

# Virginia Values Veterans

Bringing Veterans and Employers Together Across the Commonwealth



## V3 Executive Summary

### Background

The Commonwealth of Virginia has a unique opportunity to help Veterans gain career employment. While Virginia ranks 12<sup>th</sup> among states in total population, it ranks 7<sup>th</sup> in total Veteran population and 4<sup>th</sup> in Veteran working-age population. While many employers are unaware of the value Veterans can bring to their workforce, thousands more are seeking to hire Veterans as a part of their workforce but simply don't know how. The Virginia Values Veterans (V3) Program not only aims to educate and train companies as to why it is a sound business decision to recruit, hire, train, and retain Veterans, but also to help those committed companies meet their hiring goals.

### Educate – Train – Connect

The V3 Program provides education, training, and connectivity resources to assist companies in the implementation of nationally recognized best practices in recruiting, hiring, and retaining a highly-skilled, well-educated, and easily-trained leadership talent pool: **Virginia's Veterans**. The Virginia Department of Veterans Services is fully engaged in this venture with the confidence that hiring Veterans is not just the right thing to do, but that understanding who Veterans are and hiring them will increase organizational productivity and efficiency.

### Execution

V3 Member companies will join a highly respected field of private and public sector organizations that have committed to hiring Veterans. These Member companies will have access to cutting-edge best practices in recruiting, hiring, and retaining Veterans. Any company completing all training requirements will be recognized as an official "V3-Certified Company," and awarded a certificate from the Governor of Virginia. These are the steps towards V3 Certification:

1. Company enrolls in program by submitting application online (<http://www.dvsV3.com/apply>).
2. Company completes all Training Requirements within one year (approximately 6 hours total training time).
3. Company completes and submits an Organizational Veteran Hiring Plan that includes a veteran hiring goal, and Executive Cover Letter to Governor McAuliffe requesting certification.

### Strategic Partnerships

An influential group of strategic stakeholders comprised of federal, state, and local agencies, as well as leading representatives from the private sector, will be formed to influence policy and regulations that will positively impact Veterans' employment opportunities.

### Conclusion

Virginia's Veteran population can provide employers with valuable human resources that add tremendous experience, leadership, and integrity to an organization. To better connect Veterans with potential employers, the Virginia Values Veterans Program must continue to forge strong relationships with companies and agencies throughout the Commonwealth. Virginia's Veteran population is young, eager to work, highly educated, highly trained, healthy, and growing!

### Contact Us

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## V3 Employer Grant

### **Background**

Virginia is proud to be able to invest in companies who have committed to hiring Veterans. The knowledge, skills, and abilities today's service members and Veterans gain in our modern military make them an extremely valuable talent pool for employers wishing to grow and improve organizational performance. In 2015, the General Assembly unanimously appropriated \$500,000 for the purposes of establishing an employment grant for V3-certified employers.

### **Employer Qualifications**

- Must be a **V3-Certified Company**
- Must have an **Employer ID#**
- Must have **300 or fewer** employees

### **Veteran Qualifications**

- Needs to be employed **within 5 years of discharge from active duty**
- Hired in a **full-time** capacity
- Hired and retained for at least one year — on or after **July 1, 2014**

### **Definition**

"Veteran" means an individual who has served in the active military, naval or air service, and who was discharged or released therefrom under any conditions other than dishonorable.

### **Conclusion**

Companies may qualify for up to \$10,000 in grants, with \$1,000 being awarded per eligible Veteran hired per year!

For more information on the grant criteria, a frequently asked questions list, and to apply for a grant award, please visit [www.dvsV3.com/V3Grant](http://www.dvsV3.com/V3Grant).

Please contact the V3 Grant Manager Mr. Ross Koenig, at [ross.koenig@dvs.virginia.gov](mailto:ross.koenig@dvs.virginia.gov) for additional questions.

**[WWW.DVSV3.COM](http://WWW.DVSV3.COM)**