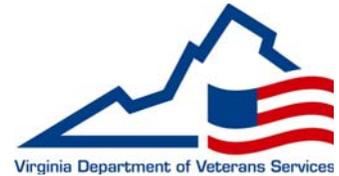


The Virginia Department of Veterans Services



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News Release

FOR IMMEDIATE RELEASE

September 17, 2012

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Virginia Values Veterans conference offers unique approach to reducing veteran unemployment

RICHMOND, VIRGINIA— The Virginia Department of Veterans Services will sponsor the third Virginia Values Veterans (V3) conference with the support of the V3 Interagency Team and hosted by Old Dominion University on October 9, 2012 at the Ted Constant Convocation Center. The V3 initiative presents an innovative new strategy for reducing veteran unemployment. The overall goal of the Virginia Values Veterans Program is to empower Virginia’s businesses to recapitalize an aging workforce by creating their own Veteran Talent Acquisition and Retention Support Program based upon industry best practices and proven recruiting methods.

The October 9 conference will educate Virginia’s businesses about how to re-energize their workforce by capitalizing on the talented men and women transitioning out of or have already transitioned from the United States military.

Topics include talent acquisition and retention, the transition from military to civilian employment, workforce productivity, and an overview of the V3 certification program. Additionally, representatives from the National Guard, Virginia Wounded Warrior Program, Employer Support for the Guard and Reserve, and the Virginia Employment Commission will discuss state government resources available to employers.

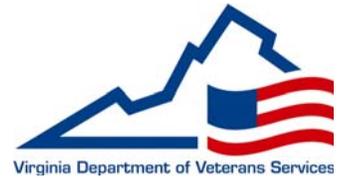
The conference will conclude with a primer on developing a vet pipeline and the next steps employers can take to become vet strong rather than merely vet friendly.

“This is an opportunity for business to gain valuable strategies for hiring employees who are talented, loyal, who show up on time, take direction well, and thrive in a team environment,” said Paul Galanti, Commissioner of the Virginia Department of Veterans Services. Galanti added, “Hiring veterans will be one of the best decisions these companies make.”

For more information and to register for the conference, visit www.virgniavaluesvets.com.

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Virginia Values Veterans (V3)

On a mission: One company, one job, one veteran at a time

Virginia Values Veterans (V3) is a Commonwealth-wide approach, launched by the Virginia Department of Veterans Services, to reduce veteran unemployment. By some estimates, the unemployment rate for veterans of the wars in Afghanistan and Iraq is close to 30 percent. Although dozens of programs help veterans with resume writing, job search techniques, interviewing skills, and transition from a military to civilian environment, thousands of highly qualified men and women remain unemployed.

Focusing on making employers Veteran Strong

V3 represents an innovative new strategy for reducing veteran unemployment. The V3 initiative focuses on making employers more than just veteran friendly; V3 makes employers veteran strong. Rather than financial recapitalization, through the V3 program, Virginia businesses will be empowered to recapitalize their workforce by committing to recruit, hire, and retain military veterans. Employers will benefit because Vets have the right “Fit” to become the future leaders of Virginia’s economy.

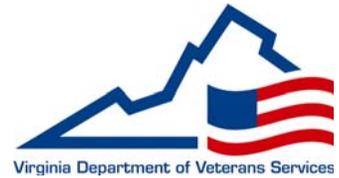
Two key components

V3 has two key components. First, the Virginia Department of Veterans Services (DVS) and other partners are hosting a series of daylong conferences that show organizations how to target and recruit veterans as potential job applicants. The training outlines what it takes to successfully recruit, hire, train, and retain military veterans as engaged employees within an organization.

“Uncle Sam has already selected a cadre of potential employees for Virginia businesses,” stated Lt. Governor Bill Bolling at the first V3 conference. “These men and women are smart and they take orders well,” said Bolling. The Lt. Governor went on to explain, “We don’t want our veterans to have to look for a job. We want a job looking for them when they come out of the military.” V3 teaches companies to recruit veterans as competitively as colleges recruit the best athletes and brightest scholars to their programs.

Second, the Virginia Department of Veterans Services is offering customized training and Vet Readiness Assessments to organizations who want to enter the V3 Certification Program. This program is free for participating organizations and will result in a targeted military recruiting model, shared best practices and lessons learned, and detailed information about each organization on the V3 website (www.virginiavaluesvets.com). This program will show employers how to activate their own Military Recruiting Network in order to utilize available resources and connect directly with military job seekers. Companies set a target for the number of veterans they plan to hire within a certain timeframe and commit to retaining the veterans for a designated timeframe. The program helps these companies develop a pipeline to recruit veterans, complete a pilot program, and set measurable goals for hiring and retaining veterans.

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Men and women with the skills you need

Joe Barto, Founder and President of TMG, noted we have spent most of our energy and resources on Vets when, “the center of gravity for solving the Vet unemployment challenge are the companies who need to re-capitalize their workforce with these amazing people. V3 is focused primarily on teaching small and medium sized business who want to hire Vets but do not know how, then incentivize them through the V3 Certification Program. That is how we will solve the problem and accelerate America’s economic recovery.” V3 is teaching and supporting companies who want to hire Vets by helping them design and execute a focused Vet Hiring and Retention System. “No matter who you hire, you’re going to have to train them to use your company’s equipment and follow your company’s procedures,” said Barto, himself a U.S. Army veteran. “The men and women who served in the U.S. Armed Forces come to you with the skills you really need, the ones that are not easily taught and it will be the best business decision you ever make if you go find these Vets and do what it takes to make them your best teammates. We are “on a Mission: 1 Company, 1 Job – 1 Vet at a time.”

The players behind the program

Bill Janis, Deputy Commissioner of the Virginia Department of Veterans Services leads the V3 Inter-Agency Working Group. Members include the Virginia National Guard, Department of Military Services, Virginia Employment Commission, Department of Labor and Industry, Virginia Employer Support for the Guard and Reserve, the Department of Social Services, The Department of Criminal Justice Services, an industry liaison from Capital One, and TMG, Inc.

TMG, Inc. in partnership with DVS, facilitates the information and awareness conferences, conducts Vet Readiness Assessments, trains and certifies companies for the V3 initiative, coaches employers, and captures and shares best practices and lessons learned.

The perfect time

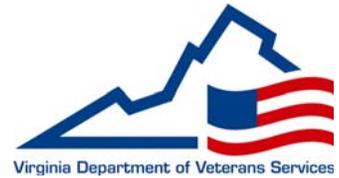
“The V3 initiative couldn’t have begun at a better time,” said Secretary of Veterans Affairs and Homeland Security Terrie Suit. “With the tough economy, high unemployment, and increasing number of new veterans and transitioning military personnel, it’s imperative that Virginia take every opportunity to assist these American heroes. V3 is a win-win situation for everyone involved.”

For more information, visit www.VirginiaValuesVets.com.

Conference Schedule

October 9, 2012	Old Dominion University, Norfolk, VA
December 4, 2012	Virginia Military Institute, Lexington, VA
February 12, 2013	McLean, VA
April 9, 2013	Virginia Beach, VA
June 12, 2013	V3 Summit, Richmond, VA

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V3 Certified Companies—First Class

The first class of V3 certified companies has pledged to hire and retain more than 1,494 Veterans over the next year!

Ball Metal Williamsburg, VA
Chandler Concrete, New River Valley, VA
Entry Guard Systems, Richmond, VA
Hampton Sheriff's Office, Hampton, VA
Huntington Ingalls Industries, Newport News, VA

Lockheed Martin, Arlington, VA
ManTech, Fairfax, VA
Microaire Surgical Instruments,
Charlottesville, VA
Top Guard Security, Hampton, VA
Training Modernization Group, Inc.
Spotsylvania, VA