

What is the **NVTC** Veterans Employment Initiative?



The Northern Virginia Technology Council (NVTC) launched the NVTC Veterans Employment Initiative (VEI) in August 2013 to accelerate Veteran transitions to civilian life by providing better employment opportunities within Virginia's technology community. VEI connects Veterans with jobs, internships, mentorships and education/certifications while also providing support to member companies in their efforts to recruit, hire, train and retain qualified veteran employees.

VEI has created one of the first "business-driven" veteran hiring initiatives, powered by the Northern Virginia business and technology community in conjunction with the region's academic institutions and policymakers. VEI serves as a model to other technology councils throughout Virginia and has been replicated by others regions in the country.

VEI Goals

- ★ **INCREASE** Veteran employment among NVTC member companies.
- ★ **SUPPORT** Veterans in finding employment in Virginia and the Greater Washington region by fostering a community that expedites the transition from military to civilian employment.
- ★ **CREATE** innovative ways for companies in our region to recruit, hire, train and retain Veterans.
- ★ **COLLABORATE** with state and federal policymakers to advocate for policies that promote Veteran education, training and employment.
- ★ **ASSIST** NVTC member companies in establishing or expanding their own internal Veteran programs.
- ★ **AID** Veterans in developing the skills necessary to find a job in the private sector and succeed in their post-military careers.

Get INVOLVED

- ★ Visit www.nvtc.org/veterans and complete a brief survey about your company's interest or experience in hiring Veterans or learn more about the VEI.
- ★ Sign up for a free account on www.novatechvets.org to begin posting jobs and searching a database of over 950,000 veteran resumes.
- ★ Sign up to recruit Veteran talent or host an upcoming **VEI Recruiting Day**.
- ★ Support the **VETWORKING** program by volunteering to be a mentor to a transitioning service member, serve as a host company or nominate a participant.
- ★ Offer a company summer internship for the **VEI Scholars Program**.
- ★ View the **VEI webinar archives** on best practices in veteran hiring and retention.
- ★ Join the VEI Task Force or one of its Working Groups - **Education, HR or Outreach**.
- ★ Make a corporate or individual tax-exempt donation to the 501(c)3 **NVTC Foundation** to support the Veterans Employment Initiative.
- ★ Form a team or sponsor the annual summer VEI **Sporting Clays Tournament**, which raises funds for the NVTC Foundation to support the VEI.

Who can I contact for more information? **VEI Program Manager Steve Jordon** at sjordon@nvtc.org 703-268-5145



★ NoVaTechVets.org

NVTC and Monster.com offer an online community and resource, www.NoVaTechVets.org, which includes a searchable database of jobs at NVTC member companies, a military skills translator for Veterans to match their skillsets to jobs in the civilian environment and educational resources and tools. Every NVTC member company can post FREE job listings on the site and access Monster's database of over 950,000 veteran resumes. Nearly 200 companies are currently participating with more than 10,000 jobs posted on the site. The opportunity for recruiters to use this free tool can save a corporate recruiting team thousands of dollars per year.

★ Recruiting Days

VEI hosts bi-monthly recruiting events matching Veteran-friendly NVTC companies with qualified Veteran, National Guard and Reserve job-seekers. Unlike traditional job fairs, these events allow each employer to pre-screen applicant resumes before personally engaging with each job seeker in a small group setting. At every Recruiting Day event, each Veteran job seeker will take part in over ten mini-interviews while also benefitting from the experience of interacting with professional corporate recruiters. VEI has partnered with the Virginia Department of Veterans Services, Virginia Employment Commission, Workforce Investment Boards and other local Veteran Support Organizations in putting on these unique hiring events.

★ VETWORKING

The VEI VETWORKING program provides Veterans with career transition, education and personal growth experiences necessary for success in seeking civilian employment. VETWORKING is a personal and professional development program which combines elements of networking and mentoring and connects transitioning service members to other veterans in the region's technology sector. Through small group interactions and opportunities to participate in industry events, VETWORKING facilitates Veteran job seekers' development of professional skills, building professional networks and empowers them through the support of fellow job seekers or newly-employed colleagues.

★ VEI Scholars

VEI supports student Veterans with intern and apprenticeship opportunities within the region's technology business community. VEI is working with several regional university and college members to develop and expand veteran training programs that address the skill gaps faced by many Veterans as they leave military service. NVTC's academic partners support VEI by identifying future employment needs of companies in the Commonwealth and provide education, certifications and associated support services to student Veterans to facilitate the transition to the civilian workplace.

★ Training for Companies

VEI produced a series of webinars designed to educate Human Resource professionals, recruiters, hiring managers, CEOs and COOs on best practices in Veteran hiring. Experts from NVTC member companies as well as federal and state government agencies provided tips and tools on specific topics related to Veteran hiring. The webinars are archived on the NVTC website for on-demand viewing.

★ Public Policy Advocacy

Through VEI, NVTC works with Virginia state policymakers and members of Virginia's Congressional Delegation to advocate and advance state and federal policies that promote Veteran education, training and employment.

★ Outreach to Transitioning Military and Veterans

NVTC works collaboratively with organizations serving the Veteran community, including the Department of Veteran Affairs, Virginia Department of Veteran Services, Virginia Employment Commission, and regional Workforce Investment Boards such as the SkillSource Group and the Alexandria/Arlington WIBs. In addition, VEI has partnered the numerous DC Metro area military commands and various Veterans Service Organizations to promote VEI and its programs and services to our military community.



USTechVets.org is an online community powered by Monster.com and sponsored by the Consumer Technology Association (CTA)[®] and NVTC to connect the one million Veterans who are transitioning to civilian life to employment opportunities within the technology industry. This national website builds on the functionality and power of NVTC's novatechvets.org website.

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