



# John Reid's Pathways for Public Servants Plan

*Respect Service. Reward Hard Work. Build Opportunity.*

## Overview

Too many Virginians who dedicate their careers to public service struggle when making the transition into the private sector. Skills built through service — discipline, leadership, technical expertise — are real and valuable, but our economy often fails to connect them to private-sector opportunity.

John Reid's *Pathways for Public Servants* plan respects service, rewards hard work, and ensures a smooth transition into private careers that strengthen Virginia's workforce and economy.

## Key Components

### 1. Service-to-Workforce Pathways

- Build structured career bridges between public service and private work.
- Partner with Virginia businesses, trade schools, and universities to connect displaced public employees with high-demand sectors including:
  - Health care
  - Cybersecurity
  - Logistics
  - Skilled trades
- Ensure every public servant leaving government has a clear “on-ramp” to opportunity.

### 2. Private-Sector Incentives

- Offer short-term tax incentives to Virginia businesses that hire and train former public employees.
- Incentives tied to retention and results — not just paperwork or temporary hires.
- Address workforce shortages while honoring public service.

### 3. Skill Certification & Accountability

- Develop a certification system that translates public-sector experience into private-sector qualifications.
- Recognize leadership, management, and technical skills earned in government service.
- Require accountability measures, with workers and employers both investing in training.



#### **4. Respect for Taxpayers**

- Keep the implementation lean and cost-conscious.
- Focus on partnerships and results, not bureaucracy.
- Ensure taxpayers receive value for investment while strengthening Virginia's economy.

#### **Why It Matters**

- Virginia's economy needs skilled workers in high-demand fields.
- Public servants deserve more than a dead end when their service ends — they deserve opportunity.
- Families, communities, and businesses all benefit when public service transitions into private success.

#### **John Reid's Commitment**

"I've lived this transition myself, and I'm living it again with Alonzo. I know how tough it can be to move from public service into the private sector. This plan makes sure Virginia respects the men and women who've served while helping them step into what's next: opportunity, independence, and private-sector success. That's how we build strong families, strong communities, and a strong Virginia."