

# JOB CREATION GRANT (JCG)

## ELIGIBILITY REQUIREMENTS:

- Must create **at least 4 net new permanent full-time positions** over the base year employment total
- Base Year (BY) employment** can be either of the two calendar years immediately preceding the first grant year
- For Grant Year 2024, the BY may be either 2023 or 2022
- BY employment is established in the first grant application** and remains static for the full 5-year period
- Eligible positions must meet wage and health benefit requirements:**
  - Positions **must earn at least 150% of the minimum wage** (125% in High Unemployment Areas and for SWaM-certified businesses)
  - Firms **must offer to cover at least 50% of employees' health insurance premium** (employees may choose to waive the health benefits)

## INELIGIBLE APPLICANTS:

- The following are **prohibited** from applying for the JCG:
  - units of local, state, or federal government
  - nonprofits, except NAICS 813910 or 813920
  - personal service, food and beverage, and retail positions

## GRANT TERM:

- Grants are awarded for **5-year periods** beginning with the first grant year in which a JCG was awarded.
- To be eligible in years 2-5, **the firm must maintain or increase the number of eligible permanent full-time positions (above the four-job threshold) over base year employment.**
- Firms may apply for a subsequent 5-year period given they meet grant eligibility requirements.

## JCG WAGE RATES

GRANT YEAR	JOBS CREATED/FINAL PIS RECEIVED	VIRGINIA MINIMUM WAGE (VMW) AMOUNT	ALL BUSINESSES	ALL BUSINESSES	HUA/SWaM-CERTIFIED BUSINESSES ONLY
			175% of VMW	150% of VMW	125% of VMW
Grant Year 2024	January 1, 2024-December 31, 2024	\$12.00	\$21	\$18	\$15
Grant Year 2025	January 1, 2025-December 31, 2025	\$12.00	\$21	\$18	\$15
Grant Year 2026	January 1, 2026-December 31, 2026	TBD based on Consumer Price Index*	TBD*	TBD*	TBD*

\$800 per grant-eligible position	\$500 per grant-eligible position	\$500 per grant-eligible position
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\*After December 31, 2024, the Virginia Minimum Wage will increase annually based upon the Consumer Price Index. Adjustments to the Virginia Minimum Wage rate will continue annually by this same methodology and become effective January 1 of each year. The Enterprise Zone wage thresholds are determined on December 1 of the previous year.

