



Put Virginia's Veterans To Work For Your Organization

The Virginia Values Veterans (V3) Program Makes Recruiting, Hiring, and Training Military Veterans Simple, Effective and Affordable...and At No Cost to You.

Virginia is home to over thirty major military installations and thousands of active duty service members. Every year, many of these men and women transition from active duty to civilian life and seek new careers and employment. These highly trained, skilled and disciplined veterans are a major resource to our Commonwealth and most especially to employers.

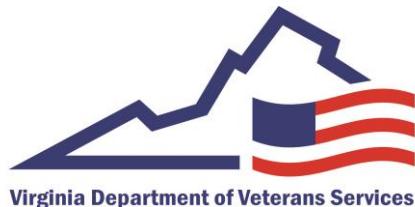
Did you know that there are more than 713,000 veterans in Virginia – one of the largest percentages per population of veterans of any state? Nearly one in every twelve Virginians is a veteran. Of these, more than 109,000 are women veterans. In fact, Virginia has the highest percentage per capita of veterans in our total workforce and what's more, the largest percentage of veterans under 39 years old.

The Virginia Chamber recognizes how important veterans are to our economic success by hosting our Virginia Veterans and Military Conference each year in association with the Virginia Department of Veterans Services (DVS). The Chamber is also a major partner and supporter of the DVS V3 Program. Since its inception, this unique public/private partnership has resulted in nearly 100,000 Virginia veterans hired. Over 2,000 V3 Partner Employers in every corner of the state are already committed to hiring Virginia veterans and have found that hiring Virginia veterans simply makes good business sense.

Whatever your business....from retail to manufacturing to healthcare to technology...and whether you employ ten or ten thousand, if you are not already a V3 Partner Employer, you should be. Your company may qualify for up to \$10,000 in grants, with \$1,000 being awarded per eligible veteran hired. We invite you to learn more about the many benefits of V3 and put Virginia's veterans to work for your organization.

Learn more about the Virginia Values Veterans (V3) Program by scanning the QR code below or visiting www.dvsV3.com





Virginia Values Veterans V3 Program

Bringing Veterans and Employers Together Across the Commonwealth

Executive Summary

BACKGROUND:

The Commonwealth of Virginia has a unique opportunity to help Veterans gain employment. While many employers are unaware of the value Veterans and Military Spouses can bring to their workforce, thousands more employers seek to hire this key demographic but simply don't know how. Virginia's General Assembly established the V3 Program in 2013 to provide support to Virginia's employers by educating companies as to why a Veteran is their best investment and providing training to recruit, hire, and retain Veterans and Military Spouses. In doing so, the V3 Program collaborates with organizations of all types to support military workforce development. This includes non-profits, localities, boards/commissions, legislative offices, educational institutions, associations, and more to become V3 Certified.

BECOMING V3 CERTIFIED:

The V3 Program provides education, training, and connectivity to the Virginia military community and Veteran and military spouse talent. The V3 Program provides nationally recognized best practices in recruiting, hiring, and retaining a highly skilled, well educated, and easily trainable talent pool. V3 Certified Employers will join a highly respected field of private/public sector organizations, municipalities and localities that have committed to hiring Veterans. Any employer completing the training and certification requirements is recognized as an official "V3-Certified Employer" and awarded a certificate from the Governor of Virginia. The following are the steps towards V3 Certification:

- Employer enrolls in program by submitting application online (<http://www.dvsV3.com/apply>).
- Employer completes the Training Requirement within one year. (<https://dsv3.com/training>)
- Employer completes and submits an Executive Cover Letter to their assigned V3 Regional Program Manager to supply to the Governor's Office requesting certification.

Certified employers can proudly display their V3 Certified Seal and V3 Program logo to highlight their commitment to Military Employment.

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#WhyV3



V3 Certified Employers will have access to cutting-edge best practices, opportunities to collaborate with V3 Strategic Partners and participate in other employment programs under the Virginia Department of Veterans Services. All V3 Member Employers are assigned a V3 Regional Program Manager (RPM) to guide them through the certification process and provide ongoing support to assist employers with reaching their goals. Some resources available to eligible V3 Certified Employers include:

- **V3 Grant** – Receive up to \$10,000 in grants, with \$1,000 being awarded per eligible Veteran hired. (Employers with fewer than 300 employees, at time of grant application may qualify)
- **Social Media and Marketing** – Get listed on the official V3 website. In addition, employers are eligible to receive an Employer Spotlight in the agency newsletter, social media platforms and other partnerships.
- **Hire Vets Now Fellowship Program** – Establish a SkillBridge program that provides transitioning service members with the ability to work in a civilian job for 6-12 weeks, prior from separation from the military. The V3 Certified Employer's location serves as the service member's duty station and the Department of Defense continues to pay for the service member's salary during program participation.
- **Military Medics and Corpsman (MMAC) Program** – Collaborate with the MMAC Program as they support your organization with recruiting and vetting military medical personnel for job opportunities with MMAC healthcare partners. Job openings range from paramedics, nurses, technicians, medical doctors and other administrative positions.
- **Transition Connection Newsletter** – Share current job opportunities with over 10,000 military job seekers and military spouses bi-weekly. Employers may also highlight their organization with newsletter highlights.
- **On-the-Job Training (OJT)/Apprenticeships** – Establish a G.I. Bill approved OJT and Apprenticeships programs in partnership with the State Approving Agency (SAA), which affords Veterans with the ability to apply for housing, tuition, and/or education financial stipends to supplement pay while in training.
- **Networking and Job Fair Events** – Participate in events within their community and on military installations so that employers can engage with military affiliated job seekers.
- **V3 Transition Support** - The V3 Transition Program (formally known as the Virginia Transition Assistance Program (VTAP) has regionally based V3 Transition Coordinators who connect veterans, transitioning service members and military spouses to V3 Certified employers with immediate hiring needs.
- **V3 Awards** – Receive complimentary tickets to statewide military/workforce conference and annual V3 Awards Summit, to receive V3 Award recognition from state leadership.
- **Social Media and Marketing** – V3 Certified employers are listed on the official V3 website and are eligible to receive an Employer Spotlight in the agency newsletter, social media platforms and through other strategic partnerships.
- **Veteran-Friendly Branding** – Promote the V3 Certification Seal and other V3 Program promotional material to identify them as a member of a statewide brand that is qualified to support Veteran and military spouse workforce development.
- **Virginia Department of Veterans Services (VDVS)** – Awareness of and connection to the various VDVS service lines in order to provide internal support for veteran and military spouse employees. VDVS is here to ensure that your Veteran and military spouse talent are taken care of and have the benefits and resources they need and deserve.
- **Supplemental Training** – Continued learning through supplemental training to support military cultural competency and further awareness and connection to VDVS services as well as other community partners.
- **Community Impact** – V3 partners can provide support to the Virginia Veterans Foundation to further the mission of the V3 Program and/ or donate goods/services to make a community impact.