

VIRGINIA DEPARTMENT OF
LABOR AND INDUSTRY



State Fiscal Year 2025 ANNUAL REPORT

This annual report contains information derived from the programs and activities of the agency during state fiscal year 2025 (SFY25 includes July 1, 2024 to June 30, 2025).



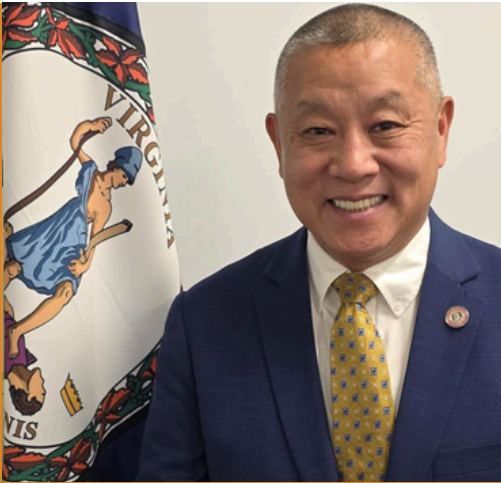
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Message from the Commissioner

Gary Pan

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Through improved processes, modernized systems, and targeted technology upgrades, we built a cohesive, future-ready agency.

As Commissioner of the Virginia Department of Labor and Industry (DOLI), I extend my deepest gratitude to our exceptional DOLI team and to the citizens of the Commonwealth for entrusting me with this important responsibility. Our mission is to make Virginia a better place in which to live, work, and conduct business. Together, we have advanced this mission and delivered real results.

At the beginning of my term, I worked with my executive leadership team to create and implement our Top Five, a core set of initiatives, which have been a strategic investment in our people and infrastructure. Throughout DOLI, these initiatives set our focus on enhancing stakeholder engagement, addressing organizational capabilities, and modernizing our systems and processes. We also established our Values-in-Action which define how we achieve our results. All of this works to address culture and appropriately shifted DOLI's focus to how we drive a collective benefit for all Virginians. Finally, we realigned teams to serve stakeholders more effectively and these enhancements have strengthened our organizational capabilities, elevated our engagement with workers and employers, and bolstered Virginia's economy. Through improved processes, modernized systems, and targeted technology upgrades, we built a cohesive, future-ready agency.

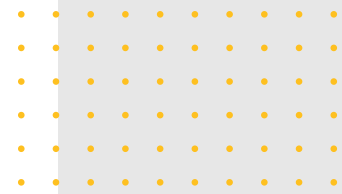
As a regulatory agency working to strengthen Virginia, clarity of regulations and strong guidance matter to all. In this report, I am pleased to share that DOLI reduced its regulatory requirements by 43%. As a result, Governor Glenn Youngkin recognized DOLI's commitment to streamline regulatory guidance and our work to assure Virginia has current and contemporary requirements that protect both our workforce and the public.

Additional highlights I am pleased to share:

- Engagement and support of the Hampton Roads Human Trafficking Task Force and the results achieved
- Launch of the VOSH Institute of Learning and Outreach (VILO)
- The first VOSH Alliance with the Washington DC Chapter of the National Electric Contractors Association (DC NECA) and the International Brotherhood of Electrical Workers (IBEW/Local 26)
- Launch of the What IF? Program promoting injury free careers across Virginia
- Direct access to permits for youth employment and for asbestos and lead abatement activities through the implementation of electronic portals

It is an honor to share this annual report with you. I am immensely proud of what our team has accomplished. I remain confident that DOLI, using our Values-in-Action and the investment in leadership, will continue to build upon these successes and uphold Virginia's standing as a national leader for Virginia's workforce, business community, and the public.

Gary G. Pan
Commissioner



About the Agency

DOLI’s budget for the state fiscal year was \$22,452,830 which included \$14,049,716 in state general funds, and \$8,403,114.00 in non-general funds. Our maximum employment level was 180 positions.

Funding was received from State General Fund Appropriations, Federal Funds from the U. S. Department of Labor, and Special Revenue Funds from various sources including Federal Indirect Cost Recoveries, Asbestos/Lead Project Permit Fees, and Voluntary Protection/Compliance Grant Matching Funds.



During fiscal year 2025, the Department collected \$14,129,564.55 in revenue associated with fees in the Boiler and Asbestos programs, federal grants, and penalties paid to the Virginia Occupational Safety and Health and Labor and Employment Law Divisions.

Programs

The agency is comprised of the following regulatory programs:



Virginia Occupational Safety and Health

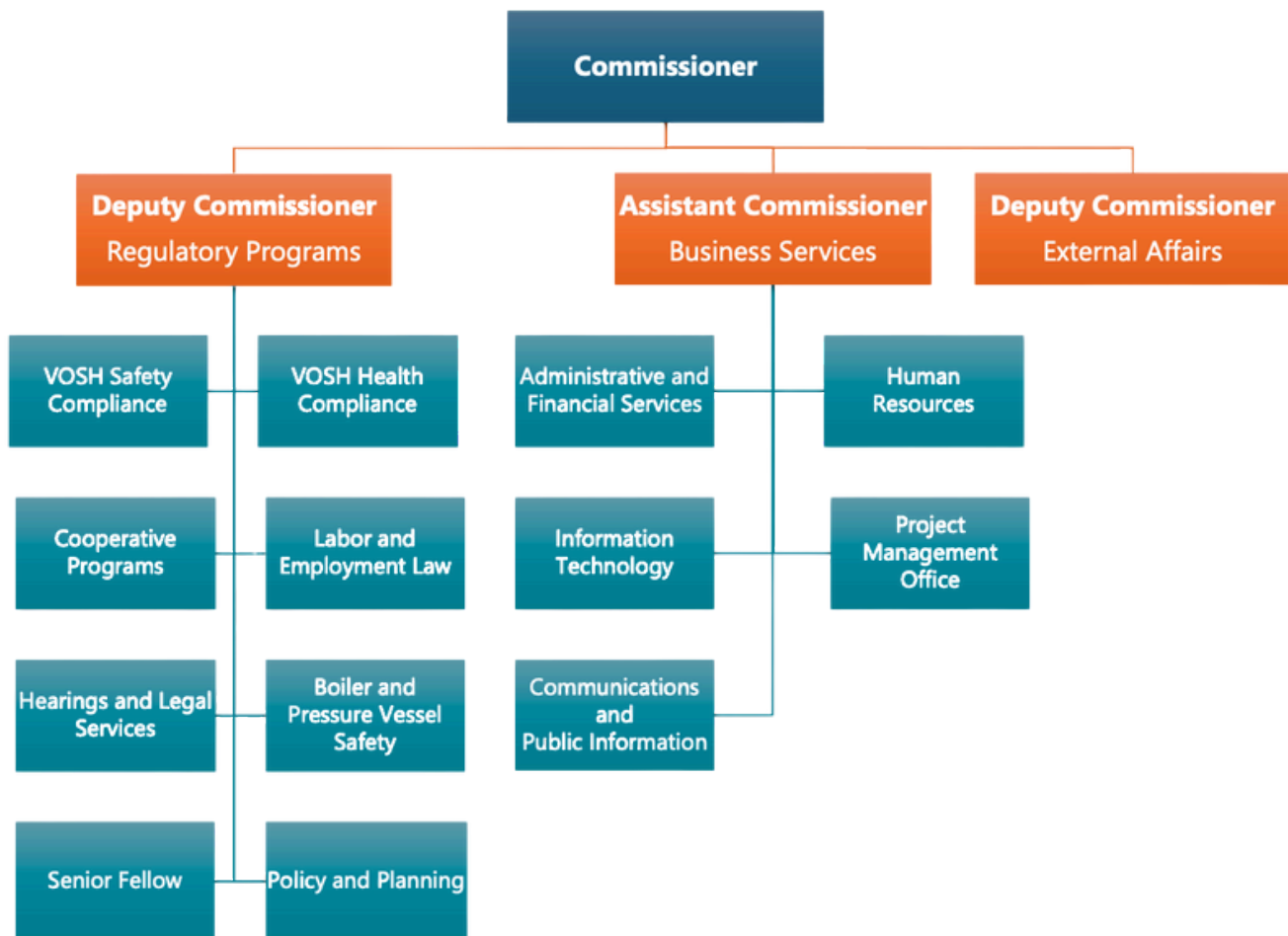


Labor and Employment Law Services



Boiler and Pressure Vessel Safety

Organizational Chart



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The Virginia Department of Labor and Industry promotes safe, healthful workplaces, best employment practices, job training opportunities, the protection of children from hazardous employment, and safe operation of boiler and pressure vessels.

Regulatory Programs

Virginia Occupational Safety and Health (VOSH) Compliance

Mission Driven Approach: Promoting Safer Workplaces Across Virginia

At the core of VOSH's mission is a steadfast commitment to ensuring that every worker has access to a safe and healthful workplace. This mission is accomplished through a combination of regulatory and voluntary approaches, including:

- Safety education and outreach initiatives
- Standard setting and compliance
- Hazard evaluation and risk assessment
- Workplace inspections
- Special Emphasis Programs

Virginia Occupational Safety and Health

The Virginia Occupational Safety and Health Program administers occupational safety and health protections in accordance with the State Plan agreement between the Virginia DOLI and the U.S. Department of Labor's Occupational Safety and Health Administration (OSHA), as outlined in Va. Code § 40.1-1. The Program covers general industry, agriculture, construction, and the public sector.

Program at a Glance

Scope & Staffing	
Establishments under Jurisdiction	~309,000
Workforce Covered	~4.8 million
Budgeted Compliance Officers	38 Safety CSHOs, 21 Health CSHOs*
* CSHO = Compliance Safety and Health Officer	

Regulatory Programs

Virginia Occupational Safety and Health

VOSH inspections are categorized into Safety or Health:

- **Safety Hazards:** Electrical exposure, unguarded machines, fall risks, electrical lockout/tagout failures, and overhead high voltage lines.
- **Health Hazards:** Chemical exposures (e.g., carcinogens), physical hazards (e.g., noise, radiation, extreme temperatures), biological threats (e.g., infectious diseases, molds), and ergonomic stressors (e.g., repetitive tasks, vibration, lifting).



DOLI makes safety a top priority by highlighting common workplace hazards and providing Virginia-specific standards, OSHA guidance, training resources, and inspections to help employers protect workers and prevent accidents.



Regulatory Programs

Virginia Occupational Safety and Health

Hazard Recognition and Compliance

VOSH works to detect hazards, seek abatement, provide guidance on workplace safety standards. To uphold these standards, VOSH conducts both unprogrammed and programmed inspections that play a vital role in fostering safer work environments.

- Unprogrammed inspections are initiated in response to urgent situations, including imminent danger reports, serious incidents such as fatalities, amputations, or in-patient hospitalizations, as well as employee complaints and referrals from other government entities.
- Programmed inspections focus on specific hazards or industries with higher-than-average rates of occupational injuries and illnesses. These proactive assessments allow VOSH to concentrate its efforts where they are needed most.

State Emphasis Programs (SEPs) guided many programmed inspections in FY24, such as:

- Amputations
- Fall hazards
- Logging, sawmills, and tree trimming
- Overhead high voltage line safety
- Heavy equipment/reverse signal operations
- Wastewater and water treatment facilities
- Asbestos in construction

Through these comprehensive efforts, VOSH works diligently to eliminate and reduce workplace injuries, illnesses, and fatalities, and to provide opportunities for Virginia's workforce to work injury free and for Virginia's businesses to succeed.



Regulatory Programs

Virginia Occupational Safety and Health

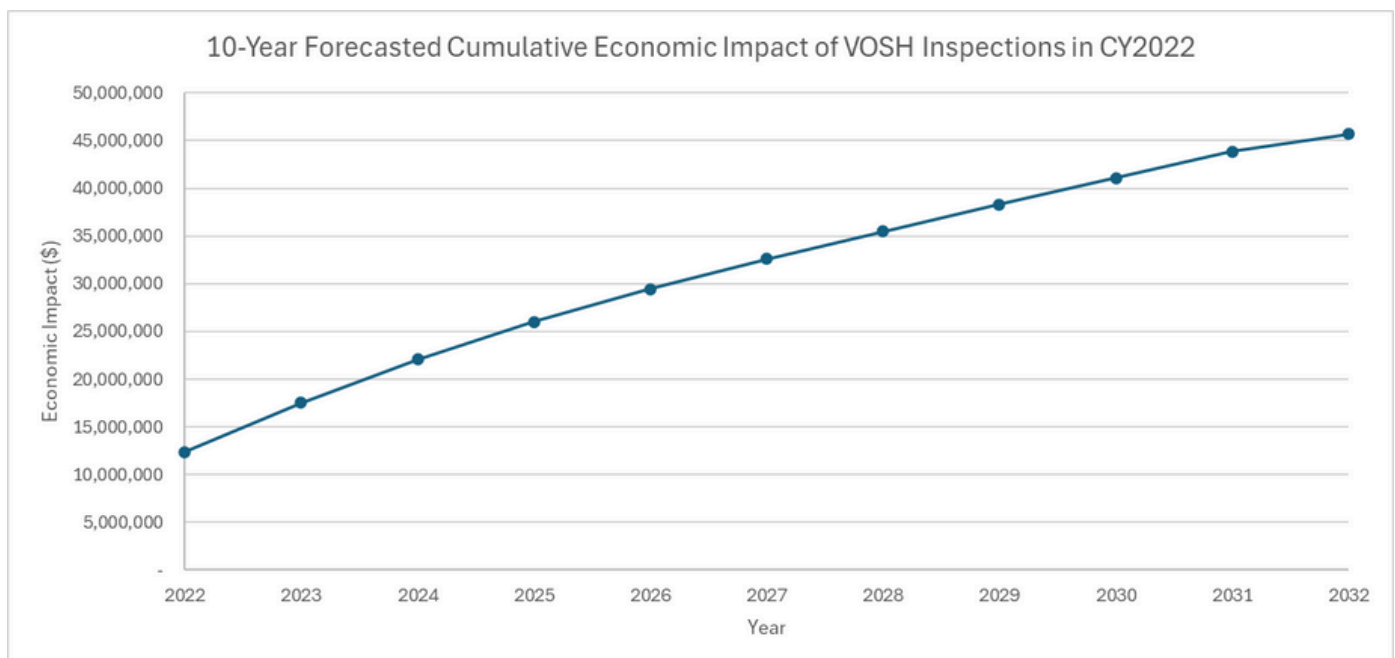
Economic Impact of VOSH Inspections

A comprehensive study conducted by the University of Virginia's Weldon Cooper Center for Public Service evaluated the economic effects of VOSH compliance programs on workplace safety and health outcomes as well as statewide economic growth. Using both economic impact analysis and social cost-benefit analysis, the study assessed how VOSH activities influence and shape employment, output, income, and overall societal well-being.

The findings confirm that VOSH inspection programs deliver positive economic returns by:

- Reducing workplace injuries and illnesses
- Enhancing worker productivity and quality of life
- Generating measurable gains in gross domestic product (GDP), personal income, and state tax revenues
- Providing cost-effective results compared to many common medical interventions

These results highlight the long-term value and fiscal efficiency of investing in workplace safety and health initiatives. VOSH's proactive compliance programs continue to serve not only as a public health measure, but also as a driver of economic resilience across the Commonwealth. With every inspection and outreach effort, VOSH moves forward with its mission of protecting Virginia's workers from preventable harm and ultimately working injury free.



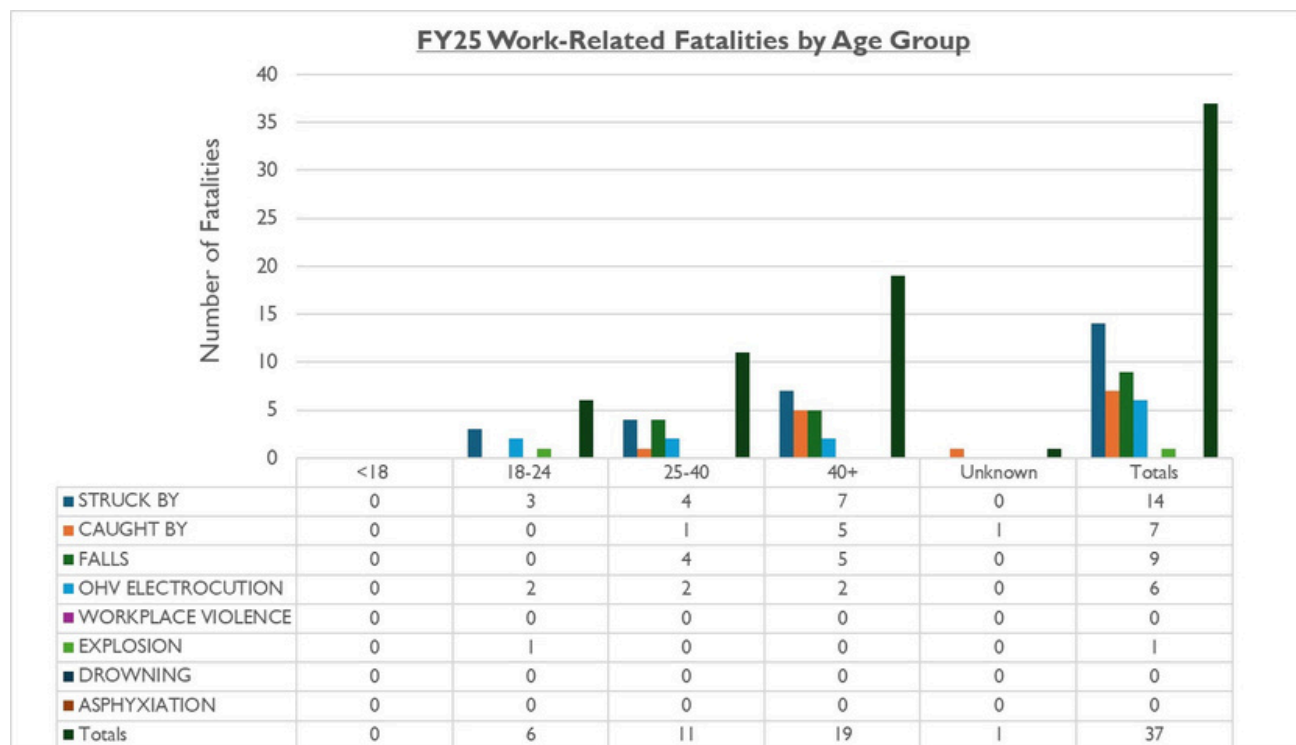
Regulatory Programs

Virginia Occupational Safety and Health

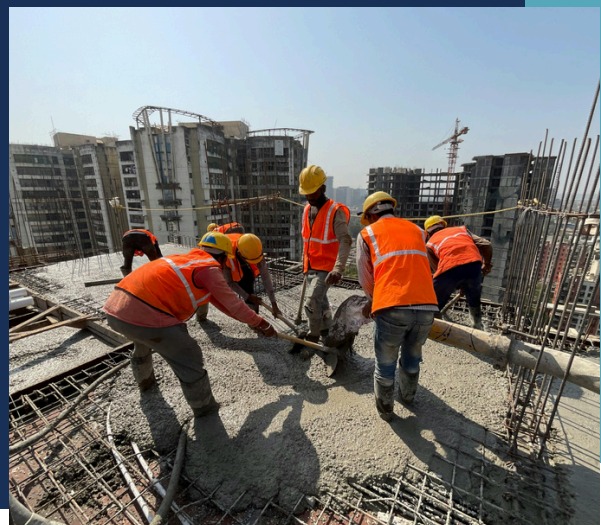
Industry Engagement

Construction remains a critical focus area. VOSH actively promotes safety awareness in the construction industry around:

- Scaffolding and fall protection
- Trenching practices
- Overhead power lines
- Heavy equipment operation



With every inspection and outreach effort, VOSH moves forward with its mission of protecting Virginia's workers from preventable harm and ultimately working injury free.



Regulatory Programs

Virginia Occupational Safety and Health



Protecting Workers and Empowering Employers

“What IF?” Campaign: Cultivating a Culture of Prevention

Launched in FY25, VOSH’s **“What IF?”** campaign challenges the notion that workplace injuries are inevitable, reframing them as entirely preventable. It promotes the Injury Free mindset, a proactive approach that embeds safety as a core personal and organizational value.

An Injury Free career is built on three guiding principles:

- **Shared Responsibility** – Safety is a collective effort. Everyone plays a role in creating and maintaining a safe work environment.
- **Management Commitment** – A mindset that sees safety as an equal business partner and integrates it into the full organization must start at the top. Leadership must champion safety as a non-negotiable business need.
- **Care for One Another** – Effective workplace safety thrives when individuals look out for one another—not just themselves.

By encouraging these values, the “What IF?” campaign is fostering a culture shift—one that sees prevention not as a task, but as a shared mindset and a business need.

LAPS Portal: A Leap into Digital Modernization

The Lead and Asbestos Permit System (LAPS) Portal was launched by the Asbestos and Lead Division to replace outdated paper-based permitting with a secure, fully online platform. This long-awaited digital transformation enhances:

- Customer service and ease of use
- Reduced processing delays and cost
- Compliance efficiency for contractors

LAPS lays the groundwork for a modernized, responsive permitting system that meets today’s expectations.



Regulatory Programs

VOSH Cooperative Programs

Cooperative Programs provide resources that help employers comply with VOSH regulations. The agency invests considerable time, effort, and resources in providing consultation services, coordinating voluntary protection programs, and providing training. Throughout the year, the Program has built meaningful partnerships with approximately 330 employers, reflecting our commitment to fostering strong stakeholder engagement and expanding collaborative opportunities across Virginia's businesses and workforce.

Consultation

Through the Virginia On-site Consultation Program, we offer confidential occupational safety and health consultation, at no cost, to small and medium-sized businesses across the state who request our assistance, with priority given to high-hazard worksites.

On-site Consultation services do not lead to penalties or citations. Rather, employers find out about potential hazards at their worksites, improve their occupational injury and illness prevention programs, decrease workers' compensation costs, maintain productivity, and may qualify for a one-year exemption from general schedule VOSH inspections. During the year, Program staff carried out 275 visits to worksites of small employers, where they identified and corrected more than 1,000 hazards. These interventions not only improved safety practices but also delivered measurable benefits to Virginia's construction and manufacturing workforce, underscoring our shared commitment to protecting workers and supporting employers across the state.

The Virginia Safety and Health Achievement Recognition Program (SHARP) recognizes small business employers who operate exemplary injury and illness prevention programs. Current SHARP sites include:

- Auxiliary Systems Inc. (Norfolk)
- Murdock Acquisition, LLC/BC Wood Products (Ashland)
- Campostella Builders and Supply Corp (Norfolk)
- New Guard Plastic Cards, LLC (Rocky Mount)
- Coperion Corporation (Wytheville)
- Riddleberger Brothers, Inc. (Mount Crawford)
- Faulconer Construction Company (Louisa)
- Town of Christiansburg (Christiansburg)
- Innovative Refrigeration Systems Inc. (Lyndhurst)
- Virginia Panel Corporation (Waynesboro)
- J.S. Purcell Lumber Corporation (Louisa)

Regulatory Programs

VOSH Cooperative Programs

VILO VOSH Institute for Learning & Outreach

VIRGINIA DEPARTMENT OF
LABOR AND INDUSTRY **DOLI** 

VILO

The VOSH Institute for Learning & Outreach (VILO) was established in 2024 by DOLI's Division of Regulatory Programs Occupational Safety and Health (VOSH) as Virginia's Center for Excellence in the Development of an Injury and Illness Free Career Culture. VILO has permanent dedicated state-of-the-art classroom space at the Virginia Public Safety Training Center (VPSTC) in Hanover, Virginia. Our presence at VPSTC establishes DOLI as a premier public safety state agency partner and enables us to share resources, ideas, expertise, and best practices in a collaborative and cost-effective way.

In addition to this location, VILO also delivers virtual and face to face training experiences in a variety of locations throughout the Commonwealth. VILO develops and delivers training opportunities in partnership with other agencies and organizations, as well.

A total of seven different training experiences were developed and delivered under the VILO umbrella during the period SFY 2024, ranging from one day events to multiple session, series-based experiences. These training events were attended by agency personnel and employers and employees in Virginia.



Regulatory Programs

VOSH Cooperative Programs

VILO

The first training offered by VILO, a course in 'Investigative Interviewing Techniques', designed to be 'at least as effective as' OSHA 1310', was delivered over the course of 3 days in January 2025. A total of 21 DOLI Agency personnel completed the 3-day course, earning 2 CEU's.

Two separate professional development workshops were developed for DOLI Agency Personnel and delivered under the VILO umbrella by a Professional Coach and Facilitator from DHRM. The first, a one-day workshop in 'Expanding Productivity and Time Management Effectiveness', was delivered to 77 DOLI Agency Personnel in spring 2025. The second, a 'Leadership Development Workshop Series', was attended by 20 different existing and emerging agency leaders in spring 2025. This workshop was comprised of 5 different, day-long, training sessions covering a variety of topics. A total of 7 participants earned 1.5 CEU's by completing all five sessions.

Two different training experiences in Industrial Hygiene were developed and delivered by agency experts and included outside subject matter expert presentations. The first, 'Industrial Hygiene Sampling Techniques' was attended by 25 agency individuals over 2.5 days of training. The second, 'Industrial Hygiene Equipment Training', was a day-long workshop and attended by 21 agency personnel.

The inaugural Virginia Trench Safety Summit was developed and delivered in April 2025 in collaboration with the Virginia Department of Fire Programs and the North American Excavation and Shoring Association (NAXSA). A total of 130 people, including agency personnel and employers and employees, participated in the day long learning experience, which covered tabulated data, OSHA standard updates, demonstrations of proper shoring techniques and equipment, and trench collapse rescue operations.

A course on Asbestos Awareness, designed to meet the 2-hour training requirements for Class IV operations under 1926.1101(k)(9)(vi) consistent with 40 CFR 763.92(a)(1) and to satisfy the EPA annual training requirements regarding asbestos for local education agency maintenance and custodial staff was developed and delivered during this period. A total of 22 employers and employees attended this day long workshop and earned a Certificate of Completion.



Regulatory Programs

VOSH Cooperative Programs

Voluntary Protection Programs

The Voluntary Protection Programs (VPP) concept recognizes that enforcement alone can never fully achieve the objectives of the OSH Act of 1970. Exceptional safety and health management programs that go beyond VOSH standards can protect workers more effectively than simply complying with laws that set minimum safety and health requirements. Since Virginia's first STAR Worksite approval in 1996, the initiative has expanded to include Challenge, VADOC Challenge, BEST, and BUILT programs. Today, 74 employers across the Commonwealth participate in VPP, demonstrating a shared commitment to advancing workplace safety and strengthening partnerships between employers, employees, and regulators.



Virginia On-site Consultation Program

The Department of Labor and Industry provides free VOSH Consultation services to help small Virginia employers, with less than 250 employees, better understand and voluntarily comply with the Virginia Occupational Safety and Health (VOSH) standards.



Regulatory Programs

VOSH Cooperative Programs

Benefits of Voluntary Protection Programs

All of the programs in Virginia VPP acknowledge and foster a state of the art approach to implementing safety and health systems that prevent serious injuries, illnesses, and fatal accidents to employees; while also providing a demonstrative return on investment to businesses that allows them to be more productive, more competitive, and more economically viable in a very challenging economy.

Participants in the various programs in Virginia VPP assist businesses and government agencies in substantially improving occupational safety and health protections for thousands of employees through voluntary and cooperative efforts; while reducing insurance premiums, workers' compensation costs, absenteeism, and increasing productivity and competitiveness. Improving productivity and decreasing employers' costs related to maintaining a safe and healthy workplace enhances economic viability and increases available capital for reinvestment, expansion, and new hiring.

Besides enhanced worker safety and health, there are numerous other benefits that individual VPP participants experience. Collaboration with VOSH has included opportunities to showcase best practices at conferences and workshops or occasions to train with VOSH employees to share the latest efforts in worker safety and health. Active employee involvement in safety can also lead to higher quality production, stronger business performance with exceptional business metrics.

Programs:



Regulatory Programs

VOSH Cooperative Programs



Virginia STAR

The Virginia STAR program is patterned after the federal OSHA VPP STAR program and is designed to recognize and promote excellence in employee safety and health management. It is available to employers of all sizes in both the private and public sectors. The program has two levels of participation, STAR and Merit. Participants at the STAR level are a select group of worksites that have designed and implemented outstanding safety and health systems, including full and meaningful employee involvement. Merit participants are those that have demonstrated the potential and willingness to achieve STAR status and are implementing planned actions to achieve the VPP STAR requirements.

The Virginia STAR has rigorous requirements and confers the highest level of recognition on certified employers. The program relies heavily on employer self-assessments and requires an extensive application process which includes the submission of written safety and health policies and procedures. Once an employer has successfully submitted an application, final certification requires an intensive weeklong inspection by a VOSH VPP Evaluation Team. This team will interview employees, review safety and health plans, observe work practices, and verify that the employer has implemented effective safety and health programs. Only those employers that fully meet the eligibility requirements are accepted into the program.

During 2024, 6 sites were evaluated for STAR recertification. Additionally, four new STAR sites were approved by the Commissioner and were added to the combined total of 38 active STAR sites.

38 Sites

Regulatory Programs

VOSH Cooperative Programs



Virginia STAR Results

United Airlines, Raytheon, Sysco, Cintas, Eastman Films, International Paper, Dominion Energy, and Lunenburg Correctional Center are just a small sample of the 38 Virginia employers providing exceptional worksite safety and health protections for employees in the Commonwealth. With the average cost of a medically consulted workplace injury to an employer of \$41,757 (source: National Safety Council, 2021), the value of providing workplace safety and health protection through VPP becomes self-evident. Sites that participated in Virginia VPP STAR during 2024 averaged more than 50% lower injury and illness rates than their counterparts in their respective industries. Virginia STAR members report improved employee morale, increased productivity, and competitiveness to go along with decreased absenteeism, lower workers' compensation costs and insurance premiums.



Regulatory Programs

VOSH Cooperative Programs



Virginia Challenge

The Virginia Challenge Program provides a “roadmap to Virginia STAR,” plotting a path for employers to follow with the help of a voluntary network of safety and health professionals committed to providing guidance and advice in developing and implementing a safety and health management system based on VOSH’s VPP model to the program’s participants in the private and public sector.

This program provides flexibility for a diversity of general industry employers with three levels of participation and provides recognition for employers that complete each stage and demonstrate incremental improvements on their path to attaining Virginia STAR.



Regulatory Programs

VOSH Cooperative Programs



Virginia Challenge

Virginia Challenge supports VOSH's VPP mission to protect lives by reducing fatalities, injuries, and illnesses in the workplace.

The core elements of the Virginia Challenge program are the same as Virginia STAR. To qualify for Virginia STAR, a site must operate a comprehensive safety and health management system that includes four essential elements and their sub-elements. The main elements are:

- Management Leadership and Employee Involvement,
- Worksite Analysis,
- Hazard Prevention and Control, and
- Safety and Health Training



In 2024, 11 participants are in the Challenge program and are preparing to apply for STAR recognition in the near future.



Regulatory Programs

VOSH Cooperative Programs



BEST Partnership

The Associated General Contractors of Virginia (AGCVA) celebrated the signing of the Virginia BEST Partnership Program on October 13, 2016. This represented the culmination of a five-year effort in collaborating with AGCVA to develop a unique recognition program that would bestow a similar recognition for construction sites and contractor members. These efforts have resulted in the creation of the Building Excellence in Safety, Health and Training (BEST) program and are a unique model for partnering with exemplary general contractors to improve site safety and provide a vital safety model for this hazardous group of industries.



The BEST Partnership is a recognition program that incorporates the four major elements of VPP and bestows three levels of achievement.

In 2024 there were 11 active participants in the BEST Program.



Regulatory Programs

VOSH Cooperative Programs



BEST Partnership

Three Levels of Participation in Virginia

Level 1 - The basic achievement level in the Virginia BEST program for applicants that develop and implement an effective safety and health management system that meets current VOSH regulatory requirements.

Level 2 - The intermediate achievement level in the Virginia BEST program for applicants having an established safety and health management system that exceeds current VOSH regulatory requirements.

Level 3 - The highest achievement level in the Virginia BEST program for applicants having an exceptional safety and health management system that serves as a model for other construction employers.



Regulatory Programs

VOSH Cooperative Programs



Virginia BUILT: A Strategic Partnership with the Associated Builders and Contractors of Virginia (ABCVA)

In 2020, VOSH established a Strategic Partnership with ABCVA to combine Challenge concepts with ABCVA's STEP (Safety Evaluation and Training Process) program to recognize commercial construction contractors that develop and implement exemplary safety and health management systems. The partnership, known as Virginia BUILT, is designed to encourage and recognize ABCVA members who voluntarily implement highly effective safety and health management systems to benefit construction workers and reduce or eliminate injuries, illnesses, and fatalities on construction sites in Virginia.

Virginia BUILT's unique approach to workplace safety and health incorporates a "mentorship" program as a key component. The Mentorship Tier is the introductory tier of participation in the partnership for those employers actively working with the ABC-VA Virginia BUILT Council (VBC) to improve their safety and health management systems to meet VOSH requirements.

Another essential component of Virginia BUILT is the incorporation of the ABC's STEP program (Safety Training Evaluation Process) as the gateway to participation in Virginia BUILT. Founded in 1989 as a safety benchmarking and improvement tool, STEP has evolved into a world-class safety management system that dramatically improves safety performance among participants regardless of company size or type of work. Participating ABC member firms measure their safety processes and policies on 24 key components resulting in recognition through progressive levels of achievement (Bronze, Silver, Gold, Platinum, and Diamond).



Virginia BUILT's unique approach to workplace safety and health incorporates a "mentorship" program as a key component.



Regulatory Programs

VOSH Cooperative Programs

DOLI and the Virginia Department of Corrections (VADOC)

The Department of Labor and Industry (DOLI) and the Virginia Department of Corrections (VADOC) signed a strategic partnership on August 16, 2018, incorporating Challenge concepts to work with the VADOC to bring additional correctional facilities and operations into Virginia VPP. Two VADOC facilities have already achieved STAR status, Augusta Correctional Center and Lunenburg Correctional Center. These sites are only two correctional facilities recognized as VPP STAR in the nation.

In 2024, the VADOC Challenge participant sites advanced their safety and health management systems (SHMS) with frequent meetings and coaching sessions with the DOLI VPP Staff and Virginia Challenge Coordinator.



The participants include:

1. Baskerville Correctional Center
2. Caroline Correctional Unit2
3. Dillwyn Correctional Center
4. Green Rock Correctional Center
5. Greenville Work Center
6. Harrisonburg Men's Community Corrections Alternative Program
7. Red Onion State Prison
8. Virginia Correctional Enterprise HQ

The VADOC Challenge Program is designed to encourage and recognize all VADOC facilities that voluntarily implement highly effective safety and health management systems to benefit Corrections' workers and reduce or eliminate injuries, illnesses, and fatalities at VADOC sites in Virginia.

Regulatory Programs

VOSH Cooperative Programs

Virginia Challenge and VADOC Challenge



Both, Virginia Challenge and VADOC Challenge have three stages of participation. They are:

Stage I – Assess, Learn and Develop

This is the Virginia Challenge and VADOC Challenge stage in which participants are introduced to the basic VPP elements that are necessary to launch the development and implementation of an effective safety and health management system.

Stage II – Implement, Track, and Control

This is the Virginia Challenge and VADOC Challenge stage in which the basic actions and outcomes of Stage I have been completed and the sites are beginning to implement a thorough safety and health management system.

Stage III – Reassess, Monitor, and Improve

This is the Virginia Challenge and VADOC Challenge stage in which the participant site's safety and health management system has been fully implemented and the site is continuing to assess its effectiveness and improve its performance where necessary.

Regulatory Programs

VOSH Cooperative Programs

Objectives for Virginia VPP in 2026

The following objectives for the coming year are:

1. Increase the number of active VPP participants in all of the VPP programs in Virginia so that more worksites and employers may achieve the program's results of increased worker safety and health and improved employee morale.
2. Continue the growth of VPP employee involvement in mentoring with other worksites, which leverages the skills and knowledge of Virginia's employers to help the agency achieve its goals.
3. Develop the DOLI VPP Staff to fully engage VPP participants and interested employers in maximizing the value of VPP to the Commonwealth's workforce.
4. Expand the Virginia BEST (Building Excellence in Safety, Health and Training) strategic partnership with the Associated General Contractors of Virginia (AGCVA).
5. Advance the Virginia Challenge program to include more participants from a wide variety of employers and industries.
6. Promote the DOLI/VADOC Challenge program to expand the number of correctional facilities qualified to enter the VPP and provide an effective model for other government agencies to develop exemplary safety and health programs.
7. Expand the Virginia BUILT strategic partnership with the Associated of Builders and Contractors of Virginia (ABCVA).
8. Continue to promote and expand events that provide opportunities to share best practices from VPP participants with interested employers to improve and enhance the quality of all of the participants' safety and health programs.



Regulatory Programs

Labor and Employment Law

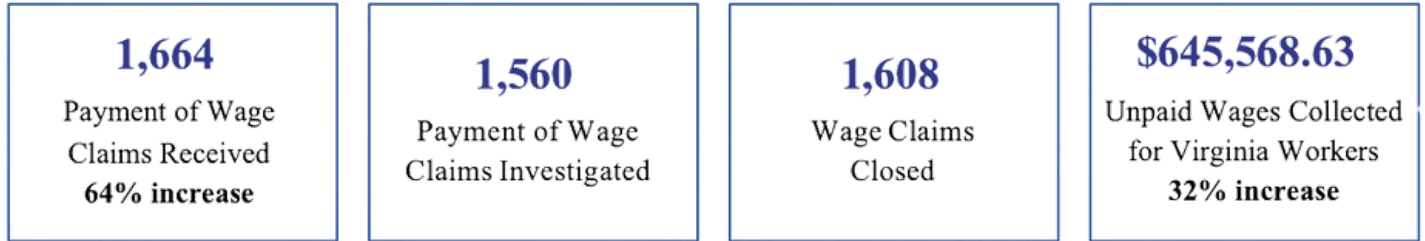
The Division of Labor & Employment Law leads and administers programs that assure compliance with the laws that address pay, assignment of wages, minimum wages, employment of children, anti-retaliation, right to work, prevailing wage, non-competes, human trafficking, and certain other statutes related to employment in the Commonwealth. The Division also provides consultation services to the public concerning garnishments and other court ordered wage withholdings.



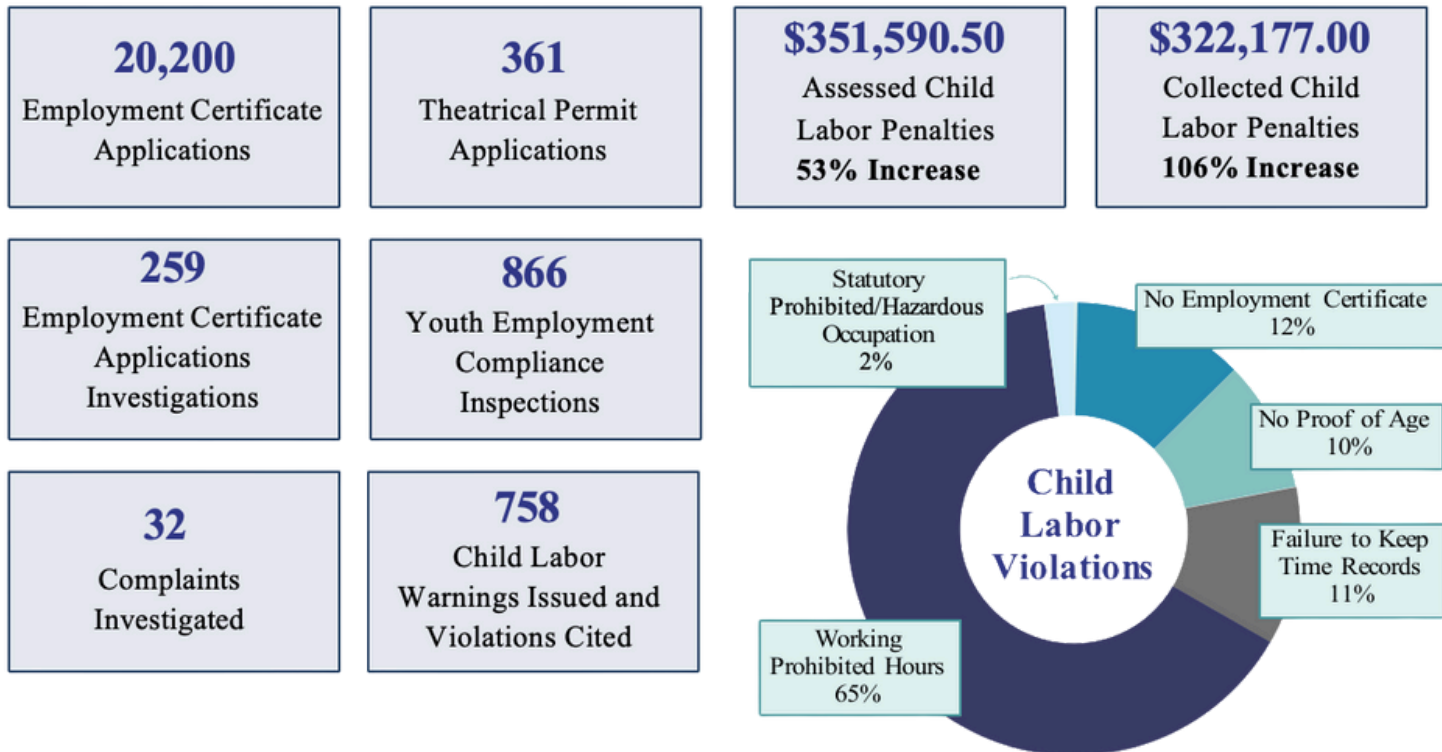
Regulatory Programs

Labor and Employment Law

Wage Investigations

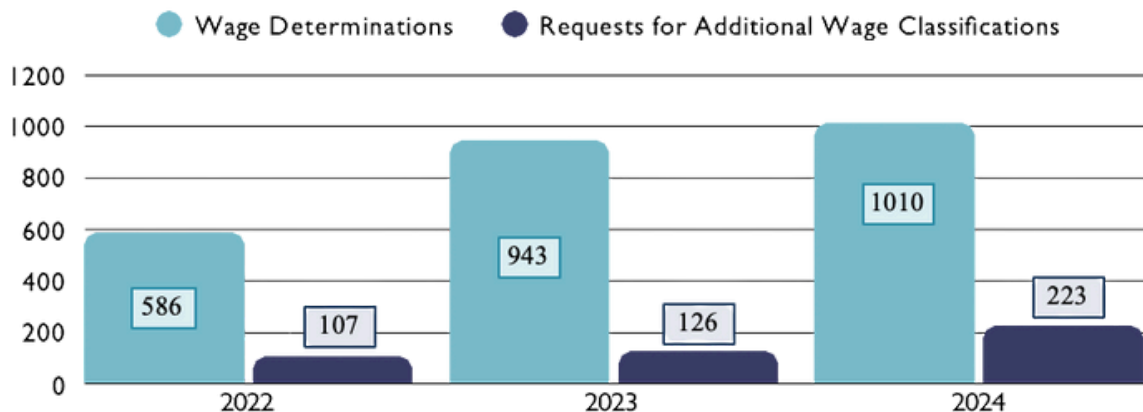


Youth Employment



Prevailing Wage

Prevailing Wage Services





Regulatory Programs

Labor and Employment Law

Organizational Capabilities



Since the launch of a new operating system, for the first time, Virginia workers can submit a claim for unpaid wages electronically, which allows for immediate receipt. Approximately 58% of all Payment of Wage claims have been filed electronically.



The Virginia Electronic Employment Certificate System (VAeECS) was updated to eliminate burdensome requirements for parents and guardians and improve safeguards for youth employees by automatically preventing issuance of Employment Certificates for hazardous or prohibited occupations.



In collaboration with the Division of Policy and Planning, the Division provided subject matter expertise and drafted responses regarding the impacts of 69 bills during the 2025 General Assembly Session. In alliance with the Department of Professional and Occupational Regulation, the Division drafted legislative text allowing student-learners, age 16 and over, to be employed in barbershops and cosmetology salons. Governor Youngkin signed the bills on March 21, 2025.



A Child Labor Work Group, consisting of parents and guardians of youth employees, employers, and stakeholder groups, was established as required by House Bill 100. The work group was charged with determining the most efficient and effective means to provide education and outreach. An Outreach/Media Specialist, as authorized by the General Assembly, began employment in 2025 to support outreach efforts.



After successfully concluding a major child labor case regarding a meat packing and processing facility, cited with eleven violations, the Agency became an active, participating member of the Hampton Roads Human Trafficking Taskforce and the Virginia State Police statewide taskforce. These taskforces work to combat forced labor trafficking throughout the Commonwealth.



Employers new to the Employment Certificate system are selected for an introductory email by the Compliance Officer that covers their area. The email highlights the value of collaboration between the Division and employer in ensuring compliance and a positive work experience for the child. In FY2025, 519 employers were contacted.

Regulatory Programs

Labor and Employment Law

Stakeholder Outreach

The Division launched several education and outreach campaigns focused on youth employment. Special emphasis was given to pool operators, retail establishments, restaurants, and summer/recreational camps, resulting in a 71% increase in stakeholder training sessions.



Cash In on a Cool Summer



In collaboration with school districts across the regions, program flyers were distributed to students and parents that focus on key work requirements for youth: permits, hours, and occupations. Twenty-eight school districts participated in the campaign.

Dive Into Safety



The campaign highlights the hazards posed for youth pool workers. The Division engaged with 109 pool operators and 43 have confirmed participation. The organizations posted campaign flyers at the pools they operate addressing pool worker safety.

Operation Silence Shattered



The Agency participated in the Hampton Roads Human Trafficking Taskforce campaign to provide assistance to victims and the public in reporting human trafficking. The campaign resulted in 333 hotline tips, 136 investigations, 47 victims, and 21 arrests.

Disaster Recovery Efforts

The Division conducted 13 surveys covering 14 counties in Southwest Virginia following Hurricane Helene. This was to ensure that workers engaged in storm recovery efforts were operating safely and that no children were involved in hazardous or prohibited work.

Regulatory Programs

Labor and Employment Law

Legislative Outreach

Effective July 2024

Increased Child Labor Civil Penalties

Code of Virginia § 40.1-113 was amended to increase the maximum civil penalties for child labor law violations regarding the serious injury or death of a child and all other violations, as well as create a stakeholder work group to develop education and outreach plans regarding child labor laws.

Employee Protections for Medicinal Use of Cannabis Oil

Code of Virginia § 40.1-27.4 was amended to specify that employers cannot discriminate against employees for the lawful use of medicinal cannabis oil if it conforms to the laws of the Commonwealth, and such protection extends to government employees, excluding law-enforcement officers

Workplace Poster for Veteran Benefits and Services

Code of Virginia § 40.1-28.7:11 was enacted to direct the Department of Labor and Industry, in consultation with the Department of Veterans Services, to create a poster detailing benefits and services for veterans, which employers can display in the workplace. The poster was created and published on the Department of Labor and Industry's website.

Effective July 2025

Work-Study Programs for Children Aged Sixteen Years or Older

Code of Virginia § 40.1-100 was amended to allow children aged 16 years or older, employed under a valid work- training program or holding a cosmetology or barber license from the Board for Barbers and Cosmetology, to work in barbershops or cosmetology salons.

Protections for Children Engaged in Content Creation

Legislation was enacted to create specific protections, including record retention and trust account requirements, for children under 16 years of age who are engaged in the work of content creation. This legislation amended Code of Virginia §§ 40.1-2, 40.1-79.01, and 40.1-80.1 and established Code of Virginia §§ 40.1-109.1 and 109.2.

Expansion of Prohibition of Non-Compete Agreements for Low Wage Workers

Code of Virginia § 40.1-28.7:8 was amended to expand the definition of "low-wage employee" to include any employee who, regardless of average weekly earnings, is entitled to overtime compensation under the provisions of 29 U.S.C. § 207, i.e., the Fair Labor Standards Act. This expanded coverage does not apply to contracts, covenants, or agreements entered into prior to July 1, 2025.

Regulatory Programs

Division of Hearing and Legal Services

The Division of Hearing and Legal Services provides general legal and technical support to DOL's occupational safety and health programs and other programs in the agency as needed.

Among its responsibilities are:

- Significant cases (e.g., pre-citation review of fatality and proposed willful citation cases)
- Reviewing VOSH contested cases
- Formal settlement agreements
- Litigating VOSH contested cases in Virginia Circuit Courts
- Administrative search warrants
- Subpoenas for documents and testimony
- Assisting divisions in the development of policies and procedures, regulations, standards, and statutory changes.
- Collaboration with the Office of the Attorney General and Commonwealth Attorneys



Regulatory Programs

Division of Hearing and Legal Services

Office of Whistleblower Protection

Retaliation Against Employees Who Exercise Their Occupational Safety and Health Rights

Workers in Virginia have the right to complain to VOSH and seek an investigation of alleged workplace safety and health retaliation. Virginia Code §40.1-51.2:1 and -51.2:2 authorizes VOSH to investigate employee complaints of employer retaliation against employees who are involved in safety and health activities protected under the Virginia laws, standards and regulations. In cases deemed to be meritorious, the Commissioner will pursue appropriate remedies through settlement negotiations or litigation. Should the Commissioner refuse to issue a charge against the person that allegedly discriminated against the employee, the employee may bring action in a circuit court having jurisdiction over the person allegedly discriminating against the employee, for appropriate.

The Code of Virginia gives a complainant 60 days after the adverse action to report (submit a complaint of) workplace safety and health retaliation to VOSH.

Complaints Received

- Investigations Completed: 14
- Investigations completed within 90 days: 2
- Cases Dismissed: 16
- Cases Settled: 6
- Average Days to Complete Investigation: 263
- Complaints Administratively Closed: 241





Regulatory Programs

Division of Hearing and Legal Services

The Occupational Safety and Health Act of 1970 requires Whistleblower Investigations to be completed within 90 days.

Examples of "Protected Activity"

Some examples of activities protected under Virginia law are lodging a complaint to your employer or any other person under or related to the safety and health provisions of Title 40.1 of the Code of Virginia; lodging a complaint with VOSH without first bring the matter to the attention of your employer; instituting or causing to be instituted any proceeding under or related to the safety and health provisions of Title 40.1 of the Code of Virginia; testifying or intending to testify in any proceeding under or related to the safety and health provisions of Title 40.1 of the Code of Virginia; cooperating with or providing information to VOSH personnel during a worksite inspection; or exercising on your own behalf or on behalf of any other employee any right afforded by the safety and health provisions of Title 40.1 of the Code of Virginia. (See VOSH Administrative Regulations Manual, Virginia Administrative Code 16 VAC 25-60-110).

Examples of "Retaliation"

Protection from workplace retaliation means that an employer cannot take an "adverse action" against workers, such as:

- Failure to hire or rehire
- Intimidation/harassment
- Making threats
- Reassignment affecting prospects for promotion
- Reducing pay or hours
- Firing or laying off
- Blacklisting
- Demoting
- Denying overtime or promotion
- Disciplining
- Denial of benefits

Regulatory Programs

Office of Policy and Planning

The Office of Policy and Planning provides program policy and development, and other procedural assistance to the Department's Occupational Safety and Health program and its related policy board, the Safety and Health Codes Board. It is also responsible for assisting in the development of the Department's administrative policies and overall strategic planning.

Major accomplishments during the year included:

- Staff provided direct support to the Safety and Health Codes Board, which held public meetings on September 23, 2024, and March 19, 2025.
- Regulatory review which resulted in 43% reduction in regulations.
- Guidance document reviews resulted in 91% reduction.
- Review and rewrite of VOSH Field Operations Manual to improve efficiency.



Regulatory Programs

Boiler and Pressure Vessel Safety

The Boiler and Pressure Vessel Safety Division works collaboratively with the insurance industry and private contract fee inspection companies to protect human life, property, and infrastructure by seeking compliance with applicable laws and regulations regarding the installation, certification, safe operation, maintenance, and repairs of boilers and pressure vessels throughout the Commonwealth. The boilers and pressure vessels, called objects, are used in many settings; office complexes, apartments, hospitals, factories, restaurants, and auto repair shops to name a few.

There are 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. Of the more than 30 categories used to track objects, the top seven major categories are air tanks – 22,881 (30%), water tube boilers – 8,044 (11%), fire tube boilers – 5,907 (8%), hot water heaters – 7,010 (9%), CO2 tanks – 7,879 (10%), cast-iron boilers – 5,407 (7%), and Other Vessels 18,872 (25%).



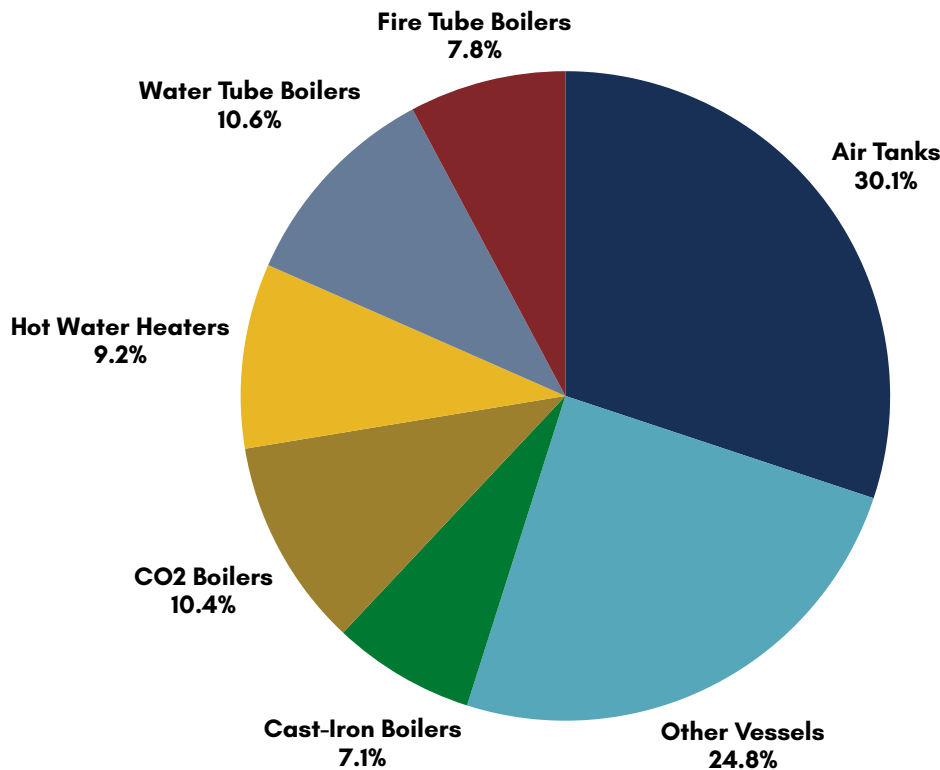
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Regulatory Programs

Boiler and Pressure Vessel Safety

Top Registered Boiler and Pressure Vessel Categories in Virginia



Staff provides guidance to industry and collaborates with partners and stakeholders at the state and local level. Currently, there are 13 insurance companies and 5 contract fee companies licensed to operate in the Commonwealth. For the fiscal year, the Division has processed **39,905** inspection reports from 182 inspectors resulting in **35,741** Certificates being issued. In addition, Boiler Safety issued 3487 violations, closed 1391 violations, sent \$721,165.90 invoices, and collected \$718,258.90 in Certificate fees.

Regulatory Programs

Office of Research and Analysis

The Office of Research and Analysis (ORA) collects, analyzes, and produces data related to workplace injuries, illnesses, and fatalities. This data is collected as part of two annual projects: The Census of Fatal Occupational Injuries (CFOI) and the Survey of Occupational Injuries and Illnesses (SOII). The results of these efforts are published annually by the U.S. Department of Labor, Bureau of Labor Statistics (BLS). The data is not typically released for two years prior to the publication date and can be found here: <https://www.bls.gov/iif/state-data.htm#VA>.

NOTE: Data from OSHA's Injury Tracking Application (ITA) and BLS programs (SOII and CFOI) are not directly comparable. BLS captures a broader scope of workplace injuries, illnesses, and fatalities across more industries and worker types than OSHA, including private sector and state and local government workers in all states and in all industries, except for self-employed workers, agricultural establishments with 10 or fewer workers, private households, and postal workers, and includes in its estimates data for the rail and mining industries obtained from the Federal Railroad Administration (FRA) and Mine Safety and Health Administration (MSHA), respectively. SOII is also not limited by establishment size (except small farms) or OSHA exemptions.

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Regulatory Programs

Office of Research and Analysis

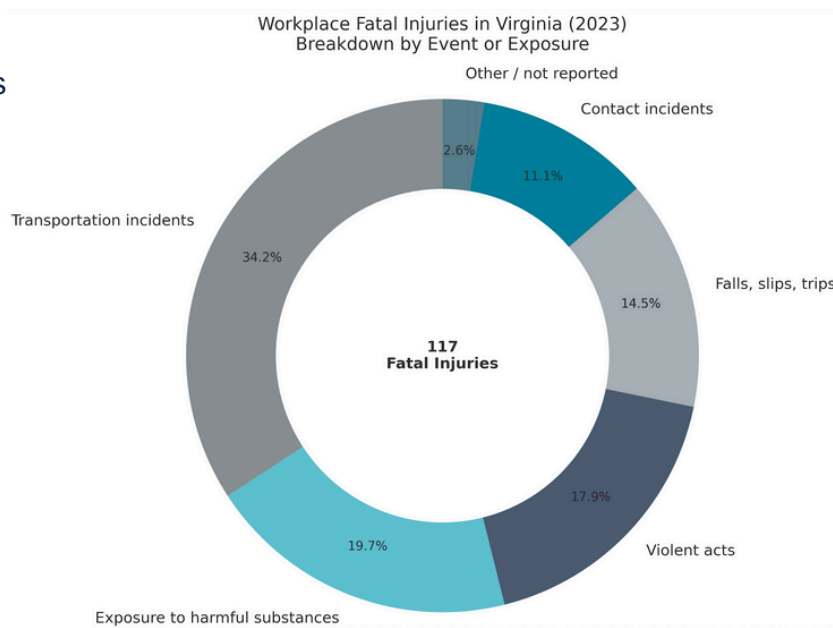
Census of Fatal Occupational Injuries (CFOI)

The CFOI, part of the BLS Occupational Safety and Health Statistics (OSHS) program, compiles all fatal work injuries occurring in the U.S. during the calendar year. The CFOI program uses diverse state, federal, and independent data sources to identify, verify, and describe fatal work injuries. This ensures counts are as complete and accurate as possible. Workplace fatalities are categorized into various events including transportation incidents, violence and other injuries by persons or animals, and falls, slips, or trips.

The incidence rate for fatal occupational injuries is calculated as the number of fatal injuries per 100,000 full-time equivalent workers during a calendar year. CFOI counts exclude illness-related fatalities unless they are precipitated by an injury event.

During calendar year 2023 in Virginia, there were 117 total fatal occupational injuries in all ownerships (public and private), down from 144 fatalities in 2022, occurring at a rate of 2.7 fatalities per 100,000 full-time equivalent workers, a 21% decrease from 2022. Nationally, the rate was 3.5 fatalities per 100,000 full-time equivalent workers. CFOI collects data annually and 2023 is the latest data available.

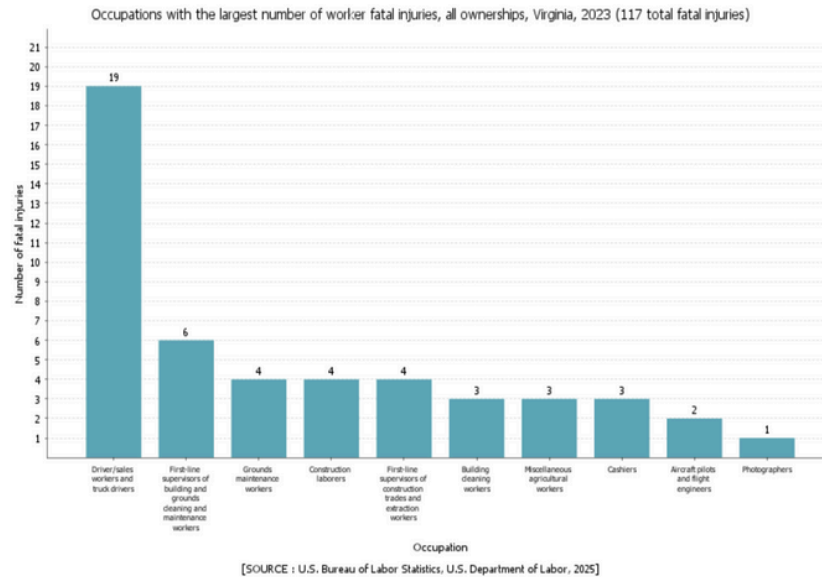
In calendar year 2023, Virginia recorded 117 fatal occupational injuries. Of these, VOSH investigated 31 cases, reflecting its role in addressing only those incidents that fall within its enforcement jurisdiction. By contrast, the Census of Fatal Occupational Injuries (CFOI) provides the comprehensive count of all workplace fatalities across agencies – including NHTSA, MSHA, and VOSH – regardless of investigative authority. Together, these data sources underscore the importance of coordinated efforts to understand and prevent workplace tragedies, reinforcing our commitment to safeguarding Virginia’s workforce.



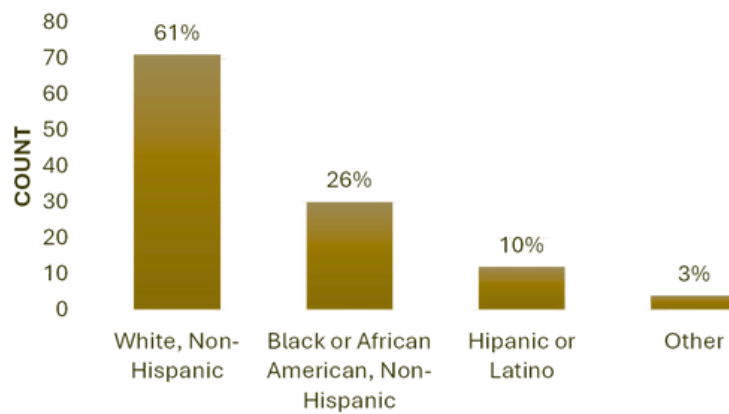
U.S. Bureau of Labor Statistics, U.S. Department of Labor (2025)

Regulatory Programs

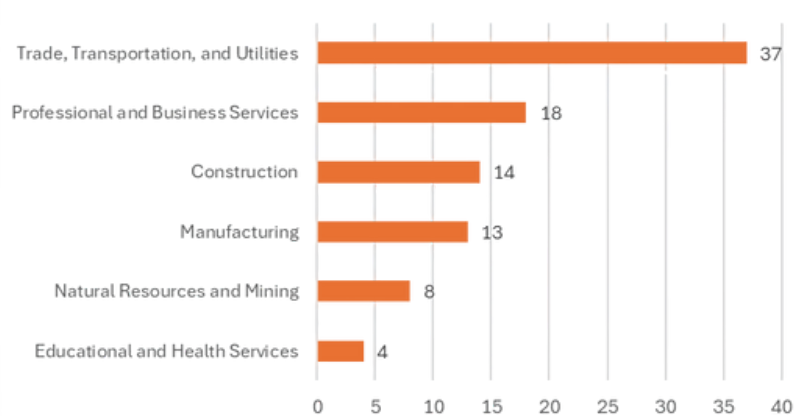
Office of Research and Analysis



Fatal Injuries by Race or Ethnic Origin in 2023 (117 total)



Fatalities by Industry



Regulatory Programs

Office of Research and Analysis

The Survey of Occupational Injuries and Illnesses (SOII)

The SOII produces estimates of counts and incidence rates of employer-reported nonfatal workplace injuries and illnesses by industry and type of case, as well as more detailed estimates of case circumstances and worker characteristics for cases that resulted in days away from work as well as days of job transfer or restriction. The information collected includes the employee's age, length of service, occupation, as well as the nature and sources of the injury and illness, events and types of exposures, and the part of the body affected.

The incidence rate for non-fatal workplace injuries and illnesses is calculated as the number of injuries and illnesses per 100 full-time equivalent workers during a calendar year.

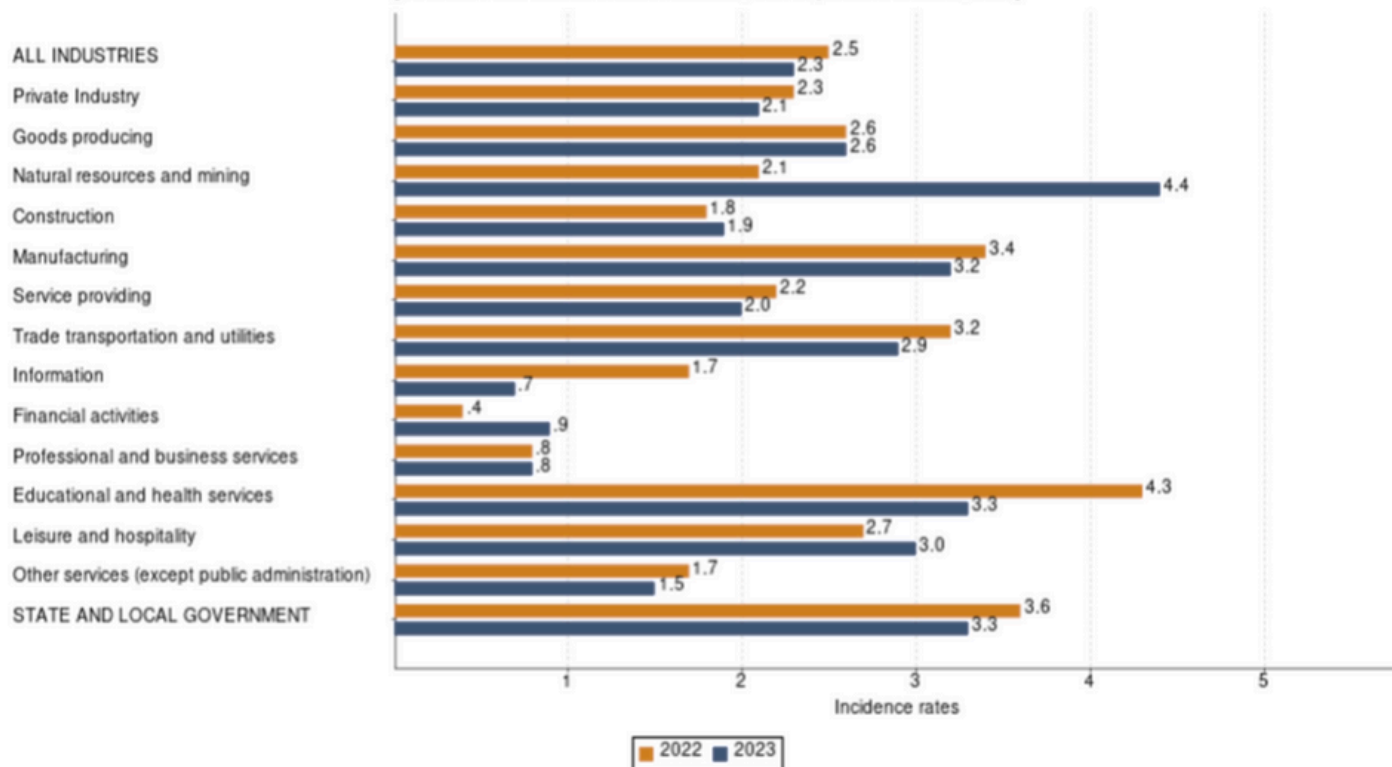
During calendar year 2023 in Virginia, there were approximately 72,600 nonfatal workplace injuries and illnesses reported by employers in all ownerships (public and private), down from 75,700 reported injuries and illnesses in 2022, occurring at a rate of 2.3 cases per 100 FTE workers, an 8% decrease from 2022. Nationally, the incident rate for all ownerships was 2.7 cases per 100 FTE workers.



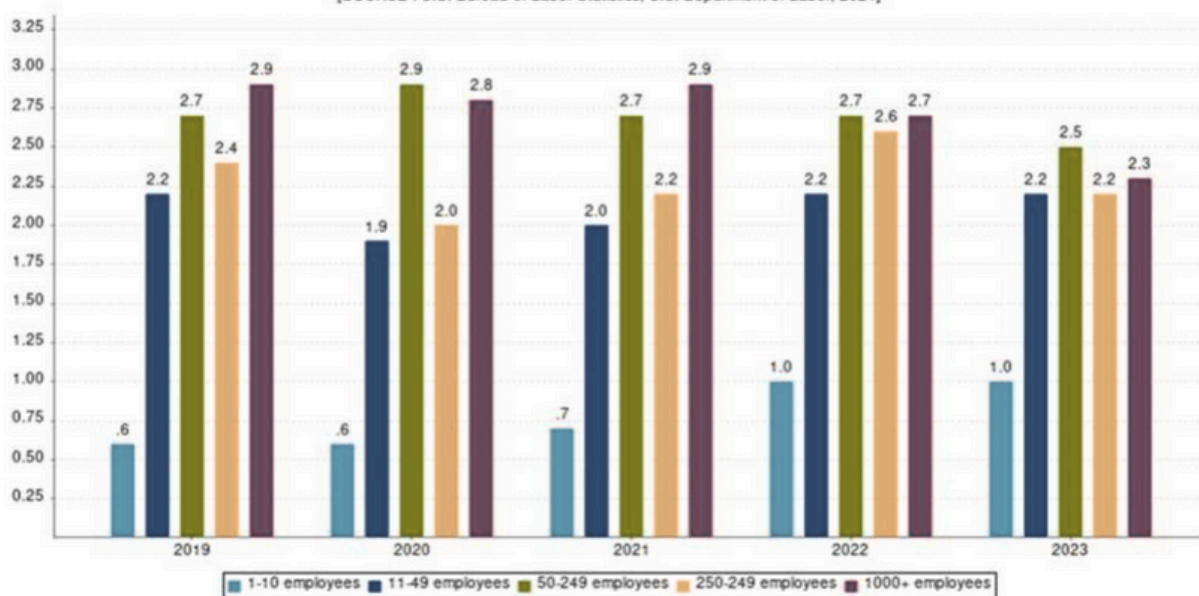
Regulatory Programs

Office of Research and Analysis

Incidence rates per 100 full-time workers for total nonfatal occupational injuries and illnesses by major industry sector, Virginia, 2022 & 2023
[SOURCE : U.S. Bureau of Labor Statistics, U.S. Department of Labor, 2024]

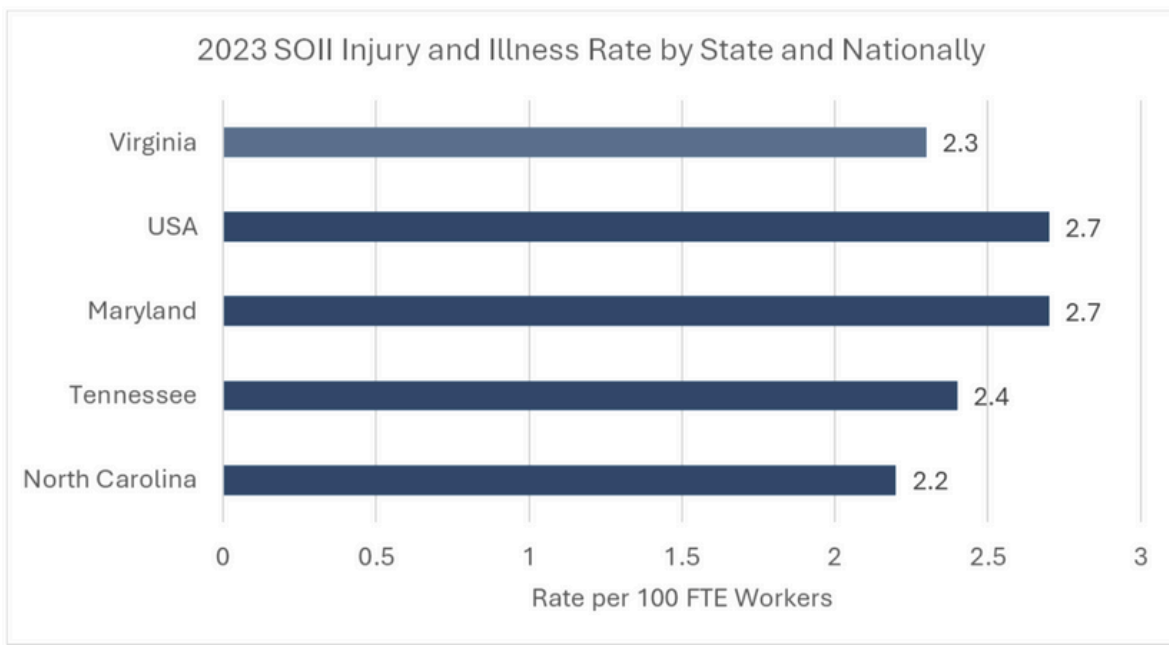
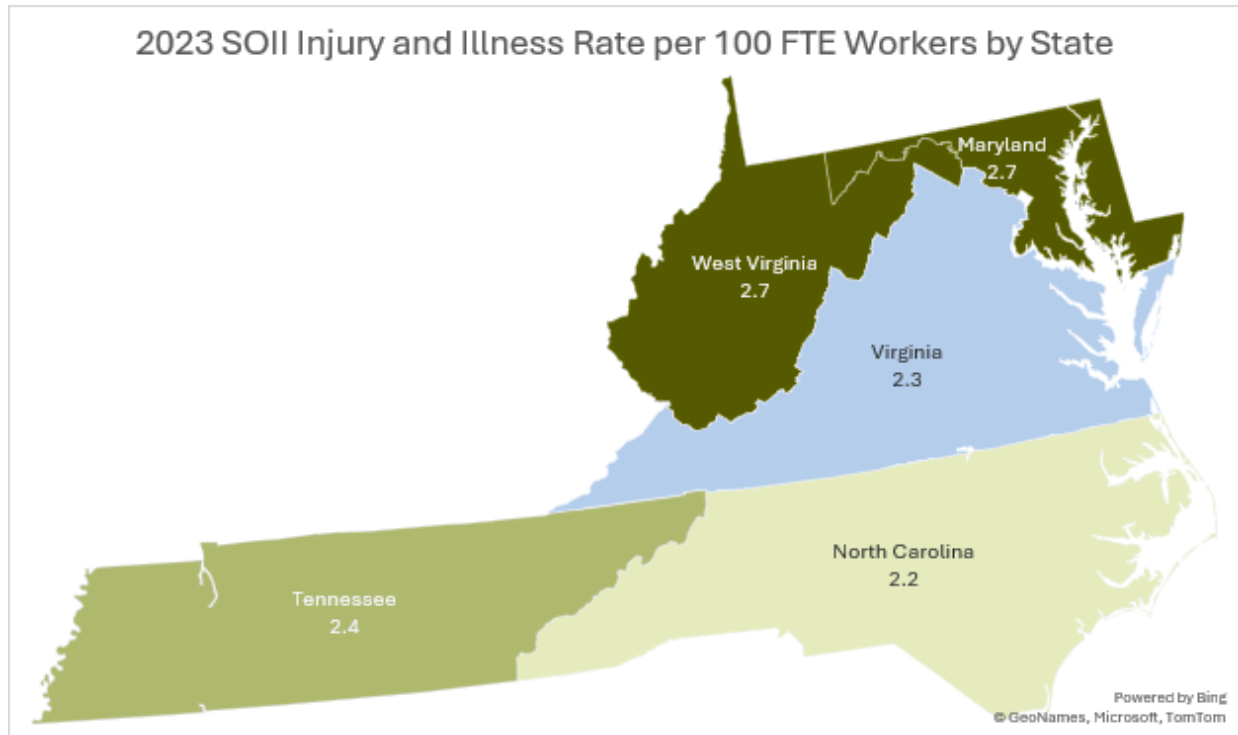


Incidence rates of occupational injuries and illnesses by size class, private industry, Virginia, 2019-2023
[SOURCE : U.S. Bureau of Labor Statistics, U.S. Department of Labor, 2024]



Regulatory Programs

Office of Research and Analysis



Business Services

Human Resources



Human Resources

The Division of Human Resources (DHR) mission statement outlines our ongoing commitment to recruit, develop, and retain a competent, dedicated, and diverse workforce that provides high quality programs and services designed to promote the safety and wellbeing of Virginia’s workers.

Employee Engagement and Culture

At DOLI, we recognize that our people are our most valuable asset. In alignment with our commitment to fostering a culture of excellence, the Division of Human Resources (DHR) celebrates and acknowledges employee achievements throughout the year. During Public Service Week, DOLI hosted a series of events to honor the dedication and service of our staff who work tirelessly on behalf of the citizens of the Commonwealth. A highlight of this year’s celebration was the recognition of our longest-serving employee, whose more than 50 years of service exemplifies an unwavering commitment to public service. This year also marked the launch of DOLI’s inaugural Employee Engagement Council (EEC); a strategic initiative designed to strengthen organizational culture and empower employee voices. The EEC plays a critical role in advancing workplace engagement by championing efforts that ensure staff perspectives are heard, respected, and valued. These efforts reflect our agency’s ongoing dedication to cultivating an inclusive, responsive, and high-performing workplace.

Workforce Planning and Talent Acquisition

DHR leads the agency’s recruitment and selection processes, ensuring that DOLI attracts and retains highly qualified talent committed to public service. In FY2025, the agency successfully filled 84% of agency vacancies, with an average time to fill of 66 days, compared to 52 days in the previous year. This shift reflects a deliberate and strategic pause to realign our performance management system. During this period, DOLI transitioned from a task-based to a competency-based model for employee performance profiles. This realignment allowed the agency to modernize job descriptions to better reflect core leadership principles, meet Americans with Disabilities Act (ADA) compliance standards, and reinforce the agency’s Values-in-Action. By doing so, DOLI is laying the foundation for a more inclusive, performance-driven workforce. As we move forward, the agency remains committed to streamlining hiring processes while continuing to prioritize excellence, equity, and alignment with our mission to serve the Commonwealth with integrity and accountability.

Business Services

Human Resources

Veteran Employment and Inclusion

DOLI remains steadfast in its commitment to supporting Virginia's veterans by fostering a workplace where their unique skills, leadership, and service experience are valued. Veterans currently make up 16% of the agency's workforce, a testament to DOLI's ongoing dedication to inclusive and mission-driven recruitment.



While the Virginia Values Veterans (V3) Program no longer issues an annual award for state agencies with the highest percentage of veteran employees, DOLI is proud to have previously received the V3 Governor's Award in recognition of our strong commitment to veteran employment. We continue to build on that legacy by promoting policies and practices that attract and retain veterans as vital members of our team. This enduring focus on veteran inclusion strengthens the agency's operational excellence and reflects our alignment with the Commonwealth's broader goals of supporting those who have served.

Business Services

Human Resources

Training and Career Development

Training and career development remain integral to DOLI's talent strategy, directly supporting both recruitment and retention goals. DHR champions a culture of continuous learning by encouraging staff to pursue personal and professional growth through a wide range of educational opportunities. In FY25, DHR expanded its internal professional development offerings through targeted learning series, interactive webinars, and customized team training sessions. These efforts reflect our strategic commitment to cultivating a knowledgeable, agile workforce prepared to meet the evolving needs of the agency and the Commonwealth. Additionally, DHR provided leadership development opportunities aligned with the agency's core competencies and long-term succession planning goals. By leveraging no-cost seminars, industry forums, and specialized training, our team remained current on emerging trends and regulatory changes in the HR field. Through these initiatives, DHR continues to foster a dynamic learning environment focused on continuous improvement, innovation, and the empowerment of every employee.

Policy and Process Improvement

In FY25, the DHR undertook significant policy and process improvement efforts to strengthen operational efficiency and ensure alignment with modern workforce standards. Key HR policies were reviewed and updated to reflect current labor laws, best practices in diversity, opportunity, and inclusion (DOI), and the evolving needs of employees. Additionally, DHR streamlined several internal processes, leveraging digital tools to enhance the efficiency of onboarding, performance management, and personnel actions, resulting in a more agile and responsive HR function.



Business Services

Project Management Office

Project Management Office (PMO):

Over the past year, the Project Management Office (PMO) has provided decisive leadership in advancing the adoption and consistent application of a standardized, thoroughly documented project methodology across the Department of Labor and Industry. This refined approach has enabled the efficient execution of projects while aligning closely with the agency's strategic objectives. By tailoring project management practices to the appropriate scale and scope of each initiative, the PMO has effectively minimized operational disruptions and optimized the use of resources.

The PMO has also developed comprehensive standards and tools to ensure project execution complies with agency and state policies, thereby strengthening critical business processes throughout the department. In support of agency priorities, the office standardized project management tools to improve oversight and reporting, and restructured its website to function as a centralized resource hub for project teams. This platform facilitates idea submissions from all employees, provides detailed methodology guidance and templates, and offers a real-time project portfolio dashboard. Additionally, the establishment of regular reviews with project managers has promoted consistent, high-quality deliverables and reinforced ongoing project support.

Through decisive leadership and a standardized project methodology, the PMO has transformed how DOLI delivers projects—driving efficiency, accountability, and alignment with strategic goals.



Business Services

Information Technology

Information Technology:

The Division of Information Technology manages the deployment and support of all communications and technology equipment and services. The IT team also plans strategies to support the agency's future technological initiatives.

Over the past year, the Division of Information Technology played a critical role in advancing organizational efficiency, security, and innovation. By aligning technology initiatives with strategic business goals, the team successfully delivered solutions that improved productivity, strengthened infrastructure, and enabled digital transformation across departments.

Application Development & Automation – Delivered new business applications (including low-code PowerApps solutions) and automated workflows. PowerApps projects included Agency Pool Vehicle Mileage Tracker and Vehicle Reservations as well as PMO Project Tracker.

Cloud Adoption & Optimization – Expanded use of Microsoft Azure, reducing costs and increasing agility. The department was integral this year in implementation and enhancements to agency MS Dynamics solution for program areas, supporting citizen and business access to state and federal employment program requirements, Lead/Asbestos permits, FOIA requests.

End-User Support & Experience – Introduced self-service IT portals and enhanced collaboration tools.



Business Services

Finance and Administration

Finance & Administration

The Division of Administration and Financial Services provides budget & federal grant management, financial reporting, internal auditing, accounts payable and payroll, revenue and account receivable, procurement, fleet management, facilities management, training and travel coordination services to support agency regulatory programs and to align with DOLI's Top Five Values and Value-in-Action.



Communications

The Office of Communications advances DOLI's mission by ensuring clear, consistent and strategic communications with internal and external stakeholders. Communications connects and engages stakeholders through impactful communications and strategic marketing to advance the mission and drive organizational growth.

Throughout the past year, the Office of Communications, in collaboration with Regulatory programs staff, worked to foster stakeholder engagement, increase the Agency's digital footprint, and enhance the public's understanding of DOLI's programs and initiatives. DOLI increased engagement on the Agency's website through accessibility of content and design, increasing digital engagement on social media platforms (including LinkedIn, Facebook, X - formerly known as Twitter, and Instagram), and streamlining internal and external communications.

External Affairs

The External Affairs Division continued its engagement throughout the year, playing a pivotal role in advancing DOLI's mission and legislative priorities. This year, the legislative team tracked 74 pieces of legislation, proactively monitoring and responding to bills that directly impacted the public DOLI serves.

Beyond legislative tracking, the Division served as a critical liaison between the Department and key governmental stakeholders. DOLI researched and responded to 154 constituent concerns originating from legislators, the Governor's office/Secretary of Labor's office, and the general public addressing a wide array of inquiries related to labor laws and workplace safety. This dedicated effort underscores our commitment to transparency and responsiveness.



More Information About DOLI



Making Virginia a better place in which to work, live, and conduct business

Since 1898, DOLI has served its citizens, employers, and employees across the Commonwealth. 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, job training opportunities through registered apprenticeship, the protection of children from hazardous employment, and safe operation of boiler and pressure vessels.



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