



Virginia Values Veterans (V3)

- What is it?
- What is it *not*?
- What are the benefits of participation?

What is V3?

- Pipeline between employers and prospective veteran employees
- Currently 872 V3 certified companies and municipalities
- Collaborative network that can get our job postings out to veterans who wouldn't otherwise see them
- Training and assistance to bridge the communication gap between civilians and veterans
- Completely free of charge; with no hiring obligation

From the V3 website:

“The Virginia Values Veterans Program is a free training and certification program for employers to help them implement nationally recognized best practices in recruiting, hiring, and retaining highly-skilled and dependable Veterans.”

What is V3 *not*?

- A for-profit organization (there is no fee to participate)
- A mandate for individual employers to meet specific hiring goals
- A veterans' preference hiring program

What are the benefits?

- Job postings will be pushed out to veterans and service-members through pre-existing sites and programs
- Access to thousands of potential employees who probably do not currently see our postings
- Free training on targeted recruiting literature, as well as understanding communication differences in the veteran population
- Free access to VTAP/HireVetsNow job fairs

Virginia's Veteran Population

- Over 25 major military installations, including the largest naval base in the world (Norfolk)
- Dozens of smaller bases, USCG stations, supply depots, and Reserve/National Guard bases
- Hundreds of thousands of service-members and their spouses in the Commonwealth
- Significant portion of Virginia's job seekers

Soft Skills

In addition to discipline, strong work ethic, teamwork and the ability to perform under pressure, research indicates that most veterans possess these soft skills:

- Ability to concentrate for long periods of time
- Creativity
- Attention to detail and accuracy
- Calm demeanor
- Strong communication skills
- Confidence
- Ability to follow detailed instructions
- Adaptability

Nearby Localities & Agencies

- Cities of Hopewell, Richmond & Newport News
- Counties of Chesterfield, New Kent, Goochland, James City, York, Prince Edward
- Virginia Department of State Police
- Virginia Marine Resources Commission
- Crater Criminal Justice Academy
- Franklin Police Department
- Hanover Sheriff's Office
- Henrico Sheriff's Office
- Greensville Correctional Center

Richmond Companies

Admiral Security Services, Altria Manufacturing, American Security Group, Anchor Financial Group, Aqueous Solutions Global, Better Business Bureau, Bon Secours, CapTech, Carmax, Colonial Webb, Dominion Energy, Dominion Packaging, Eagle Fire Construction, Emerald Construction, Entry Guard Systems, Gateway Healthcare Professionals, Genworth Financial, Haley Buick, International Roofing Corporation...

Newport News Companies

Bay Electric Company, Blue Crab Technical Academy, BOSH
Global, C.A. Jones Inc., Canon, Christopher Newport University,
Continental Manufacturing, CTR Group, Global Professional
Strategies, Garrett Realty, Huntington Ingalls Industries, Newport
News Shipbuilding...

Within Prince George County

Richard Bland College, Joint Logistics Managers Inc., PD Systems,
Perdue Foods, Service Center Metals

Personal Example

- Retired from Fort Lee in 2015; utilized TAP program extensively
- Emphasis was almost exclusively placed on searching within companies that are verified as veteran friendly
- Extensive lists were provided for jobs in the area...and I did not see one from the County
- After years in the military, veterans just don't know how to look for jobs...it may sound odd, but it is the reality of the situation

Key Takeaways

- V3 will link us to a bigger talent pool than we are currently reaching
- V3 will assist us with information as well as access to services and job fairs
- V3 will not cost us a dime
- V3 will not require us to have or meet stated hiring objectives
- V3 will not give preference to veterans, but it will put our jobs in front of these dedicated and disciplined men and women

Next Steps

- Training has been completed to become a V3 Employer
- Human Resources is seeking permission to proceed with an application to become a V3 employer
- Application is submitted to the Governor through the regional coordinator and approved
- Prince George would then be officially known as a Virginia Values Veterans (V3) Employer



Virginia Values Veterans V3 Program
Virginia Department of Veterans Services



Questions?