



# COMMONWEALTH of VIRGINIA

## *Department of Veterans Services*

Charles A. Zingler  
Commissioner

Telephone: (804) 786-0220  
Fax: (804) 786-0302

October 1, 2025

The Honorable Glenn Youngkin  
Governor, Commonwealth of Virginia

The Honorable Craig Crenshaw  
Secretary of Veterans and Defense Affairs

The Honorable Luke Torian  
Chair, House Appropriations Committee

The Honorable L. Louise Lucas  
Chair, Senate Finance and Appropriations  
Committee

### ***Delivered via electronic mail***

Re: 2025 Report on the Virginia Values Veterans (V3) Employer Grant Program

Dear Governor Youngkin, Secretary Crenshaw, Chair Torian, and Chair Lucas:

The Virginia Values Veterans (V3) Program of the Virginia Department of Veterans Services (DVS) creates employment opportunities for Virginia's veterans by educating and training employers to implement nationally recognized best practices in recruiting, hiring, and retaining veterans. Over 3,700 private and public sector employers participate in the V3 Program, and V3 partners have hired more than 176,000 veterans to date.

The V3 Employer Grant Program was created to incentivize small to medium-sized V3 partners to hire and retain veterans. A V3 Certified employer with 300 or fewer employees can earn \$1,000 per Veteran hired and retained for one year, up to \$10,000 annually per company.

\$100,000 from the General Fund is appropriated annually to support the grant program. An annual report on the V3 Grant Program is required by Chapter 765, 2025 Acts of Assembly, Item 456A.4.

October 1, 2025

Page 2

In Fiscal Year (FY) 25, the V3 Employer Grant Program utilized all appropriated funds to award \$100,000 (100 grants at \$1,000 each) to small and medium sized V3 Certified Employers. Of these, 45 were “rollover” grants that could not be awarded in FY24 due to the funding cap, while 55 were new applications received in FY25. Seventy-six applications received in FY25 were “rolled over” to FY26 due to funding.

As of September 16, 2025, the V3 Employer Grant Program reached its approved funding limit of \$100,000 for Fiscal Year 2026, with \$76,000 paid to the 76 rollover applicants from FY25 and \$24,000 paid to 24 new FY26 grant applicants. DVS will continue to receive applications in FY26, but these will be paid in FY27 in the order they are received and approved.

The table below details the number of applications approved, the number of grants awarded, and the total amount of grant funds disbursed in Fiscal Years 2021-2026.

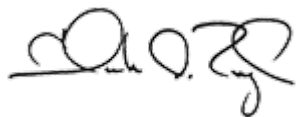
Fiscal Year (FY)	2021	2022	2023	2024	2025	2026
Number of applications that could not be funded in the previous FY (sequential order)	0	17	0	2 <sup>1</sup>	45	76
Number of new applications received that meet grant requirements	117	75	108	143	131	24
Number of grants awarded	100	92	108 <sup>2</sup>	100	100	100
Number of approved applications that could not be awarded in current FY	17	0	0	45	76	0 <sup>3</sup>
Available funding	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000
Amount of grant funds disbursed	\$100,000	\$92,000	\$108,000	\$100,000	\$100,000	\$100,000
Unspent amount	\$0	\$8,000	\$0	\$0	\$0	\$0

Notes:

1. Two grant applications were received in FY23 but were too late to be paid so they were carried over to FY24.
2. \$8,000 paid from V3 operating funds.
3. As of September 16, 2025.

Please let me know if we can provide any additional information.

Sincerely,



Charles A. Zingler