

VEDP WORKFORCE DEVELOPMENT DIVISION

VEDP ORIENTATION

August 10, 2017



**VIRGINIA ECONOMIC
DEVELOPMENT PARTNERSHIP**

SUPPORTING PROSPECTS AND PARTNERS

- Focusing on job creation, recruitment and training
- Taking a regional approach to workforce solutions
- Connecting prospects to workforce partners and resources
- Enhancing job opportunities through the Virginia Jobs Investment Program
- Supporting small and large businesses across industry sectors
- Responding with flexibility
- Providing impactful results
- Facilitating workforce development and business success
- Keeping pace with changing expectations for workforce assistance

FOCUSING ON JOB CREATION, RECRUITMENT, AND TRAINING

- Responding to the talent needs of new and expanding companies
- Supporting the creation of new jobs by reducing up-front human resource costs
- Engaging regional partners to streamline company recruitment and training
- Administering the Virginia Jobs Investment Program (VJIP)



TAKING A REGIONAL APPROACH TO WORKFORCE SOLUTIONS

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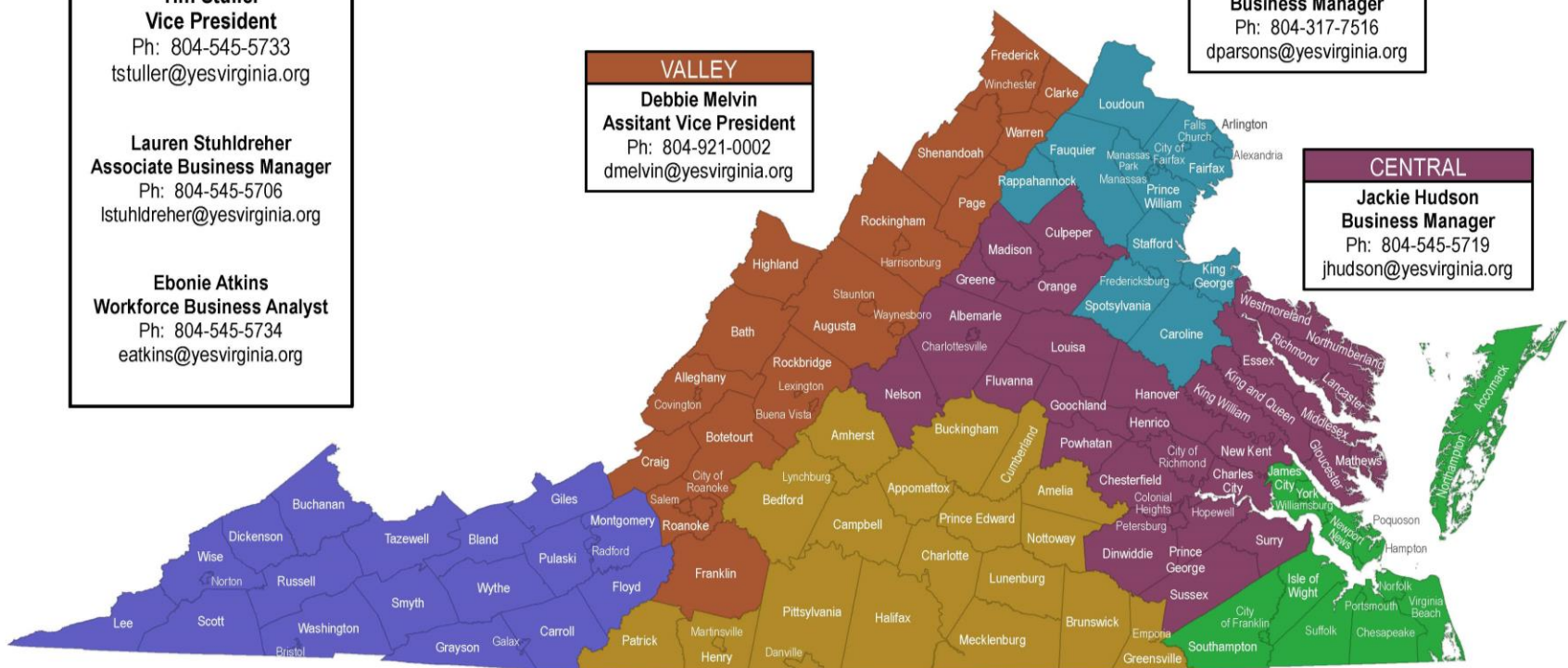
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CONNECTING PROSPECTS TO WORKFORCE PARTNERS AND RESOURCES

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
- Ongoing training
- Incentives and grants

ENHANCING JOB OPPORTUNITIES THROUGH VJIP

- Serving Virginia's economic development effort since 1965
- Supporting job creation in Virginia by reducing the up-front human resource development costs for new and expanding companies throughout the Commonwealth
- Providing cash reimbursement to offset recruiting and training costs
- Adding value through consulting services - often valued more than funding by clients



SUPPORTING SMALL AND LARGE BUSINESSES ACROSS INDUSTRY SECTORS

- Qualifying Industry Sectors:
 - Corporate HQ
 - Manufacturing
 - Distribution Center
 - Shared Service Center
 - Research & Development
 - Information Technology

- Qualifying project parameters:
 - At least 50% revenue from out-of-state
 - Wage of at least \$9.79/hour

	New Jobs (> 250)	Small Business New Jobs (< 250)	Retraining (> 250)	Small Business Retraining (< 250)
Minimum Full-time Jobs	25 Net New	5 Net New	10 Retrained	5 Retrained
Minimum Capital Investment	\$1MM	\$100,000	\$500,000	\$50,000
Competitive?	Yes	No	No	No

RESPONDING WITH FLEXIBILITY

- Company decides who to hire
- Company chooses training providers, including company subject matter experts
- Reimbursement made after new hires are employed for 90 days or after retraining is finished
- Engage with a company for a 3-year project cycle
- www.yesvirginia.org/AssetRich/VJIP



PROVIDING IMPACTFUL RESULTS IN FY17



FACILITATING WORKFORCE DEVELOPMENT AND BUSINESS SUCCESS

MAKE IT EASY

By helping economic development projects navigate state and local workforce development resources.

FOCUS ON RESULTS

By planning and developing solutions for a company's unique recruitment and training needs.

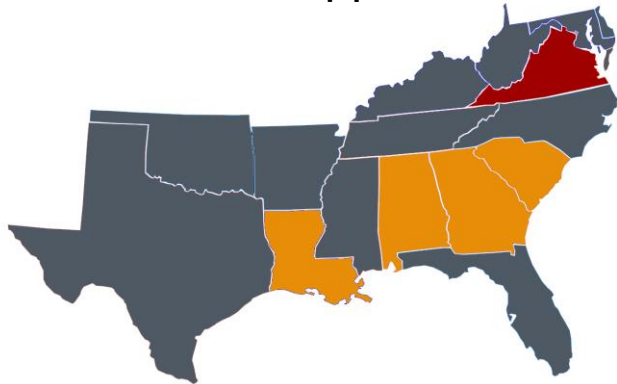
COMMIT TO LONG-TERM SUCCESS

By providing ongoing support for future growth.

KEEPING PACE WITH CHANGING EXPECTATIONS FOR WORKFORCE ASSISTANCE

Need for Change

- Major economic development projects expect full-service recruiting and training from the state
- Competitor states have shifted to full-service approach



Responding to Business

- ✓ Employer-driven
- ✓ Industry-centered
- ✓ Proactive
- ✓ Collaborative

Q&A



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