

Trends

No Data Available

Legend:

▲ Increase,
 ▼ Decrease,
 ↔ Steady

Key Performance Areas

No Data Available

Productivity

No Data Available

Legend:

▲ Improving,
 ▼ Worsening,
 ↔ Maintaining

For more information on administrative key, and productivity measures, go to www.vaperforms.virginia.gov/agencylevel/index.cfm

Background & History

Since 1898, the Virginia Department of Labor and Industry has served the citizens, employers and employees of the Commonwealth. The agency's purpose is to make Virginia a safe, healthy, and productive place to work, live and conduct business. The Department works with Virginia employers and employees to develop strong occupational safety and health programs and with those who strive to achieve workplace safety and health by offering voluntary protection programs and consultation services. The agency's compliance activities address safety and health hazards in general industry and construction, and increase workplace safety awareness via special emphasis programs. Through registered apprenticeship, the Department promotes job training opportunities that prepare the skilled workers that employers seek to hire. The agency also administers child labor, minimum wage, and other labor laws. In addition, the Department safeguards life and property by certifying and overseeing the inspection of boilers and pressure vessels. The Code of Virginia, §§40.1-1 through 40.1-11.2, provides for establishment of the Department of Labor and Industry and outlines the Commissioner's authority. See the Code of Virginia sections listed below.

- §§40.1-22 thru 40.1-51.4:5, Protection of Employees
- §§40.1-51.5 thru 40.1-51.19:5, Boiler and Pressure Vessel Safety Act
- §§40.1-51.20 thru 40.1-51.22, Asbestos Notification
- §§40.1-51.23 thru 40.1-51.41, Virginia Asbestos NESHAP Act
- §§40.1-78 thru 40.1-116, Child Labor
- §§40.1-117 thru 40.1-127, Voluntary Apprenticeship and
- §§40.1-139 thru 40.1-142, Industrial Hygiene and Safety Profession Title Protection Act

Primary Product & Services

The Department enforces occupational safety/health laws and regulations through inspections in general industry, construction and agriculture in the public and private sectors, except for employers in federal enclaves or those covered by federal agencies. The agency offers safety/health consultation to employers and training/technical assistance to employers and employees, as well as coordinating a Virginia Occupational Safety and Health Conference. The agency recognizes qualified high-hazard companies with outstanding occupational safety/health programs. The Department develops regulations that set minimum occupational safety/health requirements, and issues policies, procedures, program directives, operational manuals, and regulations. The agency collects data for the Annual Survey of Occupational Injuries and Illnesses and the Census of Fatal Occupational Injuries (CFOI) in partnership with the US Bureau of Labor Statistics.

The Department also helps employers establish and maintain registered apprenticeship training programs. The agency monitors registered apprenticeship agreements and the quality of registered apprenticeship training programs. The agency issues a Registered Apprenticeship Certificate of Completion to each apprentice who successfully completes the program.

In addition, the Department enforces laws and regulations governing child labor and other provisions of §40.1 of the Code of Virginia. Agency staff train local school officials who issue permits for fourteen and fifteen-year-olds who are to be employed and issue theatrical and solicitation permits for minors.

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Finally, the Department educates owners/users about Virginia's laws regarding boilers/pressure vessels, and helps customers to keep certificates current, find inspectors, and maintain safe boilers/pressure vessels that comply with regulations. The agency also enforces laws and regulations for constructing, installing, operating, and repairing boilers and pressure vessels, as well as investigating accidents or complaints.

Customer Base

The agency anticipates steady growth in its customer base and an increased demand for skilled workers during the economic recovery. Changing workforce demographics and increased customer technology demands will necessitate enhancements and modifications to the agency's processes and services.

Customer Listing

No Data Available

Key Agency Statistics

The following statistics provide a comprehensive snapshot of the magnitude of the Department's operations during calendar year 2011.

Finances

The Department of Labor and Industry is funded by State General Fund Appropriations, Federal Funds from the U.S. Department of Labor, and Special Revenue Funds from various sources including Indirect Cost Recoveries, Asbestos/Lead Project Permit Fees, Consultation and Voluntary Protection Program (VPP) Grant Matching Funds, and registration fees for the Virginia Safety and Health Conference.

Fund Sources

No Data Available

Revenue Summary Statement

The Department's programs contribute significant revenues to the state that offset program costs. For state fiscal year 2012, the Department's revenues represented 62% of annual agency expenditures. These revenues were a combination of fees collected in the Boiler and Asbestos programs, federal grants, and penalties collected by the Department's Virginia Occupational Safety and Health and Labor and Employment Law Divisions.

Key Risk Factors

Funding: The existing economic uncertainty continues to place pressure on federal and state funding of agency programs.

Information Technology Demands: Increasing Technology Costs present challenges to meeting technological business and security standard requirements including infrastructure, equipment, software, and development costs.

Workforce Impact: DOLI has experienced significant challenges in recent months, chief among them, the impact of the statewide budget crisis and the resulting rise in the unemployment rate that comes in response to the failing economy compounded by our aging workforce. As more and more of DOLI's most qualified workers contemplate retirement, there is cause for significant concern since

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their departure results in a loss of institutional knowledge and expertise, leaving vacancies to be filled by younger, less experienced workers with a probable need for training and/or certifications. Continued efforts to maintain open and frequent communication are imperative in order to organize and implement effective succession planning.

Performance Highlights

During state fiscal year 2012, the Department enhanced economic development and made Virginia a safer place to live and work. The agency's occupational safety and health compliance staff identified 22,224 occupational safety and health hazards. A total of 75 worksites were recognized for exceptional workplace safety and health through the Safety and Health Achievement Recognition Program (SHARP) and the Voluntary Protection Program (VPP). The agency's boiler safety staff issued 35,801 inspection certificates for boiler and pressure vessel objects. The computed cost of providing registered apprenticeship services per registered apprentice was \$70.73.

Performance Measures

Management Discussion & Analysis

General Information about the Ongoing Status of the Agency

The Department continues to strengthen its programs, and strives to make Virginia a safe, healthy, and productive place to work. Agency employees continue to focus on lowering costs while improving services that enhance economic development. The Department has partnered with other state and federal agencies, with local governments, and with private sector entities to make workplaces safer and healthier while simultaneously lowering costs for employers.

Looking ahead, the Department will

- continue to strengthen agency programs that make Virginia a safe, healthy, and productive place to work.
- continue to work with employers who seek to strengthen their safety and health programs, allowing employees to return safely home every night to their families. The agency will have the opportunity to increase the efficiency of the Virginia Occupational Safety and Health (VOSH) Program by multiplying the size and expertise of our Voluntary Protection Program, and will eventually have workers focused on several industries located throughout Virginia.
- improve the efficiency of child labor work permitting processes.
- continue to expand registered apprenticeship for both sponsors and apprentices as opportunities arise in emerging industries, particularly in the energy and advanced manufacturing sectors.
- continue to be vigilant in inspecting boilers and pressure vessels to ensure safe operation and to protect the property and lives of Virginia's citizens.

Information Technology

The Department of Labor and industry's programs and administration are supported by customized business applications. Each application provides agency programs business functionality to comply with statutory responsibilities and best management practices. The Virginia Occupational Safety and Health Program utilizes software, hardware and systems that have been developed and are supplied and supported by the Occupational Safety and Health Administration (OSHA) of the United States Department of Labor. The remaining programs utilize software that was developed by external contract or internal resources.

Two major technology initiatives underway include (1) automation of the child labor work permitting process and (2) transfer of the Virginia Occupational Safety and Health Program to a federal network.

Workforce Development

Like many other state agencies, the Department has experienced significant challenges in recent years including recruiting and

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retaining top talent, a limited training budget, and an aging workforce. In analyzing workforce planning data, it is apparent that the agency has witnessed a tremendous increase in the number of applicants for each position, many of whom do not possess the desired knowledge, skills, and abilities to effectively carry out the required duties. At the same time, the agency continues to experience job enlargement due to the inability to recruit for a number of positions. In response to this need, the Department has developed and implemented a volunteer program which is having a positive impact on the quality and quantity of services that the agency is able to provide within the limitations of a reduced workforce. The nature of the tasks, duties, and responsibilities associated with many of the positions within the Department require skills that are very specialized, marketable, and in demand. The agency often faces stiff competition from other business entities or federal agencies that are also searching for the most talented employees. As one means of retention, a detailed orientation program has been designed to acquaint new agency employees with the many advantages of employment within the agency. Employee satisfaction surveys and anonymous suggestion opportunities allow the agency to stay abreast of employee thoughts and opinions as a means of retaining the most qualified employees. In an effort to expand internal skill sets and career development, cross-training opportunities are provided as well as other in-house training and leadership programs for the purpose of comprehensive workforce and succession planning, promoting teamwork, and maximizing the potential of its human capital. The Department has also cultivated and established mentoring opportunities to assist employees in preparation for seamless, upward mobility and to enhance employee performance in current positions.

Physical Plant

The Department maintains a central headquarters office in Richmond, Virginia with four regional (Central, Northern, Southwest and Tidewater) and three field office (Verona, Lynchburg, and Abingdon) sites providing services throughout Virginia. All of these properties are managed/leased through Department of General Services (Division of Real Estate Services).