



Germanna Community College Incentives Program

Germanna Community College Center for Workforce & Community Education (Center) is a division of Germanna Community College (GCC) dedicated to the continuous improvement of the community. The Center advances the quality of life in the community by providing life-long learning opportunities intended to enhance personal, economic, and regional development.

To encourage economic development, business expansion, and job creation the Center will offer incentives to qualified and approved new or expanding businesses. The following incentives will be made available by GCC for one year from the date assigned at approval.

- A 20% discount on all career-related, non-credit, continuing education courses paid by the company or by the employee with appropriate documentation
- A 20% discount on all customized non-credit contract training courses designed specifically for the new or expanding business
- A 20% discount on all career-related one-on-one individualized training designed to meet a single employee's specific objectives
- Use of the Center's facilities, free-of-charge, for scheduled job fairs, interviewing sessions, and company specific employment screening and testing

Any business seeking to obtain the benefits of the GCC Incentives Program will be required to submit adequate documentation for verification to Spotsylvania County's Department of Economic Development (DED) for review. The DED will evaluate the documents provided and make a decision based on qualifications set forth in this agreement.

Upon approval of GCC Incentives, a date will be set based on the businesses' expected date of location to the County or when the capital investment is made. This date will represent the beginning date of the incentive periodⁱ.

For a Business to qualify for the benefits of the GCC Incentives, it must be located within Spotsylvania County and meet the following qualifications:

- a) For both new and existing businesses the business must meet one (1) of the following criteria:
 - i. Provide additional capital investmentsⁱⁱ within Spotsylvania County; or
 - ii. Add one or more employees to the business located in Spotsylvania County.

The Center's services include:

- Customized training for businesses, organizations, and agencies
- Career programs for individuals to prepare for and attain industry credentials and certifications
- Open enrollment training programs
- On-line educational opportunities
- Development and implementation of pre-employment training programs
- Consulting services for recruiting, testing, selection, and employee development needs
- Scheduling and administering of job profiling and assessments, including Career Readiness Certificate testing
- High-tech testing services through Pearson VUE and Certiport testing centers
- Designing and facilitating employee orientation and development programs
- Evaluating success and return on investment
- Collaboration in application of grants for training and upgrading skills for new and existing employees
- A variety of professional health care training programs
- The non-profit rate on facility rentals and event coordination for business meeting and conferences, including video conferencing and computer technology

ⁱ Incentive Period means one year from the date of location to Spotsylvania County or the date a qualified capital investment is made.

ⁱⁱ Capital Investment means moneies used by a business to purchase fixed assets and not moneies used for day-to-day operating expenses. Fixed assets owned by the business that are moved from one location to another within Spotsylvania County shall not be considered a capital investment.