



# COMMONWEALTH OF VIRGINIA JOINT LEADERSHIP COUNCIL OF VETERANS SERVICE ORGANIZATIONS

101 N. 14<sup>TH</sup> ST., 17<sup>TH</sup> FLOOR  
RICHMOND, VA 23219

*Air Force Association  
Air Force Sergeants  
Association  
American Legion  
AMVETS  
Association of the United  
States Army  
Disabled American  
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Iraq & Afghanistan Veterans  
of America  
Legion of Valor of the  
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Marine Corps League  
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Purple Heart  
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Military Order of the  
World Wars  
Navy Mutual Aid Association  
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Roanoke Valley Veterans  
Council  
Veterans of Foreign Wars  
Vietnam Veterans of America  
Virginia Army/Air National  
Guard Enlisted  
Association  
Virginia National Guard  
Association*

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JLC Contact  
**Virginia Army / Air  
National Guard  
Enlisted Association**  
Robert Barnette  
r.barnette55@  
gmail.com  
804-559-2310

## **Position Paper 2022-05** **Promote Hiring of National Guard and Reserve Members**

**OBJECTIVE:** To promote the hiring of members of the Virginia National Guard and the Reserves by recognizing Virginia employers who hire our citizen-soldiers.

### **BACKGROUND:**

- Members of the Virginia National Guard and the Armed Forces Reserves are citizen-soldiers, meaning that when they are not serving on federal or state missions, they are in their communities and working to support their families.
- As a Commonwealth and a Nation, it is important that we recognize our employers who hire our citizen-soldiers. One way to do this is through a small-scale grant to encourage and incentivize hiring.
- After the Virginia Values Veterans (V3) Program was established, the Governor and General Assembly authorized the creation of a grant program to recognize small to medium-sized employers that hire Virginia veterans.
- If a Guardsman or Reservist serves on federal active duty, they earn Veterans status. Employers who hire these members of the Guard and Reserve would qualify for a V3 employer grant.
- However, if a Guardsman or Reservist is not called to federal active duty, they are not considered a Veteran. Employers who hire them do not qualify for the V3 grant program.

### **DISCUSSION:**

- This proposal seeks to build on the V3 Program employer grant model by awarding a one-time grant of \$1,000 to a Virginia employer who hires a member of the Virginia National Guard or the Armed Forces Reserves.
- Extending eligibility for a V3-type grant to Virginia employers who hire Virginia's citizen-soldiers will both incentivize hiring of these talented individuals and recognize the vital dual role played by citizen-soldiers in our work places and our Commonwealth.
- The JLC recommends a small-scale initial investment of \$50,000 in FY22, sufficient to award 50 grants of \$1,000 each. The Departments of Veterans Services and Military Affairs would report back to the Governor and General Assembly of the demand for this grant, and whether any shortfalls exist that should be addressed in future fiscal years.

- The JLC recommends that the eligibility requirements for the \$1,000 grant be modeled on the V3 employer grant requirements, including the requirement that the employee be retained for one-year prior to the employer applying for the grant.

**RECOMMENDATION:** That the Governor and General Assembly approve \$50,000 to create a grant program to incentivize small to medium-sized Virginia employers to hire members of the Virginia National Guard and Armed Forces Reserves.