**Services to Businesses**

Free:

*Job listing* – Send us your job openings. We see, on average, 850 job seekers each month in our job help centers and Virginia Career Works Centers.

*Promote job openings to job seekers* – When we are given specific details about a job opening we promote the job to identified job seekers who are the best fit for the job.

*Directing openings to special groups (people with disabilities, Veterans, Returning Citizens)* - Many businesses plan to increase their diversity and inclusion efforts when it comes to hiring. Goodwill has the capacity to make direct connections between hiring professionals and the diverse populations they are looking for.

*Resume screening* – Resume screening is the process of determining whether a candidate is qualified for a role based his or her education, experience, and other information captured on their resume. Send us the qualifications you are looking for and we will send you qualified applicants.

*Job Fairs & Hiring Events* – Job Fairs bring together multiple businesses in one place to recruit for open positions. Hiring Events feature one business during which on the spot interviews are likely to occur.

*On-The-Job-Training* – OJT is training in the public or private sector that is given to a paid employee while he or she is engaged in productive work and that provides knowledge and skills essential to the full and adequate performance on the job. OJT funds provide reimbursements to businesses of up to 50 percent of the wage rate of OJT participants (in certain circumstances up to 75 percent) to help defray the personnel training costs of new employees.1

*Paid Internships, work experiences* - Let Goodwill connect you with the perfect intern. Businesses reap multiple benefits from engaging interns; year-round source of highly motivated pre-professionals, students bring new perspectives to old problems, proven, cost-effective way to recruit and evaluate potential employees.2

*Incumbent worker training* - The Incumbent Worker Training Program’s (IWTP) purpose is to provide funding assistance to qualifying employers to assist with expenses associated with new or upgraded skills training for full-time, permanent company workers.3

*Labor Market Information* - Labor market information includes all quantitative or qualitative data and analysis related to employment and the workforce. The goal of LMI is to help customers make informed plans, choices, and decisions for a variety of purposes, including business investment decision making, career planning and preparation, education and training offerings, job search opportunities, hiring, and public or private workforce investments.4

*Assistive technology* - All RGI work centers have a universal workstation. The workstations include assistive technology designed for persons with low vision or blindness, persons who are deaf or hard of hearing, persons with mobility/dexterity issues and persons with cognitive or learning disabilities. The technology includes (but is not limited to) a screen reader and magnifier, voice recognition software, a trackball mouse, ergonomic/adjustable furniture and a Braille embosser.

Fee-for-services:

*Taskforce Staffing –* Here to serve as your personal Human Resource department, Taskforce offers a variety of services including: Short and long term temporary placements, temp-to-hire placements, direct hire placements, and customized payroll options.

For more information on these programs please contact

Megan Bergen Vice President – Mission Services, Chief Mission Officer

[Megan.Bergen@FredGoodwill.org](mailto:Megan.Bergen@FredGoodwill.org)

1,2,3 Funds for these programs are made available through the Workforce Innovation and Opportunity Act in partnership with the Virginia Career Works – Bay Consortium Region and the Virginia Career Works – Piedmont Region.

4 James F. Woods and Christopher J. O’Leary, “Conceptual Framework for an Optimal Labour Market Information System,” W.E. Upjohn Institute for Employment Research, Technical Report No. 07-022, December 2006.