

Virginia Beach Military Economic Development Advisory Committee Meeting
24 January 2022
1500

Members Present:

RADM Fenton Priest, RADM Kevin Cook, CAPT Robert Herbert, CDR Kathleen Owens, RADM Craig Quigley, CAPT Robert Rieve, CAPT Louis Schager, CAPT Charles Stuppard

Members Present via Phone:

CAPT Stephen Brennan, Elizabeth Dietzmann, RADM Mark Gemmill, CAPT Loren Heckelman, RADM Gregory Nosal, LtGen Francis Wilson,

Guests/Advisors/Staff Present and via phone

Sulton Camp, Tim Baker, John Nickerson Jeff Brunner, Arron Moriarty, Richard Dwyer, John Uhrin, Vicki Kelley, Laura Hayes, Paige Fox, Devin Cowhey, Deb Zywna, Gene Garland, Letitia Langaster, Earnest McDonald, Karen Thomas, Herb Finley

I. Welcome and introductions

- a. Chair Fenton Priest welcomed everyone to the meeting.

II. Approval of 30 October 2021 notes

- a. Notes approved unanimously with corrections

III. City Update – Councilman Moss

Council Member Moss shared the hot topics in City Council

- a. Storm Water updates and the Bond referendum
- b. Voting system litigation
- c. General Assembly
- d. Job opportunity increase
- e. Next year's budget
- f. Staffing shortages
- g. High-Speed Fiber City participation approved
- h. Closing on the Dome Site is set for May 1st
 - i. Tax relief on groceries and increase on the standard deduction
 - ii. Request from Chair on Council liaison appointees

IV. HRMFFA Update – RDML Craig Quigley

- a. Federal – Budget will be late again
- b. ODU Economic Forecast - Changes in methodology- new analysis did not show deployed families. The old methodology has been requested as thought to be more accurate as even though the soldier was deployed, the families were included.

- c. Defense community programs – funds to enhance the mission of the installation
- d. Governor Youngkin – Fighting to relieve income taxes on retired military members – Tax only income after first 40K

V. Economic Development Update – Ray White

- a. Director Taylor Adams was named Deputy City Manager last summer, which has created a series of changes within Economic Development
- b. Brian Solis left Virginia Beach – Staff Liaison for MEDAC
- c. Strategic Growth Staff merged with Planning Department and Economic Development. This brings Deb Zywna to assist with MEDAC as ED liaison
- d. FBD – Agreement has been signed between Navy and VBDA
 - i. Collaboration with Navy and Economic Development to find prospects to lease Navy land
 - ii. Putting together ideas to meet the mission
 - iii. Signing ceremony in the future
- e. Projects are keeping our department busy
- f. Wind Energy is moving forward successfully, and ED is involved in recruiting local industries. Target is 2026

VI. Command Visit Program – Greg Nosal/Charles Stuppard

- a. Dates for JEB and Oceana will be shared soon
- b. Chair Priest shared the Mission of MEDAC from 2008
 - i. Help service members who are separating from the Navy find employment
 - ii. Identify Economic Development opportunities
 - iii. Strengthen our City/Navy relations
- c. Little Creek Power issues – MEDAC helped fix this issue in 2018

VII. MEDAC Updates: Veterans Care Center – Kathy Owens

- a. Jones & Cabacoy Veterans Care Center making progress
- b. Advertising for jobs soon
- c. On track – soft opening in August
- d. Dates for tours for MEDAC and City Members coming soon

VIII. Special Guests Presentations

- a. Len Remias, Military Affairs Liaison with the City of Norfolk presented the Hire Vets Now Fellowship Program.
 - i. Presentation attached
 - ii. Chair Priest asked for an agreement that MEDAC would endorse and advocate this program with the City of Virginia Beach
 - 1. Unanimous agreement with Committee
- b. Jeff Brunner, Co-Moderator, presented the Tidewater Association of Service Contractors/Government Industry Council (TASC & TGIC)

- i. Presentation attached
- ii. Ray White shared that this program has been very helpful for Economic Development
- c. Time did not permit for the Wounded Warrior Intern Program and the Purple Knight Initiative, this will be presented at a future meeting

IX. Friendly reminder to file your Annual Financial Disclosure by February 1, 2022

X. Discussion and Announcements

- a. Having no further discussion, the meeting was *adjourned at 1635*

Next Scheduled Meeting is 28 March 2022

Next Joint Committee Meeting is 28 February 2022 hosted by Virginia Beach MEDAC



[HVNFP Video](#)



Connecting Transitioning Service Members and Military Spouses to
Exceptional Professional Opportunities

HIRE VETS NOW Fellowship Program (HVNFP)

- Approved Defense of Department (DoD) SkillBridge Program
 - <https://dodskillbridge.usalearning.gov/>
- Provides opportunities for Service Members getting ready to leave active duty to participate in internships with certified employers for up to six months prior to separation at no cost to employers
- DoD continues full pay and benefits to the service member during this period



HIRE VETS NOW
FELLOWSHIP PROGRAM

Presented by the Virginia Department of Veterans Services,
Virginia Chamber Foundation, and Navy Region Mid-Atlantic



What is the HIRE VETS NOW Fellowship Program?

The HIRE VETS NOW Fellowship Program provides transitioning Service members the opportunity to network with Veteran Certified employers offering 6-12 week Internships to eligible applicants, with commander approval, up to six months prior to separation. Participation in a fellowship program while still serving in the military allows you to gain marketable skills and experience to enhance your civilian career opportunities. Enroll now to begin networking your way to an Internship!

Service Member Benefits:

- As early as 18 months prior to separation you can begin networking with Veteran Certified employers offering internship and direct employment opportunities
- SkillBridge internships allow you to gain valuable skills and industry experience in the private sector, while still on active duty
- Training occurs in lieu of duty for eligible applicants, with command approval, up to six months prior to separation

If you are interested in program enrollment and are within 18 months from separation, please email: hvnfellowship@dvs.virginia.gov for an Applicant Interest Form.

Don't wait to get started on your next career!

*The Department of Defense and service branches do not endorse any company, sponsor or their products or services.

MEDAC Program Involvement

- City-chartered committee that assists with military-related economic development issues
- In this capacity, assisting Norfolk Military Affairs Liaison with City's implementation / sustainment of HIRE VETS NOW (HVN) Fellowship Program
- Members will help local businesses receive required certification and fellowship / internship approvals, and work within City's program to help match interested service members to approved business fellowships

HVN Fellowship Program Business Proposition

- **Employer Benefits**

- Free
- Tap into experience, skills, motivation and work ethic of transitioning service members
- Trial run of potential employee skill sets
- Opportunity to create a recruiting pipeline
- Eligible for up to \$10,000/year in Virginia Values Veterans (V3) employment grants

- **Transitioning Service Member Benefits**

- Gain experience in / exposure to potential non-military career field
- Better understanding of civilian work opportunities
- Networking opportunities

Basic Business Participation Requirements

- Internships must be at no cost to the service member in occupational areas that are in sufficient demand in the civilian workforce
- Company must be *Virginia Values Veterans (V3) Program* certified
 - City / MEDAC will assist
- Company internship/training packages must be submitted and approved through the DoD SkillBridge Program
 - City / MEDAC will assist

Some Virginia Values Veteran (V3) Cities

 <p>City of Manassas</p> <p>Location: Manassas Industry: Public Administration Joined: July 29, 2019</p> <p>Career Site »</p>	 <p>City of Newport News</p> <p>Location: Newport News Industry: Public Administration Joined:</p> <p>Career Site »</p>	 <p>City of Norfolk</p> <p>Location: Norfolk, VA Industry: Public Administration Joined: September 24, 2012</p> <p>Career Site »</p>	 <p>City of Portsmouth</p> <p>Location: Portsmouth Industry: Public Administration Joined: December 4, 2018</p> <p>Career Site »</p>
 <p>City of Richmond</p> <p>Location: Richmond, VA Industry: Public Administration Joined: July 24, 2018</p> <p>Career Site »</p>	 <p>City of Staunton</p> <p>Location: Staunton, VA Industry: Public Administration Joined: March 1, 2017</p> <p>Career Site »</p>	 <p>City of Suffolk</p> <p>Location: Suffolk Industry: Public Administration Joined: October 26, 2015</p> <p>Career Site »</p>	 <p>City of Virginia Beach</p> <p>Location: Virginia Beach, VA Industry: Public Administration Joined: August 16, 2013</p> <p>Career Site »</p>
 <p>City of Waynesboro</p> <p>Location: Waynesboro Industry: Public Administration Joined: June 19, 2019</p> <p>Career Site »</p>	 <p>City of Williamsburg</p> <p>Location: Williamsburg Industry: Public Administration Joined:</p> <p>Career Site »</p>	 <p>City of Williamsburg Police Department</p> <p>Location: Williamsburg Industry: Public Administration Joined: October 18, 2019</p> <p>Career Site »</p>	 <p>Civica Inc.</p> <p>Location: Lehi Industry: Manufacturing Joined: May 14, 2021</p> <p>Career Site »</p>

HVN Fellowship Program Employers

As of March 2021

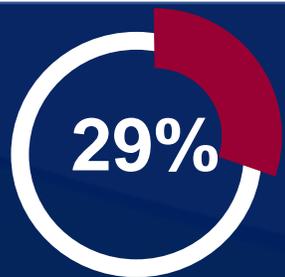
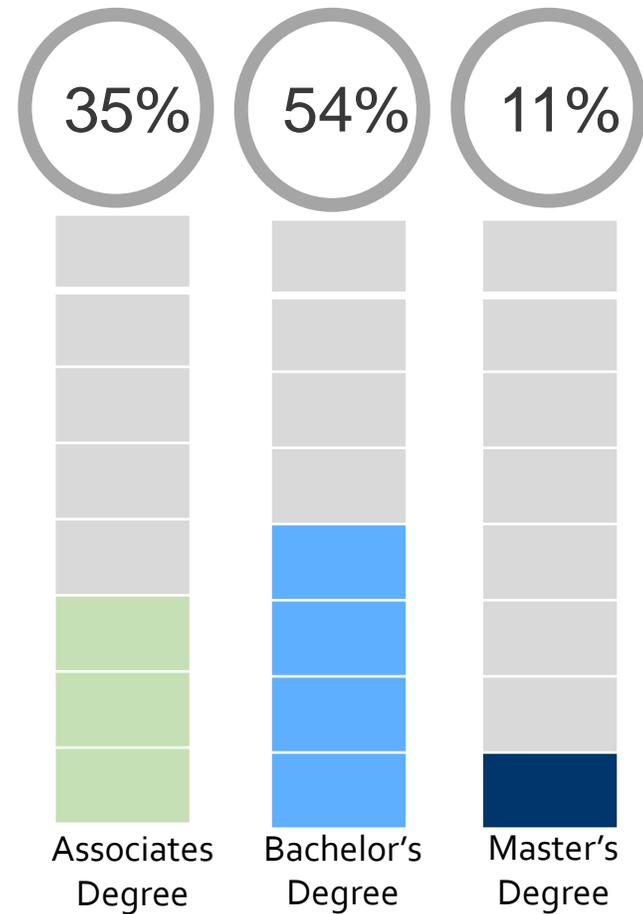
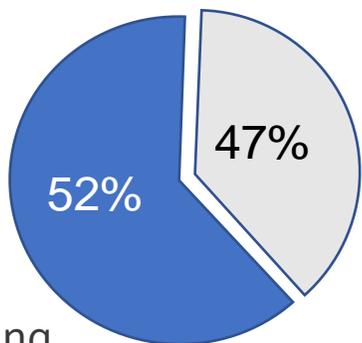
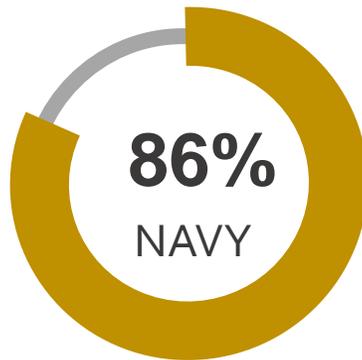
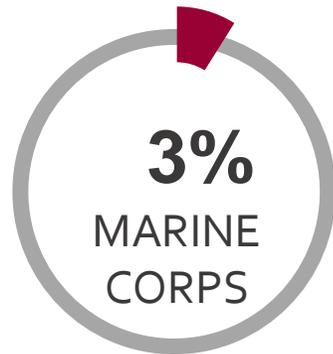
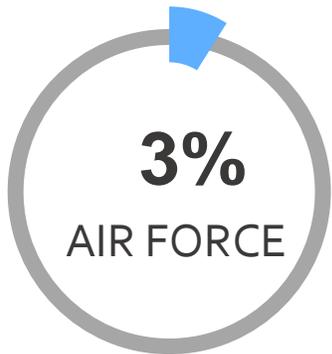
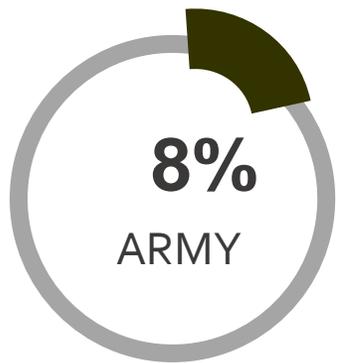
City of Norfolk

General Dynamics IT
Oceaneering International, Inc.
The J.M. Smucker Company
Virginia Natural Gas
VA Department of Transportation
CroppMetCalfe
IntellecTechs
Ford Motor Company
Virginia Career Works
Canon Virginia Inc.
LMI
Bradley Morris LLC

William A. Hazel, Inc.
Micron Technology, Inc.
Auxiliary Systems, Inc.
Richmond City Sheriff's Department
1st Command Financial Services, Inc.
Groundworks
General Dynamics NASSCO- Norfolk
Blue Dragon Publishing, LLC
Virginia Department of Health
Ferguson Enterprises
Virginia Department of Health

PenFed
Chesapeake RV Solutions
Mears Group
MI Technical Solutions
ASJ-IT
RFK SOLUTIONZ
StratasCorp
Cognosante
Hampton Roads Connector Partners
James River Insurance
Victory Strategies
VA Dept of Conservation & Recreation

Who are the Fellows ?



E5 and Below

E6 – E9

Warrant Officer

O1- 03

O4 - 06



Departments Hosting Fellows

Active	Complete	Pending	Total
7	8	5	20

Military Fellows

Active	Complete	Pending	Total	Hires
7	42	46	95	7*

* HR, Nauticus, General Services, Economic Development, Parks & Recreation, Public Works, Community and Housing Development

\$842,688 – staffing cost savings *

*-20 weeks average fellowship period
 -\$25.08 average hourly wage for Hampton Roads
 -42 fellows completed work

Employer Steps to Approval

V3 Certification

Review DoD Directive

Employer Application & Training Outline

V3 Certification Request/Letter

DoD Directive

HVNFP Employer Application

HVNFP Training Outline

YOUR ORGANIZATION LETTER HEAD

Governor Ralph S. Northam
Attn: V3 Program
James Monroe Building
101 N 14th Street, 17th Floor
Richmond, Virginia 23219

[DATE]

RE: Request for Virginia Values Veterans (V3) Membership

Dear Governor Northam,

[COMPANY NAME] hereby requests to enter the Virginia Values Veterans (V3) Certification Program. We understand the value a qualified Veteran brings to a civilian workforce and what it means to recruit Veterans actively to meet our future hiring needs. [We have not previously engaged in targeted Veteran recruitment and hiring, but] OR [We have been successful in the past in recruiting Veterans, and] are excited about the new opportunities the V3 Program has to offer. We look forward to focusing our hiring and retention efforts to specifically hire and retain Veterans.

We believe Veterans, to include serving Guardsmen and Reservists, do and will continue to play an essential role in the building of a competent and successful workforce, and many will be the future leaders of our business.

[COMPANY NAME] is a [COMPANY INDUSTRY] business in the [COMPANY SIZE] with [year-round] OR [regular] OR [periodic] hiring requirements. Over the next year [COMPANY NAME] expects to hire veterans as a part of our hiring strategy and we will report those veteran hires in the Commonwealth of Virginia to the Department of Veteran Services on a quarterly basis.

We are excited to do our part in the Commonwealth of Virginia to invest in our workforce with Veterans thereby energizing Virginia's economy and being an example of how Virginia Values Veterans.

[COMPANY NAME]'s primary point of contact for the V3 Program is [POC NAME, TITLE, EMAIL and PHONE].

Respectfully Submitted,

[EXECUTIVE / HIRING MANAGER]



Department of Defense INSTRUCTION

NUMBER 1322.29
January 24, 2014

USD(P&R)

SUBJECT: Job Training, Employment Skills Training, Apprenticeships, and Internships (JTTEST-AI) for Eligible Service Members

References: See Enclosure 1

PURPOSE. In accordance with the authority in section 1143(e) of Title 10, United States Code (Reference (a)), DoD Directive (DoDD) 5124.02 (Reference (b)), DoDD 1332.35 (Reference (c)), and Directive-type Memorandum 12-007 (Reference (d)), this instruction establishes policy, assigns responsibilities, and prescribes procedures for Service members (including active duty and Reserve Components) who may participate in job training and employment skills training, including apprenticeships and internships.

2. APPLICABILITY. This instruction applies to OSD, the Military Departments, the Office of the Chairman of the Joint Chiefs of Staff and the Joint Staff, the Combatant Commands, the Office of the Inspector General of the Department of Defense, the Defense Agencies, the DoD Field Activities, and all other organizational entities within the DoD (referred to collectively in this instruction as the "DoD Components").

3. POLICY. It is DoD policy that:

a. Eligible and authorized Service members may participate in JTTEST-AI in accordance with section 1143(e) of Reference (a), other applicable laws, this instruction, and policy issued by the relevant Secretary of a Military Department.

b. An eligible Service member must complete at least 180 continuous days on active duty and is expected to be discharged or released from active duty, within 180 days of starting the JTTEST-AI.

c. Participation by a Service member in JTTEST-AI is self-initiated and reviewed and authorized by the first field grade commander authorized to impose non-judicial punishment under section 845 of Reference (a), also known as Article 15 of the Uniform Code of Military Justice (UCMJ), in the Service member's chain of command. This authority may not be

HIRE VETS NOW Fellowship Program Employer Enrollment Form

EMPLOYER COMPANY NAME

EMPLOYER POINT OF CONTACT PHONE NUMBER

Employer Physical Address City State Zip Code

E-MAIL ADDRESS

DURATION AND TIME FRAME OF INTERNSHIP (MONTH, QUARTER, ETC.)

DO YOU OFFER INDUSTRY OR OCCUPATIONAL SERIES OF INTERNSHIP(S) AT THE PRESENT TIME? IF SO PLEASE LIST THEM.

Employers must meet the following criteria for consideration:

1. Provide copy of internship training program outline with hands-on training specifications.
2. Obtain V3 Certification.

EMPLOYER SIGNATURE DATE

Next Steps

After the employer has met all criteria, the VDVS will send an acceptance letter with further instructions and information.

If there are any questions or concerns regarding enrollment requirements for the HIRE VETS NOW Fellowship Program please contact: 804.482.8494 or email patrice.jones@dvs.virginia.gov.

*The Department of Defense and service branches do not endorse any company, sponsor or their products or services.

JOB DESCRIPTION

Job Title: SkillBridge Function: Manufacturing
Sub Svc Line: _____ Sub-function: Production/ Manufacturing
Location: _____ Level: _____
Reports to: Intern Program Manager Prepared by: _____

Purpose

Are you a military service member within or nearing your 180-day window for separation from active duty? If this is you, then BLANK has a unique opportunity to help kick-start the next chapter in your professional life through our fellowship with the Virginia Department of Veterans' Services. We are accepting applications for our very own Military SkillBridge Internship Program, "HIRE VETS NOW", which is a cutting-edge initiative designed to link our nation's warfighters to the best employment opportunities available as soon as possible in their transition process.

In this internship with BLANK, you will:

- Learn how your military experience translates into a rewarding civilian career.
- Explore a career or industry you might want to pursue upon separation from active duty.
- Earn real-world industry qualifications and certifications.
- Build experience and competency in your trade/ profession with our team.
- Expand your professional network of contacts.
- Gain familiarity with corporate culture.

Functions

Through this program, BLANK is seeking motivated Interns to work and learn in our BLANK located in BLANK, VA. The successful candidate will participate in a practical, structured, systematic program of on-the-job training AND related instruction to develop existing military technical experience. Internship will be 6 - 12 weeks long and can only commence within 180 days before leaving active duty service.

Duties and Responsibilities

Internship Schedule/ Hours	Responsibility of Employer	Responsibility of Intern
Week 1 40 hours	Orientation Course	Complete Course (1 Week)
Week 2 40 hours	Craftsman Course	Complete Course (1 Week)
Week 3 10 hours	Firewatch Qualification	Complete Qualification
Week 3 10 hours	OSHA 10 Hour Maritime (7615) Certification	Complete Certification

File Name: SkillBridge

E0E/AAM/P/DV

HVN Fellowship Program Contact Information

City of Norfolk

- Len Remias, Military Affairs Liaison
- leonard.remias@norfolk.gov, 757-275-4766

Virginia Dept Veteran Services (V3 POC)

- Mark Buehlman, V3 Regional Manager
- mark.buehlman@dvs.virginia.gov
- www.dvsV3.com

Virginia Dept Veteran Services (HVNFP)

- Alfredo Torres, HVNFP Candidate Coordinator
- alfredo.torres@dvs.virginia.gov



THE CITY OF NORFOLK IS A
 **HIRE VETS NOW**
FELLOWSHIP PROGRAM
EMPLOYER

Are you a small business, non-profit or organization
looking to hire skilled applicants?

Consider partnering with the City of Norfolk
for the #NorfolkValuesVets program.

The City of Norfolk will facilitate and help you identify HIRE VETS NOW
military applicants to intern at your place of business.

HVN Fellows are active-duty military that can
work up to 24-weeks, so you receive highly
experienced labor without salary expenses.

WANT MORE INFO?

Contact Len Remias, Military Affairs Liaison,
City of Norfolk.

Email leonard.remias@norfolk.gov
or call 275-4766.





TIDEWATER GOVERNMENT INDUSTRY COUNCIL



A Primer on TASC & TGIC

Virginia Beach Military Economic Development Advisory Council 24 January 2022

Jeff Brunner

TASC Board Member & Liaison to TGIC

TGIC Industry Co-Moderator

jeff.brunner7@gmail.com (757) 650-5300

www.tasc-tgic.org



TIDEWATER GOVERNMENT INDUSTRY COUNCIL



About TASC

The Tidewater Association of Service Contractors (TASC) serves as a focal point for industry collaboration toward greater awareness of Government business opportunities while sharing industry's experience and perspective with Government partners to more clearly define, understand, and improve the acquisition process to optimize support to the warfighter and Federal agencies, as well as stewardship to the taxpayer. TASC is focused on providing value to both membership bases: Industry and Government -

- **Industry Member:** Value through access to government decision makers and forecasted opportunities by facilitating various industry days, education, and networking events. Nominal annual membership fees.
- **Government Member:** Value through access to industry feedback, a conduit for market research participation, education, and networking events. Free, perpetual, non-expiring membership for Government employees.

www.tasc-tgic.org



TIDEWATER GOVERNMENT INDUSTRY COUNCIL



About TGIC

The purpose of this Government/Industry Council (the “Council”) is to provide for effective avenues of communications, cooperation and consultation between Government Contracting Activities, their Customer Activities, and to private industry in the Hampton Roads, Virginia area in order to improve the productivity of contracting and the quality of the end product for the mutual benefit of the Government and industry. The Council shall explore and develop methods of quality/productivity improvement; foster a spirit of cooperation; provide a forum to share new ideas and initiatives; and suggest changes to applicable policies, regulations and/or statutes through the appropriate channels. It is not the purpose of the Council to discuss specific contractual actions or discuss particular future procurements.



TIDEWATER GOVERNMENT INDUSTRY COUNCIL



TGIC Meetings

Meets 0800-0900 the 2nd Thursday of each month

Meetings are now virtual with MS Teams and audio dial-in

Free and open to all, esp. acquisition professionals

TASC also elects 14 Industry Representatives to TGIC who represent various types and sizes of businesses.

At TGIC monthly meetings, standing committees report the latest information for full discussion in various topics including:

Small Business Matters

Legislative Matters

Business and Professional Development

Contracting Approaches and Techniques

Professional Networking



TIDEWATER GOVERNMENT INDUSTRY COUNCIL



Business and Professional Development

With the Norfolk Chapter of the National Contract Management Association (NCMA), the Virginia Procurement Technical Assistance Center (PTAC), and the Old Dominion University Business Development Center as additional partners, TASC and TGIC sponsor four types of business and professional development events throughout the year. All events are posted on our website and alerts are sent to all TASC members and previous attendees weeks in advance of the event. All registrations are free. NCMA provides Continuing Education certificates to all attendees.

Four types of Business & Professional Development

- Periodic Training
- Reverse Industry Days
- Exchange Briefs
- Industry Days



TIDEWATER GOVERNMENT INDUSTRY COUNCIL



Periodic Training

Purpose: To educate a broad audience about a specific topic that was identified as important from other forums, meetings, exchange briefs, etc. The training is intended to provide knowledge or skills to enhance an individual's technical knowledge to enhance their professional development. Another intended outcome of this training is better communication toward a common understanding of regulations and processes for both Industry and Government. Sessions can now accommodate hundreds of people via virtual delivery.

Format: Subject matter experts (SME) from Government and Industry volunteer their time to present 1-2 hour training session to individuals from industry, government, and other related organizations.

Training Topics are micro level topics that can come from any area of the government contracting spectrum. The topics are selected to provide immediate improvement to an individual's work outcomes and performance.



TIDEWATER GOVERNMENT INDUSTRY COUNCIL



Reverse Industry Days

Purpose: To provide a non-threatening, non-attribution forum for Industry to present its perspectives to the government workforce so they can better understand what Industry is doing through the course of the Acquisition Timeline. The intended outcome of the RID is better communication and understanding for both Industry and the Government Acquisition Workforce.

Format: An Industry panel representing the full spectrum of government contractors presents their reactions to, experiences with, and insights regarding the acquisition and contract lifecycle.

RID Topics are macro level discussions of a key stage or element in the government contracting lifecycle. The different stages of the lifecycle present critical opportunities for communication among all parties.



TIDEWATER GOVERNMENT INDUSTRY COUNCIL



Exchange Briefings

Purpose: To provide a forum which promotes dialog between individuals who are employed in different aspects of the government contracting arena. Participants are able to acquire perspectives that broaden their own personal skills and abilities. Exchange Briefings can accommodate hundreds of attendees.

Format: A panel of SMEs briefs attendees about a subject and promotes the exchange of insights and information among individuals who may not normally interact. Participants include individuals from industry, government, or other related disciplines.

Exchange Brief Topics are industry wide issues that are relevant to a particular segment of the government contracting spectrum. The topics are selected to provide clarity around a new or particularly complicated topic that has recently come to light. Examples of topics include changes in policy and regulations.

www.tasc-tgic.org



TIDEWATER GOVERNMENT INDUSTRY COUNCIL



Industry Days

Purpose: To provide Industry with a real-time forecast of Business Development opportunities that are in an early stage of the acquisition process. They provide exposure to major Government contracting commands and agencies, especially their mission, leadership, contracting officers, and small business officials. Industry Days can usually accommodate up to several hundred people depending on the venue.

Format: Industry Days are Business Development events at which Government contracting commands and agencies present information to Industry. They provide a public forum where government and industry can discuss upcoming requirements and partnering opportunities where information can be shared later with those who are not in attendance. There is also an emphasis on potential opportunities for small businesses.

Topics include current contracts and upcoming business development opportunities.



TIDEWATER GOVERNMENT INDUSTRY COUNCIL



Upcoming Events

Periodic Training – 26 January 0900-1030
***“What Your Business Is Worth and Why
You Need to Know”***

Periodic Training and Reverse Industry Day
Dates and Times TBD
“Contract Clauses in the News”