





ACPD Recruitment Efforts

**Deputy Chief of Police
Major Greg Jenkins**
Albemarle County Police Department

1

Virginia Values Veterans (V3 – Program)





Virginia Values Veterans V3 Program

Virginia Stats

- 12th In Total Population
- 7th In Total Veteran Population
- 4th In Veteran Working-Age Population

V3 Benefits

- Free Training & Certification On The Best Practices Of Recruiting, Hiring, & Retaining Highly Skilled & Dependable Veterans
- Help Agencies Reach Their Hiring Goals
- Access To Virtual & In-Person Job Fairs

2

Partnership For Youth Success (PaYS – Program)



- The program is an Army agreement with private companies, academia, & public institutes.
- More than **500 employers** have partnered with the program.
- Future soldiers and ROTC cadets are guaranteed a job interview & possible employment with their chosen PaYS partner after their time of service.
- Allows soldiers to serve their country while planning for their future.
- By being a part of the program, employers sign the PaYS partnership agreement & are connected with program representatives.
- The program is designed to link employers & soldiers leaving the military.
- Army Reservists are eligible for interview immediately upon completion of their training.
- ROTC Cadets & enlisted soldiers must successfully complete their active-duty commitment before being eligible to interview.
- The Military PaYS portal allows employers to post open positions & to reach out to candidates that are looking for jobs in that field, allowing employers to stay connected with possible candidates.

3



Diverse Recruitment Team

Sworn/Civilian Staff

Targeted Local/Regional

- Career Fairs
- Universities
- Local Events
- Virtual Events



Total Rewards Recruitment Bonus

\$200.00

Sworn/Civilian

After Completion Of Probation



4

#BeACPD

Recruitment
 Universities
 Identified Intentionally
Internships
 Local High Schools
 Colleges
Community Events
 Fostering Relationships Within Our
 Minority Communities

5

Recruitment Video

<https://youtube.be/WG57VopXsM>

6



7