

VIRGINIA BEACH MEDAC

**Newest Virginia Veterans Care
Center**

15 March 2022





















PURPLE KNIGHT INITIATIVE

A PROGRAM OF KNIGHT FEDERAL SOLUTIONS

PKI WHO'S WHO



Chris Baeten
(CEO of KFS/PKI)



Tim Baker
(Business Development Manager,
PKI Program Director)



John Nickerson
(PKI Program Manager)

PKI HISTORY

- Program created in 2011 as the "Joint Staff J7 Active Duty Wounded Warrior Intern Program" at the request of LtGen George Flynn, USMC, (Ret.) then Director, Joint Force Development, JS J7.
- VADM Dave Architzel, USN (Ret.), then COMNAVAIRSYSCOM, volunteered his program's team to train the Joint Staff Team.
- Targeted OEF/OIF/OIR Wounded Warriors who had been awarded the Purple Heart.
- From 2011 to 2016 successfully completed 42 internships (5 GS, 2 College/Grad School, 35 Defense Industry).
- 2016 Program transitioned to allow Disabled Veterans (> 30% VA Disability Rating) to participate.
- Baker retired in 2018 and was hired by Knight Federal to create a company WWIP modeled on the JS J7 Program, named the "Purple Knight Initiative (PKI)."
- Currently PKI supports 13 Internship Opportunities (JS J7 – Collective Joint Training (4); Joint Knowledge Online (1); Joint Training Synthetic Environment (2); U.S. Army PEO-STRI - Reconfigurable Virtual Constructive Trainer (2); Department of Energy – Office of the Chief Information Security Officer (2); LSI JAX (2)).
- Currently working with Bryan Stephens, Chair HR Chamber of Commerce and Naval Warfare Development Command
- Program goal is to provide internships leading to quality career opportunities for our Nation's Wounded and Disabled Heros.



WHAT THE PKI PROGRAM OFFERS

- The PKI program offers a one year paid internship to Veterans with at least a 30% VA disability rating.
- There are two levels of internship, intern and intern mentor.
- Intern receives \$20 an hour and works no more than 29 hours a week. An intern mentor receives \$25 an hour with full benefits and is a full-time position.
- Our internship, at its basic level, is a part time job to enable the wounded warrior to transition into the civilian workforce. This internship allows time to make a smooth transition back into civilian life, the ability to attend needed medical appointments, as well as transitioning into a fulltime family life.
- The program provides wounded warriors with meaningful career opportunities in which they can grow, provide for their families, and gives them another career in which they will find pride.
- Help with educational needs through Veteran Readiness and Employment (VR&E) (Formerly known as Vocational Rehabilitation and Employment)



WHY WE DO WHAT WE DO

- According to VA.GOV, the U.S spent \$10.2 billion in 2021 in preventing veteran suicide
- Disabled Veterans have the highest unemployment rate in the United States
- 48% of Veterans who served since 9/11 are having trouble adjusting to civilian life (2019 PEW survey)
- 26,000 Disabled Veterans/Wounded Warriors are searching for career opportunities



HOW CAN YOU HELP?

- Take on the PKI program! Get involved. Be a part of the solution.
- Spread the word! Talk with partner companies about our program.
- The program comes with a price tag that some may feel it to be a little hard to swallow, but for good reason.
- The cost to the customer is about \$40 an hour per intern.

WIIFM! (WHAT'S IN IT FOR ME)

- You benefit from their military training. Veterans have many qualities that make them superb candidates for employment: discipline, leadership, and competency in areas from health care to information technology.
- Security clearance
- No hassle with HR responsibilities. Our company provides all administrative and HR responsibilities.
- In keeping close relationships with our customers, we make sure that the service member receives any education/training that they may need to be successful at their job
- Six months to a year of training the veteran to fit your company's complex needs.
- Tax credit incentive. The Returning Heroes Tax Credit offers up to \$5,600 for hiring an unemployed veteran. The Wounded Warrior Tax Credit doubles this offer, providing companies up to \$9,600 for hiring veterans with service-connected disabilities.

WIIFM! (WHAT'S IN IT FOR ME) CONT.

- In addition to a Tax credit, The Special Employer Incentives (SEI) program allows companies to receive up to 50% of the veteran's salary during the program to cover costs associated with training, loss of production during training, tools, uniforms, special accommodations, and other work-related expenses.
- You can reduce costly turnovers. Research shows that the nearly-four million veterans with a service-related disability are among the most resilient a hiring manager will find. Once a veteran finds a place of employment where they feel they belong, they're more likely to remain there. They put their leadership skills and determination to work, offering employers an unmatched level of loyalty that, in turn, can help lessen the cost of turnover.
- Veterans with a service-connected disability are proven to be some of the most resilient and beneficial employees. Employers quickly realize that once a disabled veteran is hired and is in a place where they feel connected, their discipline, positivity, and dependability qualities shine through.
- Given the many benefits, hiring disabled veterans is just smart business.

CONTACTS

- Chris Baeten (President/CEO of KFS/PKI): cbaeten@knightfederal.com
- Tim Baker (Business Development Manager/Director of PKI): tbaker@knightfederal.com
- John Nickerson (Project Manager of PKI): jnickerson@knightfederal.com

Knight Federal Solutions, Wounded Warrior Internship Program **“The Purple Knight Initiative”**

Did You Know?

26,000 Disabled Veterans/Wounded Warriors are searching for career opportunities

44% of Veterans who served since 9/11 are having trouble adjusting to civilian life (2014 PEW survey)

Disabled Veterans have the highest unemployment rate in the United States

Filling a Need

Wounded Warrior Skills and Core Values

- 1. Leadership**—Accept responsibility for resources, tasks and your own behavior. Inspire leadership in others
- 2. Teamwork**—Ability to work in a team-oriented and hierarchical environment
- 3. Strong Work Ethic**—Through service, training and lifestyle, Disabled Veterans have the work ethic desired in an employee. Veterans take ownership of their actions
- 4. Integrity, accountability, loyalty and “service before self”** adds to team proficiency and builds trust in a work environment
- 5. Ability to handle stressful situations**

Program Mission:

Knight Federal Solutions’ Purple Knight Initiative connects employers with qualified, impactful and passionate Combat Disabled Veterans to support their business in hopes of providing Wounded Warriors meaningful career opportunities in industry or the federal government to support their recovery and provide them with the opportunity to build the future they so richly deserve.

Program Goals:

The goal of Knight Federal Solutions’ Purple Knight Initiative is to provide paid internships to Wounded Warriors who are looking to learn a new career, in fields that are conducive to their disabilities and desires for employment. With the Wounded Warrior in mind first, Knight Federal Solutions is dedicated to the safety and welfare of the Wounded Warrior.

Overview:

Knight Federal Solutions is currently collaborating with Government agencies and their prime contractors, non-profit organizations, and commercial corporations in regards to the Purple Knight Initiative. The goal of the program is to provide paid internships to Wounded Warriors who are looking to learn a new career.

Knight Federal Solutions’ Commitment:

Knight Federal Solution’s Purple Knight Initiative reflects our corporate commitment to helping Wounded Warriors establish new career paths through a viable intern experience and exposure to professional networking and job opportunities. This strategic endeavor enables corporate teammates to assist those disabled Veterans/Wounded Warriors injured in combat while they served during Operations Iraqi Freedom, Enduring Freedom and Inherent Resolve who have received a Veterans Administration rating of at least 30 percent with transitioning to new careers as they exit their active military service. The intent is to provide a professional environment where meaningful career development assistance works in concert with existing service and other government and related wounded warrior programs that aid in the various transition stages from military service to civilian life. Experience designed to better prepare Wounded Warriors in transitioning to civilian work.

BLUEPRINT VIRGINIA 2030

BLUEPRINT VIRGINIA 2030

WHY VIRGINIA?: TOP STATE FOR BUSINESS



2021

AMERICA'S TOP STATES FOR BUSINESS

Richmond Times-Dispatch

Top this! Virginia still No. 1 state for business in CNBC survey – first state to win coveted title twice in a row



Virginia ranked CNBC's Top State for Business again

State is the first to be awarded No. 1 ranking five times

VIRGINIA RANKED #1 STATE FOR MILITARY RETIREES



2021 Best States for Military Retirees

Overall Rank ↕	State	Total Score ↕	Economic Environment ↕	Quality of Life ↕	Health Care ↕
1	Virginia	61.05	5	5	12
2	South Carolina	59.88	14	2	16
3	Florida	59.87	15	4	13
4	South Dakota	59.79	3	24	4
5	Alaska	58.27	1	7	33

BLUEPRINT VIRGINIA 2030: THE PROCESS



BLUEPRINT VIRGINIA 2030 OVERALL ENGAGEMENT

9 REGIONAL MEETINGS

INCLUDING 2,000 VIRGINIANS FROM ALL NINE GO VIRGINIA REGIONAL COUNCILS, THE VIRGINIA ECONOMIC DEVELOPERS ASSOCIATION, AND MORE THAN 50 LOCAL AND REGIONAL CHAMBERS OF COMMERCE

61 MEETINGS & SIGNATURE CONFERENCES

ALLOWING EVEN MORE INDIVIDUALS AND ORGANIZATIONS TO PARTICIPATE IN THE DEVELOPMENT PROCESS

7,150 VIRGINIANS WERE INCLUDED

OFFERING A BROAD RANGE OF RECOMMENDATIONS TO DEVELOP BLUEPRINT VIRGINIA 2030

BLUEPRINT VIRGINIA 2030 AREAS OF FOCUS



WORKFORCE
& EDUCATION



BUSINESS
CLIMATE



INFRASTRUCTURE



MILITARY &
VETERANS
AFFAIRS



SAFETY,
PREPAREDNESS &
RESILIENCY

Expanded the focus to include **Diversity, Equity, and Inclusion** throughout Blueprint Virginia 2030



ENERGY



HOUSING



CORPORATE
SUSTAINABILITY &
ENVIRONMENT



HEALTH CARE &
LIFE SCIENCES



INNOVATION &
TECHNOLOGY



ADVANCED
MANUFACTURING

KEEPING VIRGINIA THE TOP STATE FOR BUSINESS

BLUEPRINT VIRGINIA 2030

A BUSINESS PLAN
FOR THE COMMONWEALTH

**VIRGINIA
CHAMBER**
THE VOICE OF BUSINESS



RELEASED ON **DECEMBER 3**
AT VIRGINIA ECONOMIC
SUMMIT



MILITARY AND VETERANS AFFAIRS EXECUTIVE COMMITTEE

BLUEPRINT
VIRGINIA 2030



CHRIS DOSS, SENIOR DIRECTOR OF OPERATIONS, US CARD,
ENTERPRISE SPECIALTY SERVICING, CAPITAL ONE
CO-CHAIR, MILITARY AND VETERANS AFFAIRS EXECUTIVE COMMITTEE



SULTAN CAMP, DIRECTOR, HAMPTON ROADS VETERANS
EMPLOYMENT CENTERS, HAMPTON ROADS WORKFORCE COUNCIL
CO-CHAIR, MILITARY AND VETERANS AFFAIRS EXECUTIVE COMMITTEE



JPMORGAN CHASE & Co.

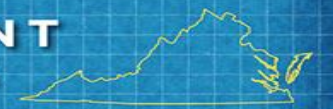


OrthoVirginia



Military and Veterans Affairs

- The military ensures our freedom and safety around the world.
- Being There for the Military Community Helps Improve Morale and Operational Readiness.
(only 27% of active-duty family respondents said that they feel a sense of belonging to their local civilian community)
- Military members and their families are valuable members of our community and our workforce
(721,000+ veterans)



Statewide Economic Impact

Statewide Economic Impact Estimates

Statewide Economic Impacts *(in 2020 USD)*

Total Economic Impact	\$103.7 B
Percentage of Economy	19%
Total Jobs (Direct, Indirect, and Induced)	885,220
Average Defense-related Income	\$82,275
Average Income (Statewide)	\$64,101

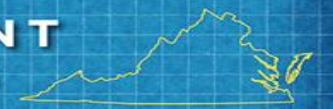
BLUEPRINT MAJOR THEMES

- Protect and Leverage Our Military Assets
- Connect Veterans to Jobs
- Connect Military Spouses to Jobs
- Prepare Veterans and Spouses for Civilian Careers
- Serve Our Military Families

SECTION HIGHLIGHTS

Protect and Leverage Our Military Assets

- Strengthen military missions that currently exist in Virginia and communicate the value of future military missions
- Support cross regional collaboration for strategic opportunities like developing the talent pipeline for critical military operations
- Enhance coastal resiliency to mitigate the impact of sea level rise on security and military readiness



SECTION HIGHLIGHTS

Connect Military Spouses to Jobs

- Address barriers to spouse employment such as availability of affordable childcare, flexible working arrangements, and discrimination in hiring
- Encourage Virginia businesses of all sizes to support military spouse employment in their communities by working to target them for job opportunities then report and share their success

SECTION HIGHLIGHTS

Prepare Veterans and Spouses for Civilian Careers

- Expand opportunities for veterans and their spouses to gain access to training and education for careers in high demand fields prior to transitioning from the military
- Facilitate the development of short-term training programs, work-based learning opportunities and apprenticeships for veterans, spouses, and family members

SECTION HIGHLIGHTS

Serve Our Military Families

- Ensure that Virginia remains the top state for transitioning service members, veterans, and their families in the United States
- Strengthen support to the military community by prioritizing veteran and military family access to quality health care, including mental and behavioral health services, and childcare needs
- Support Military Families in your community

VETERANS PROGRAMMING



NETWORKING. OPPORTUNITY. WORK.

A JOINT INITIATIVE BETWEEN:

VA CHAMBER
FOUNDATION



Virginia Department of Veterans Services
Virginia Transition Assistance Program

HIRE VETS NOW

2022 FORT EUSTIS CALENDAR

January 27 – May 26 – July 28 – September 22





March 18, 2022

The Honorable Mayor Robert "Bobby" Dyer & Members of City Council
2401 Courthouse Drive – City Hall
Virginia Beach, VA 23456

Subject: Endorsement of Department of Defense SkillBridge/Hire Vets Now Fellowship Program,
Virginia Department of Veterans Services/City of Virginia Beach

Dear Mayor Dyer and Members of City Council,

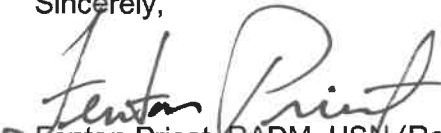
The Virginia Beach Military Economic Development Advisory Committee (MEDAC) supports the Department of Defense (DoD) SkillBridge program operating as the HIRE VETS NOW Fellowship Program (HVNFP) in the Commonwealth of Virginia. Each year approximately 15,000 members of the U.S. Armed Forces, stationed in Hampton Roads will leave active duty and re-enter the civilian work force. Through HVNFP, the City of Virginia Beach benefits from gaining early access to the extensive experience, skills, and unmatched work ethos service members bring to the workforce.

The City of Virginia Beach has a significant opportunity in collaboration with the Virginia Department of Veteran Services to craft a HVNFP to meet specific workforce needs, matching those needs to the skills and abilities of highly motivated service members, all at no cost. Fellowship training opportunities are created for 6 to 24 weeks and service members continue to receive their full military pay and benefits. Additionally, the establishment of HVNFP in the City of Virginia Beach supports "Blueprint Virginia 2025, A Business Plan for the Commonwealth" to build an action plan for strengthening Virginia's economic competitiveness. A key pillar of the plan is to invest in a well-trained talent supply pipeline. HVNFP creates a natural recruiting pipeline of diverse military talent to help Virginia Beach companies grow, thrive, and prosper.

MEDAC is confident the close collaboration with Virginia Beach Economic Development, City Council, and our military/business community to facilitate HVNFP will strengthen economic and workforce development in the City of Virginia Beach and throughout Hampton Roads for years to come.

Thank you for your kind consideration.

Sincerely,



Fenton Priest, RADM, USN (Ret)
MEDAC Chair

Copies: MEDAC Members
Patrick A. Duhaney, City Manager
Taylor V. Adams, Deputy City Manager and Director of Economic Development