

# The Virginia Jobs Investment Program

An Economic Development Incentive for Building Virginia's Workforce



**Time and again,** businesses in Virginia say how pleased they are with the Commonwealth's hard-working labor force. Virginia facilities consistently earn productivity awards within their organizations. Combining advanced training and education with a vast diversity of skill sets, Virginia's workforce is one of our greatest assets, and one of your business's greatest advantages.

Virginia offers customized recruiting and training services to meet your immediate and future workforce needs. You will have a single point-of-contact to coordinate a comprehensive array of resources to improve your recruitment and training efforts.

## How VJIP Helps You Tap Into Virginia's Talent Pool

### > We make it **EASY...**

by providing a single point of contact for workforce development resources for economic development projects.

### > We focus on **RESULTS...**

by assessing, planning and delivering solutions for your unique recruitment and training needs.

### > We commit to your long-term **SUCCESS...**

by providing ongoing support and assistance.

The key program offering workforce development assistance to businesses in Virginia is the Jobs Investment Program (VJIP). VJIP is an economic development incentive supporting the creation of new jobs throughout the Commonwealth. The program offsets your company's recruitment and training costs, and connects you with all available resources to help with your workforce development efforts.



***"100% of our clients say they would recommend our program to other businesses."***

## Recruiting & Screening Assistance

- Communication strategies to raise awareness and boost your recruiting ROI
- Strategic partnerships with local education, industry, and community organizations
- Applicant screening and management of applicant flow
- Office facilities and equipment for conducting job fairs, orientation, and applicant interviews
- Pre-employment assessment of candidates' skills

## Tailored Training Assistance

- Customized technical and soft skills training
- Planning and delivery of on-the-job process skills training and organizational development training
- Flexibility to use training provider of your choice, including company subject-matter experts
- Digital communications support
- Funding for each new job created
- Support of future retraining initiatives

## **Program Eligibility:**

- > Company must be for-profit
- > Company must operate in the following business sectors:
  - > manufacturing
  - > distribution center
  - > corporate HQ (for companies with multiple facilities)
  - > inbound call center
  - > IT services (exclusively for businesses)
  - > research and development

### **New Jobs Program** - Expansions of existing businesses or new facilities.

#### **To Qualify:**

- > Virginia must be in competition with another state or country for the expansion.
- > Company must generate over 50% of its revenue from outside Virginia.
- > Company must create at least 25 net new jobs in Virginia within the first 12 months of the first hire date.
- > Company must make a new capital investment of at least \$1,000,000.
- > Company must pay a minimum wage rate of \$10.00/hr.

### **Small Business New Jobs Program**

Expansions of existing businesses  
or new facilities.

#### **To Qualify:**

- > Company must have fewer than 250 employees company-wide.
- > Company must create at least 5 net new jobs in Virginia within the first 12 months of the first hire date
- > Company must make a new capital investment of at least \$100,000.
- > Company must pay a minimum wage rate of \$10.00/hr.

### **Retraining Program**

Upgrading the skills of existing employees.

#### **To Qualify:**

- > Company must be manufacturer or distribution center.
- > Company must retrain at least 10 full-time employees in Virginia.
- > Company must make a new capital investment of at least \$500,000 associated with the retraining project.
- > Company must pay a minimum wage rate of \$10.00/hr.
- > Companies may not utilize this program more than once every three years.

*Wage minimum may be waived if jobs created are in area where unemployment rate exceeds two times the state average. Only full-time positions are eligible for funding.*

## **The Bottom Line:**

- > Streamlined and Centrally Coordinated
- > Customized and Flexible
- > Results-oriented with a Long-term Commitment

For more information, please contact the Virginia Jobs Investment Program at: 804.371.8120, via email at [wfsmail@vdba.virginia.gov](mailto:wfsmail@vdba.virginia.gov), or online at [www.vdba.virginia.gov](http://www.vdba.virginia.gov).