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Virginia Works Launches Talent Solutions Guide Supporting Employer Success Across the Commonwealth

New resource offers tools to help businesses plan, develop, hire, and retain talent.

RICHMOND — Virginia Works, in partnership with multiple state agencies and workforce development organizations, announces the launch of Virginia's Talent Solutions Guide, a comprehensive catalog of free programs and services designed to help employers across the Commonwealth plan, develop, hire, and retain skilled talent.

Fully aligned with Virginia's broader economic development and workforce strategies, the guide represents a collaborative effort across Virginia's workforce ecosystem to provide businesses with access to the full spectrum of talent development resources available at no cost to support businesses at every stage of the talent lifecycle.

"Virginia's 4.5 million-strong workforce is one of our most valuable assets. At a time when talent needs are evolving rapidly, Virginia Works is convening the Commonwealth's workforce ecosystem and our broad range of employer services to help navigate the challenges of hiring, training, and retention with confidence," said Nicole Overley, Commissioner of Virginia Works. "This guide is a practical resource designed to help businesses of all sizes tap into the power of Virginia's workforce system. From emerging startups to established enterprises, every employer can access a wide range of support to build, strengthen, and sustain a skilled workforce."

The [Talent Solutions Guide](#) organizes Virginia's workforce offerings into three core categories: Plan, Develop, Hire, and Retain, and includes bonus tools to support data-

informed decision-making. Whether a startup hiring its first employee or a large enterprise scaling operations, employers will find actionable strategies tailored to their goals.

Key features include:

- A “no wrong door” approach to accessing services through local workforce centers, community colleges, and partner organizations
- Guidance on combining programs to build integrated talent strategies
- Tips for planning ahead and connecting with workforce professionals
- Insights into Virginia’s diverse and highly skilled labor force

The guide also highlights the role of Virginia’s Local Workforce Development Boards and Business Services Teams, which align regional strategies with statewide goals and ensure that services reflect local economic realities.

Developed in collaboration with workforce development partners, economic development organizations, and business leaders across the Commonwealth, the guide reflects a shared commitment to making Virginia the Top State for Talent by equipping employers with the tools they need to succeed.

Key partners include the Virginia Economic Development Partnership, Virginia Community College System, Virginia Department of Education, Department of Professional and Occupational Regulation, Department for Aging and Rehabilitative Services, Virginia Department of Veterans Services, and local workforce development boards.

The Talent Solutions Guide is available at VirginiaWorks.gov. Employers can also contact their [local Virginia Career Works center](#) to connect with a Regional Business Services Representative who can provide personalized guidance on leveraging these programs.

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Virginia Works, the Commonwealth’s Department of Workforce Development and Advancement, is dedicated to serving both job seekers and employers with a wide range of workforce services and talent pipeline strategies. Virginia Works is an equal opportunity

employer. Auxiliary aids and services are available upon request to individuals with disabilities. VRC/TDD VA Relay 711. Learn more at [VirginiaWorks.gov](https://www.virginiaworks.gov).