



Wounded Veterans Internship Program

Grindly Johnson
Chief of Administration
December 5, 2012

WOUNDED VETERANS INTERNSHIP PROGRAM

Program Overview

- The Wounded Veterans Internship Program was initiated and funded by the Federal Highway Administration (FHWA) in 2006.
- VDOT was the first state Department of Transportation in the nation to create a Wounded Veterans Internship Program and it serves as a model for other state DOTs across the country.
- The program focuses on, but is not limited to, disabled veterans returning from Afghanistan and Iraq, who may have lost their job or are no longer physically or emotionally suited for the same work.
- VDOT works with a number of veteran service organizations to implement the program, which attempts to locate internships near the participant's home and rehabilitative facility.

WOUNDED VETERANS INTERNSHIP PROGRAM

Program Overview

- **Internship placement depends on aptitude and interest, and could be in areas such as planning, finance, project management, security, procurement, quality control, information systems, engineering, civil rights and human resources.**
- **The internships are for one year or more, depending on the development of the veteran.**
- **Each intern is a VDOT hourly employee starting with 1500 hours.**

PROGRAM GOALS

- Allow veterans to revamp old job skills or develop new skills.
- Meet the desires and needs of the Wounded Veterans while adding value to the VDOT workforce.
- Provide Wounded Veterans with on-the-job training and assistance in seeking full-time positions within VDOT, other state & federal agencies, or the private sector.



RECRUITMENT

Wounded Veterans are recruited at Job Fairs and referrals are made by the Virginia Employment Commission, Department of Veterans Services, Vocational Rehabilitative Counselors of the Department of Veterans Affairs, and Veterans.

Who Is Eligible?

- Wounded Veterans just returning from Operation Enduring Freedom (OEF) or those who participated in Operation Iraqi Freedom (OIF).
- Must have a service connected disability rating of 10% or more from the Department of Veterans Affairs.
- Veterans who currently reside in the Commonwealth of Virginia.

ACCOMPLISHMENTS

- A total of 64 Wounded Veterans have been enrolled since March 2007.
- Thirty-four (34) Wounded Veterans have graduated to full time employment.
- Nine (9) Wounded Veterans accepted full-time positions with VDOT in property management, civil rights, and fleet management operations.
- Twenty-five (25) graduates obtained full-time positions in the private sector or with other state and federal agencies in areas, such as, safety, human resources, training, land development, and engineering.
- Two (2) graduates returned to college as full-time students.
- Eight (8) interns graduated but did not obtain employment.
- Six (6) internships were ended due to personal reasons.
- One (1) intern accepted a part-time position with Local Assistance.

ACCOMPLISHMENTS

- Fourteen (14) are currently enrolled and seeking full-time employment:

Central Office (3)

Nova District (3)

Richmond District (0)

Bristol District(3)

Fredericksburg/Culpeper District (0)

Lynchburg District(1)

Hampton Roads District (4)

Salem (0)

PARTNERS

Wounded Veterans Internship Program Partners

- **U. S. Veterans Administration (VA), Department of Veterans Affairs & VA Hospitals**
- **Virginia Employment Commission (VEC)**
- **Army Career Alumni Program (ACAP), Civil Personnel Advisory Center(CPAC)**
- **Navy Career Center**
- **Air Force Career Center**
- **Marine Corps Career Center, Wounded Warrior Regiment**
- **Coast Guard Career Center**
- **The Virginia Transportation Contractors Association (VTCA)**
- **Virginia Department of Social Services (DSS)**
- **Virginia National Guard**
- **Virginia Wounded Warrior Program (VWWP)**
- **American Veterans (AMVETS)**

VETERAN QUOTES

“The VDOT Wounded Veterans Internship Program has afforded me the opportunity to combine my military and civilian work experience and ethics in order to gain key fundamental concepts within my field so that I may be able to better establish myself in an ever increasingly competitive job market.” **Vinyelle White-CO**

“The Wounded Veterans Internship Program (WVIP) has given me an opportunity to network within a State Agency and redefine the military and civilian skills that I bring to the table. Moreover, it has provided me with a large group of veterans and civilians that have, or are gaining, an understanding of returning warriors and the unique perspective they bring to the workforce.” **Steven McAlpin, Environmental Division**

“The VDOT Wounded Veterans Internship Program (WVIP) had given me the opportunity to pursue training opportunities within VDOT and on occasions outside agencies to become certified and skilled in my current role with VDOT. This training along with hands on day to day experience will allow me the opportunity to compete for full time employment with VDOT. This is an exciting program that will allow for many opportunities.” **Julia Beullens-Lynchburg District**

“Candidates are offered a decent wage; while learning new skills and/or increasing knowledge that will help them secure a permanent position at VDOT or with some other company in need of the skills a seasoned professional can offer.” **Jonathan Ballard, HRD, Land Use Division**