VIRGINIA ENTERPRISE ZONE JOB CREATION GRANT (JCG)

ELIGIBILITY REQUIREMENTS

- **JOBS CREATED THRESHOLD** | 4 net new permanent full-time positions over base year employment total (5th job triggers the grant)
- **BASE YEAR EMPLOYMENT** | Base year is the employment total for either of the two prior years before new jobs were created; established in first application & remains static for 5-year period; new applicants for GY26 may utilize 2025 or 2024 as BY
- **MINIMIM WAGE THRESHOLDS** | Position must earn at least 150% of the minimum wage (125% in High Unemployment Areas &/or SWaM-certified businesses)
- **HEALTH INSURANCE** | Firm must offer at least 50% of health insurance premiums for the employee for the position to be eligible
- **INELIGIBLE APPLICANTS** | Nonprofits (except NAICS 813910 or 813920), personal service, food & beverage & retail positions

All businesses	175% of VMW*	$21.72/hour	$800/ grant-eligible position
All businesses	150% of VMW*	$18.62/hour	$500/ grant-eligible position
High Unemployment Areas & SWaM-certified businesses	125% of VMW*	$15.51/hour	$500/ grant-eligible position

*VMW-Virginia Minimum Wage

JCG applicants who created jobs in calendar year 2026 apply for Grant Year 2026 (GY26) in spring 2027

(April 1, 2027 deadline)

GRANT TERM

- **5-YEAR TERM** | Grants awarded for 5-year periods beginning with the first grant year in which a JCG was awarded
- **ELIGIBILITY FOR YEARS 2-5** | Firm must maintain or increase the number of grant-eligible positions (above the 4-job threshold) over base year employment
- **ADDITIONAL 5-YEAR TERM** | Firms may apply for a subsequent 5-year term given they meet grant eligibility requirements