



Southwest Virginia Workforce Development Board

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Southwest Virginia Workforce Development Board

Area 1

Lee - Scott - Wise - Russell - Dickenson
Tazewell - Buchanan - City of Norton

WIB Business Services

The Workforce Innovation and Opportunity Act (WIOA) was designed to assist businesses in finding skilled workers and to enhance access to other important workforce services. The Act provides opportunities for businesses to participate in training eligible youth and adults, and provide connections to those who have received training from approved education and training providers.



www.elevatevirginia.org

www.swvawdb.org

Trained Workers

Several hundred individuals receive occupational skills training each year under WIA to prepare them for occupations in their community. Many of these trainees earn recognized credentials in their occupation, and have also gained skills in workplace competencies and computer literacy.

On-the-Job Training

Businesses can receive a reimbursement of up to 50% of a trainee's wages when they agree to hire and train an eligible worker. Trainees are often new entrants or those seeking new skills in order to become re-employed after a lay-off. Under certain conditions, employed workers whose wages are low may be eligible to participate. The complexity of the job and the skills of the worker determine the length of the training period.

Customized Training

Training can be designed to meet the special needs of a business or group of businesses that agree to hire or retain a worker upon the successful completion of training and pay at least 50% of the cost of training. Employed workers (up to 100% WIA reimbursement) who are not earning a self-sufficient wage may also be eligible to participate when the worker and the job meet specific conditions. The training may include occupational skill training as well as training in computer and workplace literacy.

Internships/Work Experiences

Businesses can partner in improving the skills of the workforce by offering short-term work assignments, job shadowing or internships. Businesses can also use this as an opportunity to attract new or returning entrants to the labor market to careers in their field of business.

Layoff Assistance

The Virginia Community College System maintains a "rapid response" unit to help businesses successfully manage a large layoff or plant closure by working with management and labor to arrange appropriate retraining and re-employment services.

Limited Benefits

Limited financial assistance can be made available to individuals who participate in program services. Short-term assistance with transportation or childcare, tools, equipment, uniforms and other benefits may be available to assist individuals when necessary.

