

## Allocation of funding in Item 470 H

**GOV Strategic Goal:** Make Virginia the Most Military and Veteran Friendly State in the Nation

### Department of Veterans Services Strategic Goals

1. *Stay: Ensure transitioning service members and families stay in Virginia and strengthen our workforce and our communities.*
2. *Work: Enable a thriving work environment for Veterans and families.*
3. *Thrive: Deliver programs and services that contribute to Virginia being the most veteran-friendly state in the Nation.*

Initiative	FY23 \$	FY23 FTEs	FY24 \$	FY24 FTEs	Crosswalk to Agency Goal(s)
<b>Place eight additional Veterans Service Representatives (VSRs) in highest demand offices:</b> Fort Lee, Hampton, Quantico, Norfolk, Richmond (2), Salem, and Wytheville	\$990,000	8	\$1,160,000	8	Stay. Thrive
<b>Open new DVS office in the U.S. Department of Veterans Affairs (USDVA) outpatient medical center in Fredericksburg/Spotsylvania:</b> the new facility will open in early CY2024 and is expected to be largest of its type in the nation, serving a catchment area of more than 35,000 veterans. USDVA is building DVS an office inside the new facility. New VSRs will be hired in FY23 to prepare for FY24 opening	\$120,000	2	\$245,000	2	Stay. Thrive
<b>Resume in-person annual training to meet federal accreditation requirements:</b> the annual in-person training will bring all Benefits staff together once per year for intense in-person training to ensure VSRs meet federal (USDVA) accreditation. Training includes experts from the USDVA, Law Firms, Physicians, and others, and also covers annual statewide training requirements (HR, IT, Finance, Conflict of Interest, etc.)	\$120,000	0	\$120,000	0	Stay. Thrive
<b>Deploy new technology to DVS offices to support better customer service:</b> funding to utilize DocuSign at DVS offices, enabling DVS VSRs to better assist Veterans and families who cannot physically visit a DVS office. Meets the requirements for a secure signature on USDVA documents	\$0	0	\$58,000	0	Stay. Thrive

<p><b>Meet demand for services for Justice-Involved Veterans:</b> this new Veteran Justice Specialist position in the Virginia Veteran and Family Support (VVFS) North Region will add critical capacity for Justice-Involved Veterans in Northern Virginia to support Veteran Treatment Dockets, Crisis Intervention Team (CIT) training with multiple law enforcement agencies, and service coordination for justice-involved veterans, include parole and probation, reentry, and other services</p>	\$92,000	1	\$125,000	1	Stay. Thrive
<p><b>Meet demand for veteran and family support and care coordination:</b> hire new Resource Specialists for VVFS Program East and North Regions to add critical capacity in military/veteran dense geographic area served by VVFS offices in Hampton Roads (beginning FY23) and Northern Virginia (beginning FY24). The new Resource Specialists will expand veteran and family services, care coordination, and outreach for Service Members, Veterans, and their Families (SMVF)</p>	\$80,000	2	\$233,000	2	Stay. Thrive
<p><b>Create employment opportunities through the HIRE VETS NOW Skillbridge/Fellowship Program:</b> to provide transitioning service members (TSMs) the opportunity to network with V3 Certified employers (including state agencies) offering 6-12 week internships to eligible applicants up to six months prior to separation. Participation in a fellowship program while still serving in the military allows service members to gain marketable skills and experience to enhance their civilian career opportunities and likelihood of civilian employment success. Expanding the HIRE VETS NOW Skillbridge/Fellowship Program will be an important tool to keep TSMs in Virginia</p>	\$100,000	1	\$180,000	1	Stay. Work. Thrive.

<p><b>Create employment opportunities for Veterans, TSMs, and military spouses by increasing the number of Virginia Values Veterans (V3) Program certified employers.</b> 3,000 V3 certified employers have hired over 100,000 veterans and military spouses since 2012 launch. The three new Veteran Employer Liaisons will help ensure continued program success by 1) providing high-level customer service and training to currently certified employers and 2) recruiting, training, and certifying new employers to increase the number of Veterans hired annually</p>	\$300,000	3	\$400,000	3	Stay. Work. Thrive.
<p><b>Help Military Spouses find employment and access services.</b> DVS will hire three wage Military Spouse Support Specialists to create regional presence in Northern Virginia, the Richmond area, and west/southwest Virginia in order to increase outreach and engagement with Virginia’s military spouse population as well as increase integration with local, state, federal, private, non profit and other community partners. Helping military spouses find employment will further DVS goal of keeping transitioning service members in Virginia.</p>	\$116,000		\$153,000		
<p><b>Provide on-base, in-person transition briefings for transitioning service members:</b> military bases provide a standardized transition briefing to transitioning military service members (TSMs). The same briefing is used at military installations worldwide. DVS would hire 1 F/T and 1-2 wage in FY23, and then a 2nd f/t in FY24, to deliver Virginia-specific transitioning briefings at Virginia installations in order to “sell” Virginia as the destination of choice for TSMs and their families. The new positions would also support efforts to reach out to TSMs separating from bases outside Virginia, again with the focus on “selling” Virginia as the post-military destination of choice</p>	\$140,000	1	\$385,000	1	Stay. Work. Thrive.

<p><b>Conduct research, data analysis, new program development, partnership building, external relationships, process improvement, business process transformation, and program evaluation/metrics:</b> to shape key agency-wide improvement and strategy initiatives and ensure the agency is future-focused. The new Director of Research, Evaluation, and Partnerships will conduct extensive research and analysis, support the development of new veteran initiatives, and develop new metrics (OKRs) to accurately measure program outcomes</p>	\$0	0	\$162,500	0	
<p><b>Meet Commonwealth fiscal control standards to support agency operations:</b> the new Deputy Chief Financial Officer (CFO) will manage finances for agency 912, to include ARMICS, future budgeting, APA recommendation implementation, and budget analysis. This will allow the Agency CFO to provide fiscal oversight of the entire (912, four veterans care centers, and the Veterans Services Foundation), capital outlay and Treasury functions, and financial strategic planning</p>	\$120,000	1	\$170,000	1	Stay. Work. Thrive.
<p><b>Message all that Virginia does for Veterans and Families, and why transitioning service members and military retirees should choose Virginia as the place to live, work, raise a family, and go to school:</b> currently DVS Communications has only 1 FTE to support the entire agency. This new position is essential for generating consistent awareness to the more than 710,000 veterans in Virginia who depend on awareness of access to the broad range of VDVS services.</p>	\$91,000	1	\$127,500	1	Stay. Work. Thrive.
<p><b>Address budget shortfall created by increased operating costs at state veterans cemeteries.</b></p>	\$231,000	0	\$231,000	0	Stay. Thrive.
<b>TOTAL</b>	<b>\$2,500,000</b>	<b>20</b>	<b>\$3,750,000</b>	<b>20</b>	