



SUBMISSION FORM

All submission forms must include the following information. Separate submission forms must be turned in for each eligible program. **Deadline: July 1, 2025.** Please include this submission form as the first page of your electronic entry. If you do not receive an email confirming receipt of your entry within 3 days of submission, please contact [Gage Harter](#).

PROGRAM INFORMATION

County: Henrico County, Virginia

Program Title: Electrifying the Current Workforce: Lighting a Path for Future Careers

Program Category: Community Development, Economic Development and Land Use

CONTACT INFORMATION

Name: Dale King

Title: Principal, Advanced Career Education Center at Hermitage

Department: Henrico County Public Schools Department of Workforce and Career Development

Telephone: 804-756-3020 **Website:** _____

Email: kdking@henrico.k12.va.us

SIGNATURE OF COUNTY ADMINISTRATOR OR DEPUTY/ASSISTANT COUNTY ADMINISTRATOR

Name: Eileen Cox

Title: Chief of Communications, Henrico County Public Schools

Signature: *Eileen M. Cox*

1. Summary:

Henrico County Public Schools' Department of Workforce and Career Development teamed with regional power-provider Dominion Energy, to hold an event educating future students about possible career paths in the energy industry. Company representatives, most not much older than students themselves, spoke with HCPS students in group settings, giving them a realistic view of careers with Dominion Energy. The event included lunch and a tour of company trucks as current employees showed their skills. The event generated interest and applications for employment from HCPS students, establishing an important way for the company and school division to attain their goals.

2. The Problem or Need for the Program: Virginia's demand for skilled trade workers is at an all-time high. Dominion Energy partnered with Henrico County Public Schools to hold an event informing students about career opportunities in the energy sector and the community's needs in this industry. Dominion Energy provides internship programs and workforce development initiatives to HCPS students to help attract and retain talented employees, and the event was an effective tool to attract possible employees.

3. Description of the Program: Dominion Energy provides electricity to 3.6 billion homes and employers across a three-state area. The company's headquarters is in Richmond, Virginia. Dominion teamed with Henrico County Public Schools to hold an event to educate students about career opportunities at Dominion Energy. The event's goal was to continue engaging students about ways to begin careers in energy and natural resources, a career cluster that leads to career-readiness.

Dominion Energy's hands-on future career information session was presented to students enrolled at HCPS' Advanced Career Education Centers: precision machining, auto technology

and diesel technology students from the ACE Center at Hermitage; electricity and auto technology students from the ACE Center at Highland Springs; and welding and auto technology students at the ACE Center at Virginia Randolph students. The students were enrolled in a variety of courses, which allowed for career exploration and options as they approached their graduations.

Dominion Energy showcased a wide range of equipment and vehicles, highlighting potential careers in line construction, maintenance and repair related to electrical distribution systems. This provided valuable insights into available job paths for future graduates.

During the session, average earnings and educational advancement opportunities were presented in a way that students could easily understand. All aspects of the positions were clearly explained and current electric distribution line workers and substation electricians were on hand to provide demonstrations, giving students a realistic view of what a typical workday entails. Earnings and potential for education opportunities for advancement were delivered in a manner that students could visualize.

4. Advancing Diversity, Equity and Inclusion: HCPS and Dominion Energy support and respect diversity, which makes for an inclusive professional organization and, in return, the commitment to a trusting community.

5. The Cost of the Program There was no cost to the program; Dominion Energy provided resources and provided lunch for students and staff members.

6. The Results/Success of the Program: Dominion Energy provided flyers (linked) with information about job opportunities available to students preparing to graduate in May. The event was aimed at these seniors and contained a QR code enabling students to apply for

positions immediately. The QR code also led to a form where students, parents and guardians could submit their information so that Dominion Energy could contact them.

Additionally, a virtual information session was available for students and their families. During the session, representatives from Dominion Energy shared a presentation and answered questions about career opportunities and open positions.

The program was so successful that eight HCPS students applied and completed a rigorous interview process, which included an industry assessment. All eight students who applied and went through the lengthy process went on to the next level of Dominion's hiring process.

Because of the successful candidates they attracted, Dominion Energy has offered to conduct the event again in 2025.

7. Worthiness of Award: Henrico County Public Schools' Advanced Career Education Centers deserve this award for their unique approach to collaborating with students and exposing them to fulfilling and rewarding career opportunities, particularly with an important regional company. Dominion Energy benefits by gaining experienced students who arrive with industry credentials. This initiative not only helps the future workforce gain valuable experience but also provides high wages and opportunities for advancement in their earning potential.

8. Supplemental Materials

Career path documents: These provide an overview of the respective position, the path for progression, the salary range from entry-level to leadership, the day-to-day responsibilities and the knowledge, skills and abilities required.

- [Transmission Line Worker \(Entry Level Opening: Ground Worker\)](#)
- [Substation Electrician \(Entry Level Opening: Maintenance Worker\)](#)
- [Distribution Line Worker \(Entry Level Opening: Ground Worker\)](#)

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