

FAIRFAX COUNTY, VIRGINIA

Workforce Resources for Employers

A wide range of public-sector programs are available to help Fairfax County businesses and entrepreneurs with recruiting workers and with the education and training of existing workforce. Many programs are free of charge.

RECRUITING AND STAFFING

Business assistance programs help to connect Fairfax County employers with skilled workers from the county and from the entire Washington, D.C., region.

GEORGE MASON UNIVERSITY, UNIVERSITY CAREER SERVICES careers.gmu.edu

Mason works with employers interested in hiring current students or graduates for full-time, part-time, cooperative education or internship positions. Positions may be advertised for free for 30 days. Employers may request résumés of qualified students through the center's computerized résumé search and referral service.

NORTHERN VIRGINIA COMMUNITY COLLEGE (NOVA), CAREER SERVICES nvcc.edu/careers

NOVA works with employers interested in hiring NOVA students or graduates as full-time, part-time or summer employees, cooperative education participants or interns. Employers may post job announcements, participate in career events, and provide cooperative education experiences. Located at each NOVA campus, the career services offices can be reached at the following phone numbers:

Alexandria	703-933-5073
Annandale	703-323-3144
Loudoun	703-450-2571
Manassas.....	703-257-6690
Springfield Medical Education Campus.....	703-822-6531
Woodbridge.....	703-878-5760

VIRGINIA CAREER WORKS NORTHERN REGION SKILL SOURCE GROUP vcwnorthern.com

Virginia Career Works Northern Region oversees the operation of seven workforce centers throughout Northern Virginia, with Fairfax County offices in Annandale, South County, Alexandria and Reston. A number of state and local workforce agencies are co-located at several of these sites, which provide free referral and access to a variety of employment and support services for job seekers and employers. Virginia Career Works Northern Region also oversees an Employer Solutions Team, which provides free direct services to employers seeking to attract and hire new employees.

- Candidate career interest and skills assessments
- Special events, such as hiring fairs, candidate recruitment and referrals to employers

- Placement and staffing
- Regional labor market information
- Wage subsidies, federal and state tax credit opportunities
- Job postings
- Federal bonding program
- Ticket To Work Program
- Targeted special populations for employment (including veterans, adults with disabilities, at-risk young adults, public assistance recipients, former offenders)
- Links to employment-related support services including childcare, transportation, health care, and drug and alcohol abuse treatment

VIRGINIA EMPLOYMENT COMMISSION (VEC) vec.virginia.gov

The Virginia Employment Commission helps employers find qualified workers and workers find jobs. VEC services are free to employers and job-seekers. Employer services include:

- Jobs vacancy posting and candidate recruitment programs
- Incentive programs
- Labor market information
- Form I-9 U.S. employment eligibility certification
- Employer tax credit information

For additional information visit the VEC website, or contact the Fairfax County office at 703-813-1300.

VIRGINIA JOBS INVESTMENT PROGRAM (VJIP) vedp.org/incentive/virginia-jobs-investment-program-vjip

Under the Virginia Economic Development Partnership, the VJIP program offers consulting, training, training funding support and additional services to qualified employers. These businesses must directly or indirectly derive 51 percent or more of their revenue from out-of-state sources. Workforce services initiatives include the following programs:

New Jobs Program

- Supports expanding or newly locating Virginia companies that have more than 250 employees company-wide
- Employers must create a minimum of 25 net new jobs within 12 months of the first hire and make a capital investment of at least \$1 million associated with start-up or expansion

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Small Business New Jobs Program

- Supports existing Virginia companies that have 250 employees or fewer company-wide
- Covers companies that create a minimum of five new jobs within 12 months from the date of the first hire and that make a new capital investment of at least \$100,000 associated with start-up or expansion

Workforce Retraining Program

- Covers companies with total employment larger than 250 that are retraining at least 10 full-time employees and that make a new capital investment of at least \$500,000 associated with the retraining project
- Covers companies with total employment less than 250 that are retraining at least five full-time employees and that make a new capital investment of at least \$50,000 associated with the retraining project

EDUCATION AND TRAINING

The Fairfax County workforce is served by more than 60 accredited two- and four-year institutions of higher education in the metropolitan Washington, D.C., region and a robust network of workforce development programs.

COLLEGES AND UNIVERSITIES

A number of area colleges and universities provide credit, noncredit and customized training for employers and workers throughout the Washington, D.C., region. For a listing of selected college and university programs and individual school websites, visit FCEDA's website at fairfaxcountyeda.org/publications/colleges-and-universities. More detailed information on college and university programs can be obtained from the U.S. Department of Education's National Center for Education Statistics IPEDS College Navigator website (<http://nces.ed.gov/collegenavigator>).

FAIRFAX COUNTY PUBLIC SCHOOLS, ADULT AND COMMUNITY EDUCATION fcps.edu/is/ace

Fairfax County Public Schools offers entrepreneurial, career and life-enrichment courses and programs for adult learners. Courses and programs include:

- Certificate and licensure courses
- High school equivalency preparation
- Professional development
- Language courses
- Continuing education
- Customized workplace training

NORTHERN VIRGINIA COMMUNITY COLLEGE, WORKFORCE DEVELOPMENT nvcc.edu/workforce

Programs support the continuing educational requirements of business workforce. These programs are offered throughout Fairfax County at three campuses and one learning center, and they are avail-

able onsite to individual businesses. Programs offered include:

- Certificate and certification programs
- Continuing education
- Customized training
- Labor market information
- Language services
- Regional Center for Workforce Education and Training
- Workforce assessments
- Workforce development
- Workforce Professional Test Center

VIRGINIA CAREER WORKS NORTHERN REGION THE SKILLSOURCE GROUP vcwnorthern.com

Virginia Career Works Northern Region offers the following programs and financial assistance to support the training of jobseekers and retraining of workers:

- Training vouchers valued at \$3,000 may be provided to eligible jobseekers, allowing skills development and certification to meet an employer's requirements for hiring. Virginia Career Works Northern Region has certified more than 65 local training programs for this purpose.
- On-the-job training subsidies are available to help regional employers hire and train jobseekers currently participating in federal workforce programs. Wage subsidies are targeted towards specific regional occupational clusters and can pay up to 90 percent of the new worker's wages for up to five months, depending on the company's employment base. Industries supported by the program include business services/administrative support, construction, health care, information technology and retail.
- Northern Virginia businesses may seek support to train existing staff through an Incumbent Worker Training grant. Funding for the training is provided through the Federal Workforce Investment Act. Training costs are shared between the business and Virginia Career Works Northern Region. Contact Virginia Career Works Northern Region staff for more information on eligibility and requirements.

For additional information visit the Virginia Career Works website, or contact the Northern Region office at 703-827-3782.

VIRGINIA REGISTERED APPRENTICESHIP doli.virginia.gov/apprenticeship

The Virginia Department of Labor and Industry provides technical assistance to businesses developing or expanding apprenticeship programs, maintains a statewide system of training for certain skilled trades, and provides certification for apprenticeship programs and apprentices.

The department also administers the Worker Training Tax Credit, available in Virginia to assist with employer retraining costs of qualified employees. For more information and eligibility, visit tax.virginia.gov/content/tax-credits.

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