



Commonwealth of Virginia

Office of Governor Terry McAuliffe

January 27, 2015

MEMORANDUM

TO: All Commonwealth of Virginia Agency Heads

CC: Human Resource Directors

FROM: Paul Reagan, Chief of Staff

SUBJECT: Guidance on Virginia Becoming an Employer of National Service

I am pleased to inform you that earlier today, Governor McAuliffe unveiled an exciting new initiative to draw some of our nation's best public servants into state government. As the first state in America to become an "Employer of National Service," the Commonwealth will now make a concerted effort to recruit potential employees from the Peace Corps and AmeriCorps, including Teach for America – programs administered at the federal level for those who wish to engage in public service. The Governor's initiative offers agency heads one more tool to bring new talent – with broad experience – into state government.

Thanks to the assistance and leadership of Secretary of Administration, Nancy Rodrigues, and the Director of the Department of Human Resource Management, Sara Wilson, Virginia is taking a number of steps to demonstrate the Commonwealth's commitment as an Employer of National Service. The Virginia Department of Human Resource Management has updated the homepage of Virginia jobs website (jobs.virginia.gov) to include a statement encouraging AmeriCorps and Peace Corps alumni to continue their service through state government in Virginia. Additionally, the Governor is hereby issuing the following guidance to all state agency heads, human resource directors and hiring managers:

- When making hiring decisions, strongly consider the value that AmeriCorps and Peace Corps experience can bring to your team.
- Consider including language in your job announcements that indicates an interest in recruiting AmeriCorps and Peace Corps alumni whenever possible. For example, you may include language such as “AmeriCorps, Peace Corps, and other national service alumni are encouraged to apply.”
- Encourage job applicants to identify themselves as AmeriCorps or Peace Corps alumni whenever possible. For example, you may include an interview question that asks people if they served in AmeriCorps and Peace Corps and how their service experience qualifies them.
- Consider hiring fairs, online recruitment forums, job boards, and other places that attract AmeriCorps and Peace Corps alumni. Some resources include [Peace Corps Career Link](#), the [AmeriCorps VISTA Campus Job Board](#), and [AmeriCorps Alums' Career Center](#).
- Take any other actions that encourage AmeriCorps and Peace Corps alumni to join the state government workforce.

This guidance does not provide hiring preference, as we do for our valued Veterans of Military Service, but rather recognizes that national service alumni have the skills that we want in state government: determination, a can-do attitude, and a commitment to the greater good. The Governor encourages all state departments, offices, and authorities to consider the benefit that AmeriCorps and Peace Corps alumni can bring to their team.

Employers of National Service is an initiative led by the Corporation for National and Community Service, Peace Corps, AmeriCorps Alums, and Franklin Project to build a talent pipeline which connects AmeriCorps and Peace Corps alumni with leading employers to create recruitment, hiring, and advancement opportunities. The Commonwealth of Virginia is the first state to become an Employer of National Service and has signed on to become a charter member of the Employers of National Service initiative.

More information and tools are available at www.nationalservice.gov/employers.