

Recruiting and Retention Toolkit

Talent Strategy:

- Inviting outreach / engagement tools to Attract and Retain best-in-class talent for state government.
- Offer complete Total Compensation.
- Broadly communicate that we value and give equal consideration to industrious individuals who have the experience, training, knowledge, skills, abilities, and desire to serve the people of Virginia.
- Support the Brand to make Virginia the best place to live, work, and raise a family.

TOOL	SUPPORTS RECRUITMENT	SUPPORTS RETENTION
VETERANS HIRING PREFERENCE	✓	
SIGN ON BONUS UP TO \$10K	✓	
RELOCATION EXPENSES	✓	
UP TO 30 DAYS OF ANNUAL LEAVE UPON HIRE	✓	
RETENTION BONUS UP TO \$10K		✓
BASE SALARY RETENTION INCREASE		✓
RECOGNITION BONUSES		✓
RECOGNITION LEAVE		✓
VETERANS: HIGHER ANNUAL LEAVE ACCRUAL RATE BASED ON MILITARY SERVICE	✓	✓
ALTERNATIVE HIRING PROCESS FOR INDIVIDUALS WITH DISABILITIES	✓	✓
UP TO \$10K PAYMENT TO: <ul style="list-style-type: none"> • STUDENT LOAN CREDITOR QUALIFYING 529 ACCOUNT	✓	✓
PAID VACATION AND SICK LEAVE	✓	✓
PAID PARENTAL LEAVE	✓	✓
PAID VOLUNTEER LEAVE	✓	✓
MILITARY LEAVE	✓	✓
FLEXIBLE SCHEDULES	✓	✓
JOB-BASED TELEWORK	✓	✓
HEALTH AND WELLNESS BENEFITS	✓	✓
SICKNESS AND DISABILITY BENEFITS	✓	✓
RETIREMENT PLAN	✓	✓
EMPLOYER-PAID LIFE INSURANCE	✓	✓