



AIA Virginia

Department of Veterans Services Abstract

On August 14, 2018, the AIA Virginia Executive Vice President met with the Commonwealth of Virginia's Deputy Commissioner of the Department of Veterans Services, Steve Combs. Mr. Combs is interested in forming a pipeline for veterans to enter the field of architecture after service. The G.I. bill covers four years of education for veterans.

The following highlights the key points of the conversation:

- This initiative could be woven into the Virginia Values Veterans (V3) Program
 - State operated through the Virginia Department of Veterans Services
 - Employer-focused program that aims to:
 - **Educate** employers on the value of hiring Veterans
 - **Train** organizations on how to effectively recruit, hire, train, and retain Veterans
 - **Connect** engaged certified companies with qualified Veterans
- V3 was created in 2012
- Over 35,000 hires by V3 companies to date
- No cost to become a V3 certified company
- \$1,000 grant available to small/mid-size (300 or fewer employees) V3 certified companies that hire a veteran for a full-time job and retain him/her for a year
- Would AIA Virginia solicit firms of varying sizes and geographic locations around Virginia to become V3 certified:
 - As Veterans leave service and go to architecture school, these firms would be instrumental in providing experience during the summer for internships
 - The goal is that these Veterans build relationships during these various summers to find the right firm fit
 - Could the universities offer fifth-year scholarship opportunities for Veterans since the G.I. Bill only covers four years of education
- Opportunity to engage our state universities in the recruitment efforts of having veterans attend their respective architecture programs