships with professional development

Pipeline Contribution:

- Interns learn about the structure, mission, and scope of state agencies, sparking interest in public service careers.



SUSTAINABLE TALENT PIPELINE FOR VIRGINIA STATE AGENCIES

Student Engagement Strategy: Connecting to the Next Generation of Talent



Social Media Campaigns

- Strategy: Student-led reels, Q&A with apprentices, influence partnerships (e.g., alumni, local athletes, or social media personalities).
- Use hashtags to increase visibility : #FutureReadyVA, #AccelerateVA, #ApprenticeshipsVA

Interactive Self-Assessment Questionnaire

- Mobile-friendly quiz to explore interests and match to **available state Registered Apprenticeships**.

Dedicated Apprenticeship Portal

- Allow students to track their apprenticeship journey, from self-assessment to securing a position.

Club and Career Fair Participation

- Partner with school clubs (e.g., career clubs, business clubs, DECA) to promote the program.
- **Provide literature and info videos for** career fairs.



ACCELERATE VA APPRENTICESHIPS

Hey Virginia Students – Want to Get Ahead?
Accelerate VA is your launchpad to real-world success.



What is Accelerate VA?

Accelerate VA helps you **turn your interests into a career!** Through paid, hands-on **apprenticeships**, you can explore careers, build skills, and gain experience that gives you a **head start on your future.**



Why Should You Care?

- Real Skills you can apply right away
- Real Work experience that employers value
- Real Time pathways to success - no waiting, just progress



How It Works

- Start with a self-assessment to discover what careers fit you—based on your personality, interests, and strengths.
- Get matched to apprenticeship programs where you'll learn by doing, not just sitting in class.
- Build your resume and professional network while you're still in school.
- Explore careers early so you don't waste time later.



What is an Apprenticeship, Anyway?

An apprenticeship is like a job plus learning. You:

- Work in a real state agency
- Get paid while you learn
- Gain hands-on experience that leads to real jobs
- Graduate with skills and direction



Ready to Explore?

Take the first step with our career fit quiz on the [Virginia Works website](#). It only takes a few minutes, and it could help you discover what career paths match your vibe—and how to get started with an available registered state apprenticeship program.



What You Get

- A head start on your career
- Less guesswork about your future
- Better decisions about college, training, or job options
- A chance to earn while you learn
- The confidence to go after what you really want



Tell Your Teachers, Parents, or Counselors

- They can help you get connected and even bring Accelerate VA to your school. You don't have to wait until after graduation to start building your future.



Your **Future Is Closer** Than You Think.
Real Skills. Real Work. Real Time.
That's the Accelerate VA way.



ACCELERATE VA APPRENTICESHIPS



Student Engagement Strategy

**Connecting Virginia's up & coming
workforce to:**

Real Work. Real Skills. Real Time.

Assist high school graduates in identifying career recommendations through an interactive self-assessment questionnaire that matches students' interests and preferences with corresponding career fields



Self Assessment Purpose



Self assessment questionnaire accelerates students' career exploration efforts by matching interests and skillsets with career fields that direct students toward available apprenticeships



Questionnaire available on VA Works site to drive student traffic towards awareness of available Registered Apprenticeship programs in Virginia



Self assessment provides students with a tool that puts them in the driver seat on how to best accelerate their career path and their future

Sample Questionnaire

Assessment Prompt:

- Self-assessment questionnaire is designed to help students reflect on interests, strengths, and preferences
- Will better understand which career paths might be a good fit
- Once completed, user will receive career field suggestions that align with the assessment taker's responses

What subjects do you enjoy the most in school? (Select up to 3)

- Math
- Science
- English/Language Arts
- Social Studies/History
- Art/Design
- Technology/Engineering
- Health/Physical Education
- Business/Entrepreneurship
- Other: _____

Sample Questionnaire Continued

Which of the following activities do you enjoy in your free time? (Select up to 3)

- Solving puzzles or math problems
- Writing stories or creating content
- Building or fixing things (e.g., gadgets, furniture)
- Helping others with their personal needs or healthcare
- Working with computers or technology
- Designing artwork, graphics, or crafts
- Organizing events or projects
- Engaging in physical fitness or sports
- Other: _____

How would you describe your problem-solving abilities?

- I love solving complex problems and finding solutions.
- I enjoy solving problems but prefer structured tasks.
- I find solving problems challenging but rewarding.
- I prefer working on tasks that don't require much problem-solving.

Which of the following best describes your communication skills?

- I am comfortable speaking in front of groups and presenting ideas.
- I am better at writing or communicating through technology.
- I enjoy one-on-one conversations and helping others understand things.
- I prefer listening and supporting others in group settings.

Sample Questionnaire Continued

How do you feel about having a flexible work schedule or varying hours?

- I like the idea of flexibility and variety in my schedule.
- I prefer a consistent schedule and knowing exactly what to expect.
- I don't mind flexibility as long as the work gets done.
- I'm not sure; I need more information about work schedules.

How long are you willing to spend on education or training after high school?

- I'm open to college or technical school for 4+ years.
- I'm interested in something shorter, like a 1-2 year program or apprenticeship.
- I prefer starting my career right away with hands-on training or an apprenticeship.
- I haven't decided yet.

Results = Pathway to a Registered Apprenticeship Program

01



If you scored high on working with technology, problem-solving, and independent tasks: Consider careers in Information Technology (IT), Engineering, Software Development, or Graphic Design.

02



If you scored high on helping others, communication, and teamwork: Explore careers in Healthcare (nursing, medical assisting, physical therapy), Education, Customer Service, or Social Services.

03



If you scored high on creativity, design, and innovation: Consider careers in Creative Arts (graphic design, video production, animation), Marketing/Advertising, or Fashion Design.

04



If you value earning potential, leadership, and organization: Explore careers in Business, Entrepreneurship, Finance, or Project Management.

Success Metrics



Number of state agencies with Registered Apprenticeship programs



Number of students who complete the self assessment that successfully complete the apprenticeship



Increase of traditional and non-traditional programs across state agencies



Number of state agencies who hire apprentices to fill vacancies



Number of apprentices who remain as full-time employees after one year



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