

TALENT SOLUTIONS DIVISION

November 14, 2019

FOCUSING ON JOB CREATION, RECRUITMENT AND TRAINING

Talent 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

Virginia Talent Accelerator Program:

- 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 green earplugs, is working on a blue vehicle in a factory. She is wearing a yellow and grey shirt. The background shows other vehicles and factory equipment.

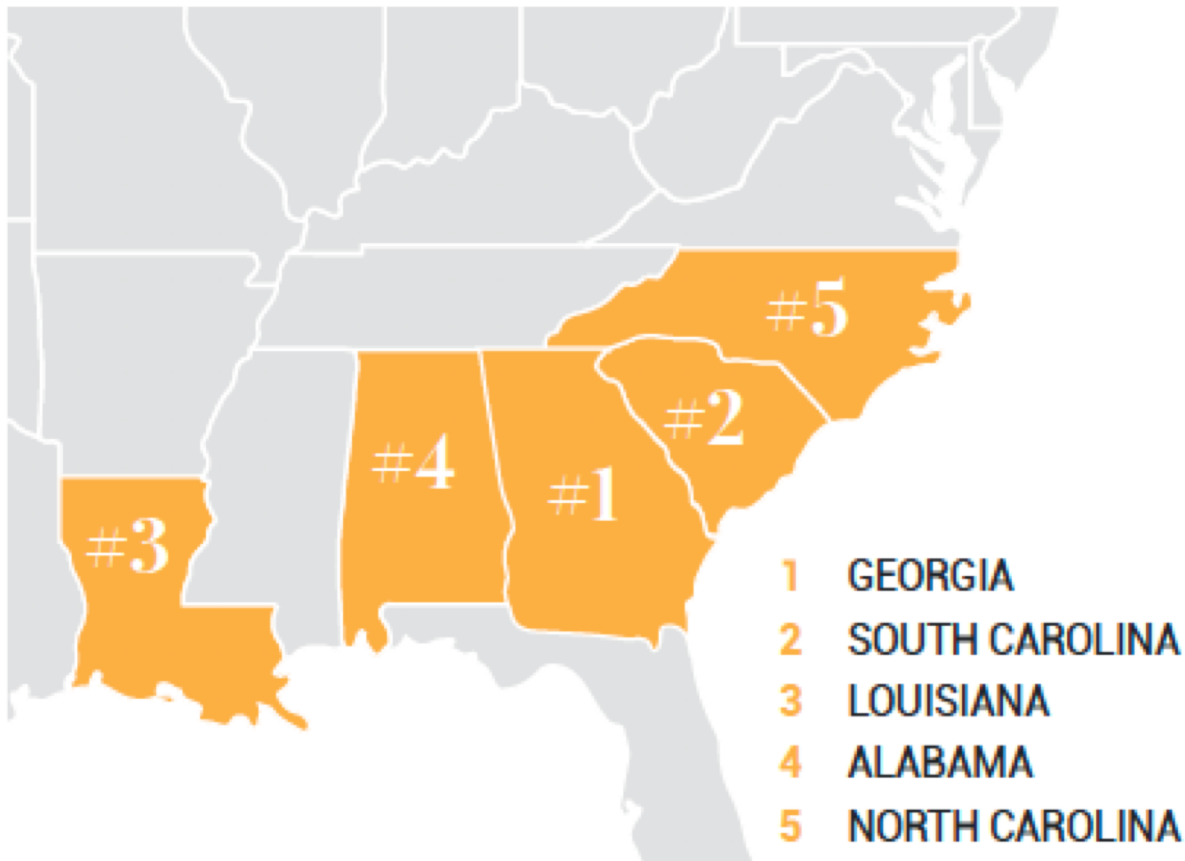
VIRGINIA TALENT ACCELERATOR PROGRAM

Volvo Trucks, Pulaski County

VEDP

AMERICA'S TOP-RANKED STATES FOR WORKFORCE DEVELOPMENT PROGRAMS OFFER CUSTOMIZED, COMPREHENSIVE SOLUTIONS

Area Development: Leading Workforce Development Programs (2019)



THE VEDP-VCCS PARTNERSHIP IS BUILT TO ADDRESS STARTUP AND LONG-TERM TALENT DEVELOPMENT NEEDS

Virginia Talent Accelerator Program:

- Company employee recruitment and training services
- Focused only on facility startup and expansion needs
- Offered as a discretionary incentive for creation of quality jobs
- Modeled after national leaders (i.e., Georgia Quick Start, Louisiana FastStart)
- Will serve a small number of high-impact, traded-sector projects each year (< 0.1% of businesses in the Commonwealth)

Virginia Community College System (VCCS):

- Degree, diploma, credential & fast-track certificate programs
- Local, long-term workforce development and training partner
- Supports talent needs of thousands of traded- and non-traded sector employers

THE VIRGINIA TALENT ACCELERATOR PROGRAM WILL BEGIN DELIVERING SERVICES BY DECEMBER

- Comprehensive, customized talent recruitment and training solutions for competitive economic development projects
- Available to eligible new and expanding firms
- Delivered in partnership with VCCS and other higher ed institutions
- No cost for eligible firms (i.e., job creation incentive)
- We will accelerate startups and expansion by delivering robust talent recruitment services and shortening the new-hire learning curve
- Goal: rank top 3-5 in the U.S. within three years and no. 1 within five years



THE VIRGINIA TALENT ACCELERATOR PROGRAM'S APPROACH IS COMPREHENSIVE

 RECRUITMENT SERVICES Helps the Company hire the right people for their jobs and culture	 FOUNDATIONAL SKILLS Training specific to the facility and jobs (e.g. safety, forklift)	 PROCESS & TASK SPECIFIC TRAINING Job-specific training customized is the heart of our service
 ADVANCED MANUFACTURING Training in automation systems to update skills	 ORGANIZATIONAL DEVELOPMENT Consulting/training to enable the culture the Company envisions	 OPERATIONAL EXCELLENCE Leverages worker insights to enhance quality & productivity

DEEP FUNCTIONAL CAPABILITIES ENSURE RAPID AND EFFECTIVE DELIVERY OF COMPREHENSIVE, WORLD-CLASS TALENT SOLUTIONS

Regional Project Operations

- Customized technical training development / delivery and project management
- Development / delivery of core & automation skills training: safety, PLCs, etc.

Organizational Development and Operational Excellence

- Development / delivery of training in leadership, teamwork, communication, etc.
- Development / delivery of training in Lean, 5S, SPC, ISO, etc.

Visualization Services

- Media production to support all functions, incl. animations, illustrations, graphics
- Strategy and media development for recruiting services

Video Services

- Video production to support all functions
- Includes script development, shooting, final editing

Learning Technologies

- Assessment and launch of new learning, asset and workflow systems
- Management of new technologies, such as augmented reality

Finance Operations

- Program budget management
- Procurement support services

VIRGINIA TALENT ACCELERATOR PROGRAM ACCELERATES START-UP OPERATIONS BY SHORTENING THE NEW-HIRE LEARNING CURVE



COLLABORATIVE



CUSTOMIZED



THOROUGH



AGILE



VIRGINIA JOBS INVESTMENT PROGRAM (VJIP)

- One of Virginia's Oldest and Most Frequently Utilized Incentives
- Consultative Services to Address Recruitment and Training
- Cash Grant Based on Job Creation
- Providers Chosen by Employer

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

- Dedicated Regional Business Manager assists with recruitment and training
- Performance-based cash grant paid over 36 month performance period
- Grant typically covers 10% to 40% of company's costs
- Support for small and large companies in target sectors (manufacturing, distribution/logistics centers, information technology, corporate HQ's, shared services centers, R&D)
- Traded sector companies (receive over 50% of their revenue from out-of-state) and offer qualifying wages

John Tyler Community College, Chesterfield

VJIP PROVIDES FLEXIBILITY TO SUPPORT SMALL AND LARGE BUSINESSES

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

REGIONAL BUSINESS MANAGER SERVES AS A POINT OF CONTACT 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



REGIONAL BUSINESS MANAGERS CONNECT 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

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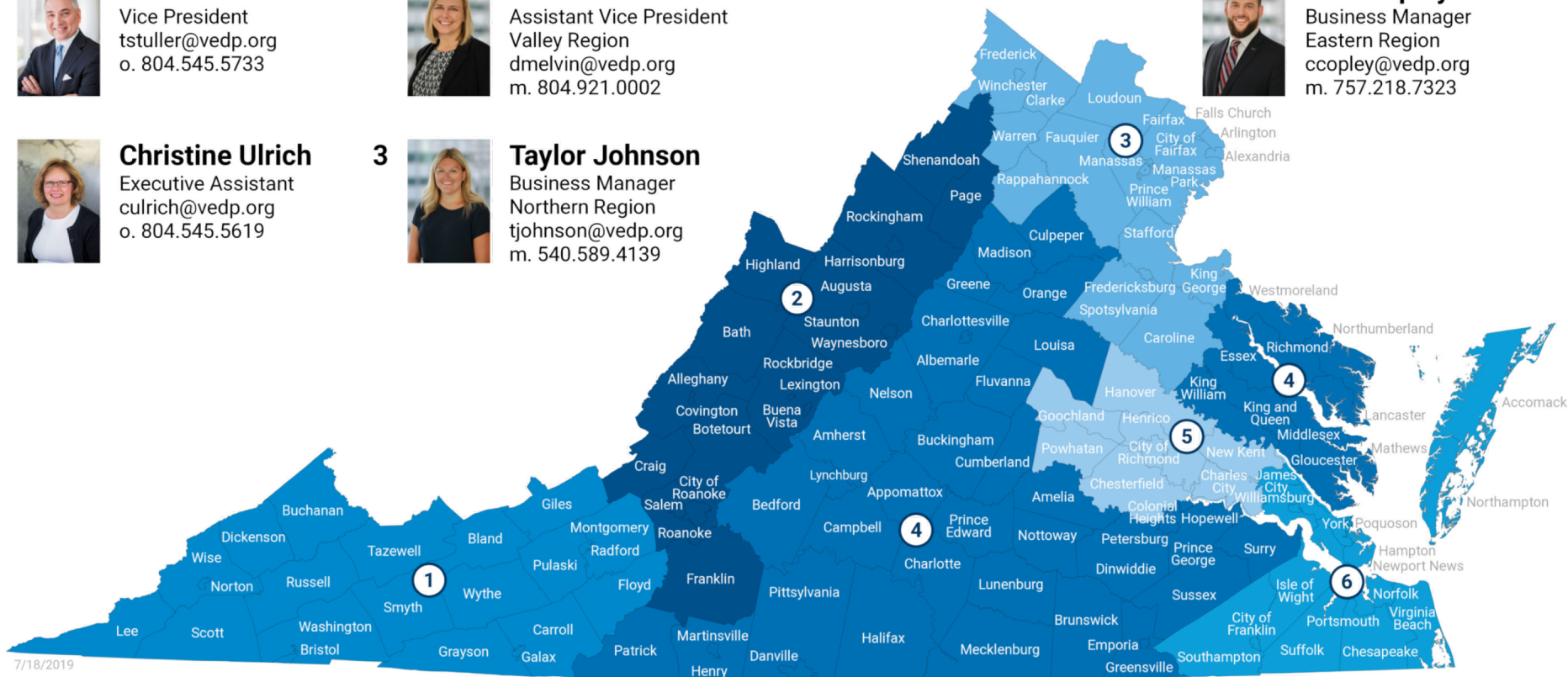


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THANK YOU!