



DHRM HR Highlights May 2021

Underutilized Talent Resource for New Hires, including Veterans

Administered by the State Council for Higher Education in Virginia (SCHEV), the Cybersecurity Public Service Grant program was designed to enable state agencies to financially compete in attracting and acquiring new cybersecurity talent. Through this program, state agencies may be able to supplement their hiring offers with an annual bonus of up to \$20,000 for eligible new hires. Job roles that include a cybersecurity element or entry-level positions that lead directly to cybersecurity responsibilities may qualify for program benefits. The program may be used in addition to other available compensation incentives.

To be eligible, recipients must:

- Reside within Virginia during the period of employment in which the contract is in force;
- Begin full-time employment within one year of graduation from an accredited Virginia institution of higher education, or separation from active duty service in the Armed Forces of the United States;
- Accept an offer of qualified employment from a qualified employer located within the Commonwealth of Virginia.
 - Qualified employers include state and federal agencies, state and federal military or defense organizations and private organizations that contractually provide cybersecurity service for them.
 - Qualified positions tagged with "#COVAcyberjobs" on jobs.virginia.gov are among those that are eligible.

Please review the [SCHEV webpage](#) for details about the grant and the process for agency participation.