



Southern Virginia REGIONAL ALLIANCE

Workforce Solutions

Recruiting and Onboarding Employees
Resources for Your Region

How can employers attract the best talent? With a constantly evolving job market, businesses must consider job seekers' needs and hone recruiting and onboarding processes in order to connect with qualified candidates.

First impressions make a difference. While recruiting, companies should consider the interview process to be the first step in onboarding. Job candidates seek human connection, efficiency and responsiveness throughout the application process as well as a strong and supportive company culture.

Once an employee has been hired, businesses that invest in structured onboarding processes engage and retain new hires with greater success than businesses who don't take onboarding seriously. Successful onboarding clarifies rules and responsibilities, orients employees to an organization's values and mission and helps them form bonds with coworkers and mentors.

Strong onboarding can improve employee retention by 82%.

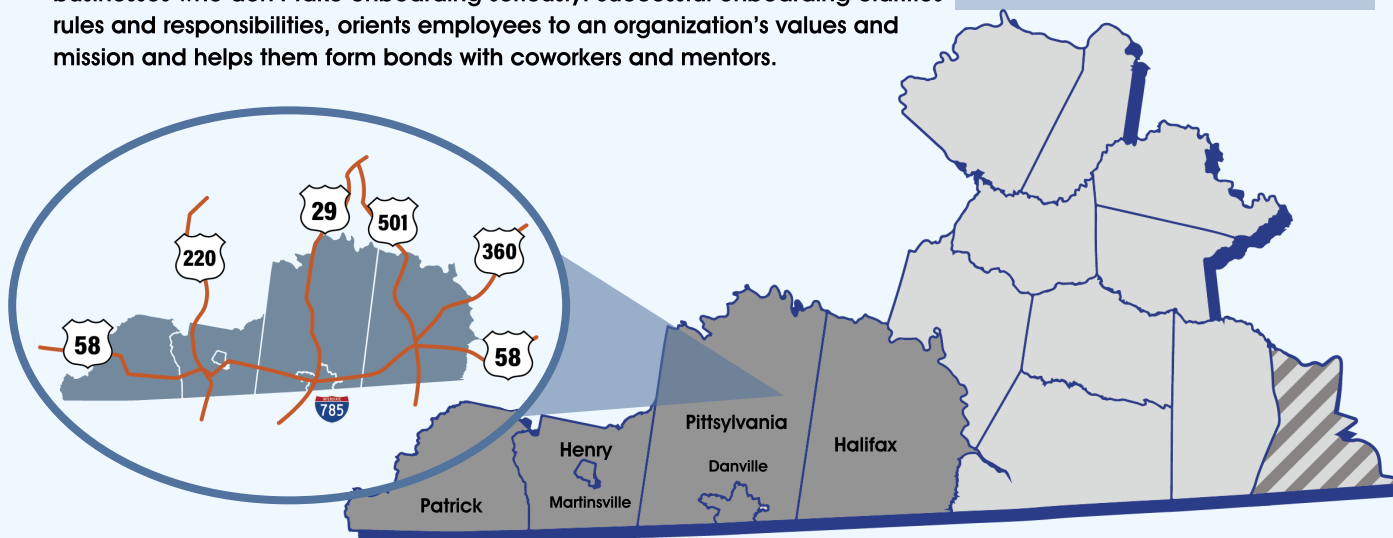
(Brandon Hall Group)

Only 20% of companies proactively onboard new employees at the most strategic level, covering compliance, clarification, culture and connection.

(Website: NSCA.org; Original source: Society for Human Resource Management)

Only 12% of employees think their organization does a good job of onboarding.

(Gallup)



GOVA Region 3: SVRA

Patrick Henry Pittsylvania
Danville Halifax Martinsville

GOVA Region 3: EAST

Brunswick Charlotte Lunenburg
Buckingham Cumberland Mecklenburg

Region 4

Greensville
Emporia

Resource Key



State Resource



Federal Resource



Not For Profit



Incentives



Private Sector

Topic Area Key

- REC -
Recruiting

- OB -
Onboarding

Virginia Economic Development Partnership

www.vedp.org

The Virginia Economic Development Partnership (VEDP) is the state economic development authority for the Commonwealth of Virginia.

General Contact: Shirley Dodson

Talent Solutions Business Manager
(804) 545-5719 | sdodson@vedp.org

Service Area: Virginia

REC

OB





Virginia Employment Commission

www.vec.virginia.gov

REC

OB

The Virginia Employment Commission (VEC) is the public employment service established to assist employers in finding qualified workers and to assist workers in finding suitable jobs.

Martinsville Service Area:
Sharon Barksdale, Manager
 (276) 634-3600
 Service Area: Henry, Martinsville, Patrick

Danville Service Area:
Lucius Chandler, Manager
 (434) 791-8220
 Service Area: Danville, Pittsylvania

South Boston Service Area:
Mike Dolianitis, Manager
 (434) 572-8064
 Service Area: Halifax

Department of Veterans Services

www.dvsv3.com

REC

OB

The Department of Veterans Services (DVS) is organized into seven service delivery sections: benefits, veteran and family support, veteran education, transition and employment, care centers, veteran cemeteries, and the Virginia War Memorial.

General Contact: Meagan Lobuglio
 Regional Program Manager | (540) 220-1091
meagan.lobuglio@dvs.virginia.gov

Danville Service: (434) 836-8447

Martinsville Service: (276) 634-3600

Stuart Service: (434) 836-8447

South Boston Service: (434) 584-9100

Soular Development

www.soulardevelopment.com

REC

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Soular is a GIANT-certified partner and leverages people development tools that increase performance for individuals, teams and organizations. They combine their love for people with their passion for performance to achieve extraordinary results. Their solutions address the real issues that limit an organization's ability to attract the right people, keep them and release their full potential.

General Contact: Sean Nix
 President | (334) 805-4260
snix@soulardevelopment.com

Service Area:
 Virginia

Society for Human Resource Management

www.ssva.shrm.org

REC

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Southside Virginia Society for Human Resource Management (SHRM) serves as a resource to business and educational communities through sharing and promoting best practices in human resource management.

General Contact: Christy Oakes
 Southside Chapter President | (434) 251-0230
coakes@wfunlimited.com

Service Area:
 Southern Virginia

