



# 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., metropolitan region.

**GEORGE MASON UNIVERSITY (GMU), UNIVERSITY CAREER SERVICES**  
[www.careers.gmu.edu](http://www.careers.gmu.edu)

GMU 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**  
[www.nvcc.edu/careers](http://www.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
MEC-Medical Education Campus (Springfield).....	703-822-6531
Woodbridge.....	703-878-5760

**SKILLSOURCE GROUP  
NORTHERN VIRGINIA WORKFORCE DEVELOPMENT BOARD**  
[www.myskillsource.org](http://www.myskillsource.org)

The Northern Virginia Workforce Development Board oversees the operation of five regional SkillSource Centers throughout northern Virginia, with Fairfax County offices in Annandale, Alexandria and Reston. A number of state and local agencies are co-located at several of these sites. They provide free referral and access to a variety of employment and support services for job seekers and employers:

- Candidate assessment
- Placement and staffing
- Regional labor market information
- Wage subsidies, federal and state tax credit opportunities
- Job postings

- Business Service Center (for new entrepreneurs and existing businesses)
- Federal bonding program
- Entrepreneur workshops
- Links to support services including child care, transportation, health care, and drug and alcohol abuse treatment

**VIRGINIA EMPLOYMENT COMMISSION (VEC)**  
[www.vec.virginia.gov](http://www.vec.virginia.gov)

The Virginia Employment Commission is charged with helping 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
- Clerical skill proficiency testing
- Form I-9 U.S. employment eligibility certification
- Employer tax credit information

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

**VIRGINIA JOBS INVESTMENT PROGRAM (VJIP)**  
[www.vedp.org/incentive/virginia-jobs-investment-program-vjip](http://www.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

#### 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

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## 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 Web sites, visit FCEDA's website at [www.fairfaxcountyed.org/sites/default/files/pdf/universities.pdf](http://www.fairfaxcountyed.org/sites/default/files/pdf/universities.pdf). 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

[www.fcps.edu/is/ace](http://www.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

[www.nvcc.edu/workforce](http://www.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, as well as being available 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

### SKILLSOURCE GROUP

#### NORTHERN VIRGINIA WORKFORCE DEVELOPMENT BOARD

[www.myskillsource.org](http://www.myskillsource.org)

The Northern Virginia Workforce Development Board (NVWDB) offers the following programs and financial assistance to support the training and retraining of workers:

- On-the-job training subsidies are available to help regional employers hire and train dislocated workers or individuals currently participating in federal workforce programs. Wage subsidies are targeted at specific regional industry clusters and can pay up to 50 percent of the new worker's wages for up to five months. Industries supported by the program include business services/administrative support, construction, health care, information technology and retail.
- Northern Virginia businesses seeking to avoid staffing layoffs may be eligible for an Incumbent Worker Training grant. Funding for the training is provided through the Federal Workforce Investment Act. Contact NVWDB staff for more information on eligibility and requirements.
- The Virginia Employment Through Entrepreneurship Consortium (VETEC) provides dislocated workers eligible for Workforce Investment and Opportunity Act (WIOA) services with comprehensive entrepreneurship training and technical assistance with new job creation and small business growth.

### VIRGINIA REGISTERED APPRENTICESHIP

[www.doli.virginia.gov/apprenticeship](http://www.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 Retraining Tax Credit, available in Virginia to assist with employer retraining costs of qualified employees. For more information and eligibility, visit [www.tax.virginia.gov/content/tax-credits](http://www.tax.virginia.gov/content/tax-credits).

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