

Capital Region Workforce Partnership (CRWP)
Workforce Development Board (WDB)
Workforce Innovation and Opportunity Act (WIOA) Service Policy #SP115
Business Services and Wage Quality

References: Workforce Innovation Opportunity Act (WIOA); Secs. 106; 107(d)(4); 133 (c) and (d)

Virginia Board for Workforce Development Policy 403-01

Effective Date: September 13, 2018

Background and Purpose:

Virginia's strategic vision for its workforce development system is "every business has access to a qualified, job-ready workforce and every Virginian has the skills needed to connect with meaningful employment and advance in a career." The Capital Region Workforce Development Board envisions a "coordinated system where business, education, workforce, and government work seamlessly to meet the skill needs of employers and to provide workers with opportunities to earn a living wage and improve their quality of life".

The purpose of this policy is to set a business services framework that maintains quality, demand-driven services that are responsive to business needs, while also ensuring that investment of public dollars places a priority on employment opportunities that lead to or maintains self-sufficiency and economic independence for job seekers and workers.

Policy:

- A. The following business services shall be available to all businesses regardless of existing employee wage levels. These are "Bronze-level" services:
1. Labor Market Information
 2. Outplacement assistance
 3. Consultation services and information
 4. Job posting services (VA Workforce Connection Account)
 5. Work Experience placements
- B. The following business services will only be available if the average hourly wage of all positions related to the services are in the \$10 to \$13 per hour range. These are "Silver-level" services::
1. All "Bronze" level services
 2. Staff assistance in screening of job applicants for business interviewing purposes
 3. Use of workforce center space for interviews
 4. Use of workforce center facilities for job fairs and hiring events
 5. On-the-job training contracts with a \$5,000 cap

C. The following business services will only be available if the average hourly wage of all positions related to the services are more than \$13 per hour. These are "Gold-level" services:

1. All "bronze and silver" services
2. On-the-job training contracts with a \$10,000 cap
3. Incumbent Worker Training
4. Customized Training Contracts

Signed By:

A handwritten signature in blue ink, appearing to read "Ben K Davis", is written over a horizontal line.

Director