

# WORKFORCE SOLUTIONS DIVISION

August 14, 2019

# FOCUSING ON JOB CREATION, RECRUITMENT AND TRAINING

Workforce Solutions supports the talent needs of new and expanding businesses through collaboration with regional and statewide workforce partners and management of two discretionary incentives.

Delivering talent solutions that are:

- ✓ Employer-driven
- ✓ Industry-centered
- ✓ Collaborative
- ✓ Flexible

TMI AutoTech, Halifax County

# VIRGINIA OFFERS COMPANIES THE OPTION TO CHOOSE THE WORKFORCE INCENTIVE THAT'S BEST FOR THEIR PROJECT

## Virginia Jobs Investment Program (VJIP):

- Reduces a company's talent development costs through funding and coordination with regional partners to streamline company recruitment and training

## Customized Workforce Solutions:

- Accelerates new facility start-ups through direct training and recruitment services that are fully customized to a company's unique products, processes, equipment and culture



A woman with short brown hair, wearing safety glasses and a high-visibility yellow shirt, is working on the interior of a blue truck cab. She is using a power tool, possibly a drill or screwdriver, on a component near the ceiling. The background shows a factory environment with other vehicles and equipment.

# VIRGINIA'S CUSTOM WORKFORCE SOLUTION

Volvo Trucks, Pulaski County

**VEDP**



# THE VEDP – VCCS PARTNERSHIP IS BUILT TO ADDRESS START-UP AND LONG TERM TALENT DEVELOPMENT NEEDS

## Virginia Community College System (VCCS):

- Talent Pipeline Development
- Degree, Diploma, Credential & Fast-Track Certificate Programs
- Resources, Facilities and Faculty Expertise to Support Company Start-Up
- Comprehensive Skill Instruction Adapted for Advanced Technical Applications
- Customized Contract Training Services for Ongoing Support
- Your Local, Long-Term Workforce Development and Training Partner

## VEDP Customized Workforce Solutions:

- Company-Specific Employee Training and Recruiting Services
- Focused on Facility Start-Up Needs
- Offered as an Incentive for Job Creation

# OUR PROCESS IS COLLABORATIVE AND AGILE





# OUR APPROACH IS COMPREHENSIVE



# VEDP'S CUSTOMIZED TRAINING ACCELERATE START-UP OPERATIONS BY SHORTENING THE NEW-HIRE LEARNING CURVE



**COLLABORATIVE**



**CUSTOMIZED**



**THOROUGH**



**AGILE**



# VIRGINIA JOBS INVESTMENT PROGRAM (VJIP)

- Dedicated Regional Business Manager
- Consultative Services to Address Recruitment and Training
- Providers Chosen by Employer
- Cash Grant Based on Job Creation



Tidewater Community College

# REGIONAL BUSINESS MANAGERS SERVE AS POINT OF CONTACT FOR COORDINATING RESOURCES TO ASSIST WITH RECRUITMENT AND TRAINING

- Develop workforce action plan based on assessment of hiring and training needs.
- Facilitate relationships and service delivery with other workforce partners within the Commonwealth's workforce system, for example:
  - Custom hiring events with pre-screening
  - Employer information day (open house) assistance
  - Job postings
  - Development of an apprenticeship program
  - Recruitment from state colleges and universities



# CONNECTING PROSPECTS TO WORKFORCE PARTNERS AND RESOURCES

WORKFORCE  
PARTNERS



WORKFORCE  
SERVICES



## **Collaborative partnerships with:**

- Community College System
- 4-year Colleges and Universities
- Virginia Employment Commission
- Workforce Development Boards
- Career & Technical Education
- Local and Regional Economic Developers

## **Providing prospects:**

- Labor market data
- Marketing for talent
- Job descriptions
- Talent sourcing
- Candidate screening
- Employee handbooks
- Pre-employment assessments
- Incentives and grants

# THE VIRGINIA JOBS INVESTMENT PROGRAM OFFSETS THE COST OF RECRUITMENT AND TRAINING

- Available to qualifying corporate HQ, manufacturing, distribution center, shared service center, research and development, and information technology projects
- Projects must receive over 50% of their revenue from out-of-state and offer qualifying wages
- Component of incentive proposal package
- Application and training analysis
- Funding is paid as a cash reimbursement
- Thirty-six (36) month performance period
- Training and recruitment providers of your choice

## Virginia Jobs Investment Program (VJIP): New Jobs Program

- Supports expanding or newly locating Virginia companies with more than 250 employees company-wide.
- Eligibility Criteria:
  - Competitive
  - 25+ New Full-Time Jobs
  - \$1 Million+ Capital Investment

## Virginia Jobs Investment Program (VJIP): Small Business New Jobs Program

- Supports expanding or newly locating Virginia companies with 250 or less employees company-wide.
- Eligibility Criteria:
  - 5+ New Full-Time Jobs
  - \$100,000+ Capital Investment



# WORKFORCE SOLUTIONS - REGION CONTACTS



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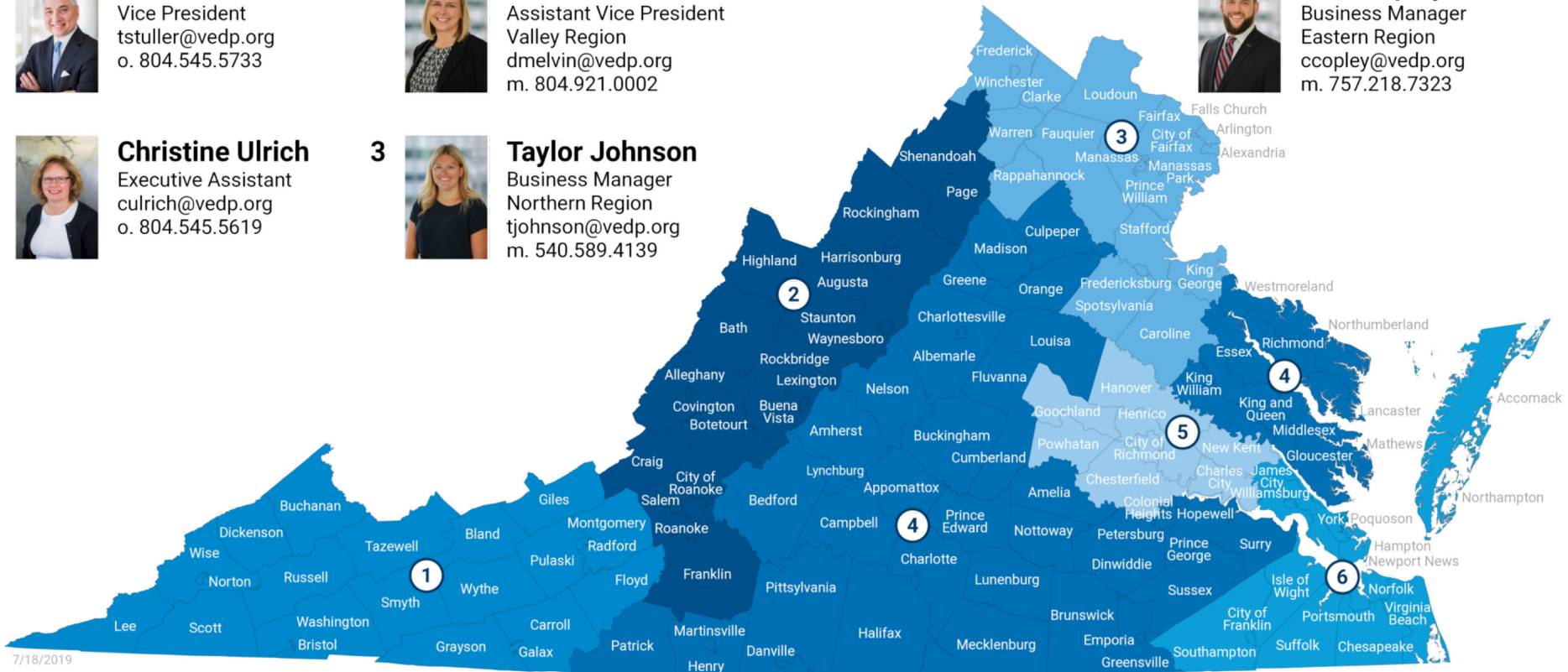


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**THANK YOU**