Veterans Workforce Development Program

Identifying, Equipping and Transforming Veterans into Gainfully Employed Citizens in the Civilian Workforce

BACKGROUND

Veterans in the United States are the most under-served community in the area of workforce development. While the focus of many Veteran Agencies at the federal, state and local level has been to provide good medical care and benefits, the process of assimilating them into the civilian workforce as self-sufficient, working professionals has been largely lacking.

Unemployment Rates of Iraq and Afghanistan-Era Veterans

*Source: Bureau of Labor Statics Economic News Relase April 2, 2010

According to the Bureau of Labor Statistics (BLS), in 2010, young male veterans, ages 18 to 24, had an unemployment rate of 21.9 percent (significantly higher than the national average- at nearly double the rate).

Among the problems cited by veterans groups is that the skills a service member acquires in the military do not always transfer to the civilian world. What's missing, they said, is often a system of certification that tells an employer that the veteran has the skills and knowledge to meet the job requirements. The absence of training opportunities continues to hamper the veterans in transitioning smoothly to the civilian workforce.
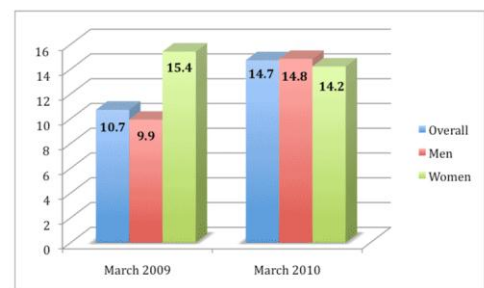
Halcyon Solutions is taking the initiative to address this critical gap that exists in our society. By combining our technical expertise with training and resource development, our goal is to equip veterans with the necessary skills so they can become productive and successful IT professionals with Fortune 1000 companies.

PROGRAM BENEFITS

Halcyon's Veterans Workforce Development Program will provide companies with the following benefits:

- Qualified and trained IT professionals that can take on the normal IT responsibilities in the company's IT department
- Option to "try before you buy" allowing companies to verify that the resource is a good fit with the organization and with the position
- Access to disciplined, reliable and motivated individuals that can take on the most challenging assignments within the organization
- Opportunity to meet the company's diversity and social objectives while giving an opportunity to veterans to pursue their dreams as productive citizens in the US workforce

PROGRAM APPROACH

The Veterans Workforce Development Program is designed to help participants quickly learn the basic skills of software development and software quality assurance through classroom training, reference materials and hands-on workshops and lab exercises. The program will cover the following aspects:

- Provide basic skills in the area of software development life cycle to allow all participants to have a common terminology and understanding;
- Train on specific development and testing skills, including Software Testing Methodology, Automated Testing Tools and Test Script Development;
- Assistance in obtaining industry standard certification that will provide a testament to their skills and knowledge;
- Offer coaching in soft-skills allowing participants to combine their technical skills with excellent communication skills to become effective workers in a corporate environment
- Ongoing support during the first 12 months of the assignments in the form of technical support, professional coaching and mentoring programs
- Re-training opportunities that allow participants to continue to gain new skills and become key players on their projects

YOUR COMMITMENT

Companies are invited to become part of this program by offering job opportunities to the veterans after they have graduated from the program. Companies will have the option to hire qualified and trained veterans on a contracting basis for a limited period of time and then offer them a permanent job if they meet the job requirements. Halcyon is willing to subsidize the rates significantly thereby reducing the financial investment made by the company during the trial period.

Specifically, as a benefactor of this program, we are requesting the following from you:

- Review your Corporate Hiring Plans and Diversity Goals to see if this program will fit into your permanent or contractor related hiring strategies
- Identify a point of contact in your company who can provide your IT related hiring needs in terms of number of resources, types of resources and skills required
- Collaborate on the development of the training program so as to customize the program for your hiring needs
- Actively participate in the hiring of veterans trained by Halcyon
- Provide ongoing support and feedback to the program by becoming a **Program Champion**

Information About Halcyon Solutions, Inc:

Halcyon Solutions, Inc. is an IT Solutions Company with an exemplary track record of growth, customer satisfaction and innovative thinking to solving today's business problems. Halcyon has been in business since 1992 and continues to make an impact in the IT Consulting industry across the United States. Halcyon has been recognized by the industry through numerous nominations, awards and recognitions received by the company.

Halcyon offers custom solutions and technology expertise in Microsoft SharePoint, Java, CRM, Dynamics, SAP, Oracle Apps, Data Warehousing and Business Intelligence. Halcyon's client list consists of Fortune 500 companies across the U.S. with a client retention rate of 99%.

Halcyon is based in Dublin, Ohio with a state-of-art Software Development Center located in Dublin, Ohio and an offshore presence in Hyderabad, India. Halcyon is a *Microsoft Certified Partner* and a *Minority Certified Business Enterprise (MBE)* in the State of Ohio.

Halcyon's mission statement includes giving back to the community through collaboration with several non-profit organizations, including training and career development programs for US Veterans. Recently Halcyon was awarded the *2011 Pillar Award for Community Service* and also selected as a *Finalist for 2010 Corporate Caring Awards*.

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