

Jobseeker FAQs

1. What are the eligibility criteria to be in the Talent Up Fairfax program?

To be eligible for Talent Up, jobseekers must be:

- 18 years or older
- Eligible to work in the U.S
- Primary residence in Fairfax County, excluding residents in the City of Fairfax and the City of Falls Church
- Demonstrate a COVID-related employment challenge.

2. What about job seekers who live outside Fairfax County?

Job seekers who reside outside Fairfax County are not eligible to participate in Talent Up Fairfax.

Fairfax County includes the towns of Herndon, Vienna, and Clifton. Fairfax County does not include the cities of Fairfax, Falls Church, and Alexandria.

3. What does it mean to have a demonstrated COVID-related employment challenge?

A COVID- related employment challenge may mean that during the pandemic you either lost your job; your work hours or pay were decreased; you had to leave your employment for reasons relating to COVID; or you were unable to find employment due to the pandemic.

You may also qualify for Talent Up if you are currently underemployed, meaning work hours or wages are less than \$20 per hour and/or annual wages equal to or are less than \$ \$88,971.

A Talent Up job developer will engage with you to assess your individual situation and options for assessing your eligibility for the program.

4. What documents do I need to provide for program eligibility?

- At a minimum, you will need to provide:
 - Government-issued ID (e.g., driver's license, learner's permit)
 - Social Security card
 - Resume
- Additional documents may include but are not limited to:
 - Letter demonstrating previous or current unemployment OR
 - Termination/job change letters OR
 - Pay stub/wages OR
 - A completed career intake survey OR
 - Participation in a public assistance program

5. What if I cannot produce documents that demonstrate I was impacted by COVID?

During the interview process, the Talent Up Fairfax Job Developer will provide you with additional guidance on what documents are acceptable to support your application.

6. If I am a college student, can I apply for the program?

Yes, you are welcome to apply if you are at least 18 years old and meet the program eligibility requirements.

7. What is the process after I turn in all my documentation?

If you are determined to be eligible for the program after submitting all required documents, you will be directed to open positions within the Talent Up Fairfax program and encouraged to apply to positions meeting your skill qualifications.

8. How do we know what jobs are available?

You will be directed to all open positions within the Talent Up Fairfax program by logging onto the Talent Up Online job board, Market Grabber.

9. Is there a guarantee that you will get an internship?

Talent Up Fairfax cannot guarantee that you will be selected for a Talent Up internship position. Employers in the Talent Up Fairfax program will make the final decisions when selecting the best candidate for the position.

If you are not selected for an internship position, we will continue to collaborate with jobseekers to help identify other employment opportunities.

10. Is there a guarantee that I will get a job if I am selected for a Talent Up Fairfax internship?

Talent Up cannot guarantee that you be offered a permanent job after your internship. An employer will evaluate your internship performance and make the final decision regarding job offers and future opportunities.

11. Does Talent Up Fairfax provide job training?

The objective of the Talent Up Fairfax program is to offer essential job training services tailored to the needs of its participants. The aim is to enhance the skills of jobseekers, ensuring they are well-equipped for success and sustainability in their respective roles, ultimately facilitating permanent employment opportunities.

12. What are other resources you can offer a job seeker who needs a job now?

Applicants to the Talent Up program who are not chosen for internship positions will be linked with alternative employment resources to support their job search efforts. The **SkillSource** Group is



committed to assisting individuals in acquiring occupational training, accessing employment prospects, and achieving certification for career advancement.

13. If I am a job seeker, how do I apply?

To get started, complete the Talent Up Fairfax [Job Seeker Application](#)

14. How long is the process to determine job seeker eligibility for the program?

The processing times for accessing job seeker eligibility may vary influenced by factors such as the prompt submission of required documents by the job seekers and the thorough review conducted by the Job Developer.

15. Can I participate as an intern in the Talent Up Fairfax program more than once?

Yes. If a job seeker engages in a Talent Up internship but is not employed by the company, there remains a possibility for the intern to secure another internship opportunity if chosen by a different company.

16. When does this program end? (applies to both employers and jobseekers)?

The opportunity for employers and jobseekers to participate in the Talent Up Fairfax Fund program runs through December 31, 2024. This deadline does not apply to jobseekers who are offered permanent employment as a result of their internship.