



TEKsystems

HIRING HEROES

*Attract, retain, support and engage
veterans, active military and their spouses*



Serving those who've served

Powerful strengths, insightful experiences and mission-driven work ethics—the talents of the veteran community are what competitive organizations need to take advantage of tomorrow's opportunities. If you're looking to expand your talent pipeline, find in-demand specialized skill sets or diversify your workforce, veterans can help. But attracting and hiring this segment is easier said than done. Understanding their background, perspectives, ways of working and challenges is necessary for organizations to be empowered to recruit transitioning and active service members.

How many boots are on the ground?

Today's employment landscape for veterans provides insights into the opportunities and values of a veteran workforce.

THE FACTS



- There are +13,000 civilian scientists and engineers dedicated to STEM-related work in the Army³
- Between 2016 and 2045⁴:
 - The share of veterans who are non-Hispanic white is expected to drop from 77% to 64%
 - The share of veterans who are Hispanic is expected to nearly double from 7% to 13%
 - The share who are black is expected to increase from 12% to 16%

1 U.S. Department of Veteran Affairs, 2018

2 U.S. Department of Labor, Bureau of Labor Statistics report, 2017

3 Louie Lopez, chief of human capital and STEM outreach at U.S. Army Research, Development Engineering Command, 2017

4 U.S. Department of Veterans Affairs via PEW Research Center, 2016

The challenges standing between veterans and employers post-military are overwhelming.

Lack of knowledge and misperceptions—on both sides—are just a few obstacles that inhibit our military from seamlessly entering a civilian workforce. Identifying and understanding these challenges are crucial for organizations to better recruit, hire and retain veterans in their workforce.

CONSIDER THE WHOLE PICTURE



SKILL TRANSLATION

Understanding how military skills cross over to the civilian marketplace.



APPLICATION AND INTERVIEW PROCESS

Navigating the hiring process.



STEREOTYPES

Overcoming generalizations of perception, behavior and experience.



CULTURE

Acclimating to corporate environments, expectations and mentality.



COMPENSATION AND BENEFITS

Understanding expectations for competitive pay and benefits.



DEPLOYMENT

Understanding that persons in the Reserve or National Guard can be deployed and need to move locations at any time.



"TEKsystems has been an amazing partner to VetsinTech. The breadth and depth of their organization, and the openings and number of tech companies they provide services to has helped us scale and serve even more veterans in their transition from the military into the tech industry. TEKsystems has helped to bolster VetsinTech chapters around the country and their dedication to the veteran employment cause has been absolutely incredible."

—Katherine Webster, Founder, VetsinTech

Strategy, delivered.

Veterans are an integral part of our nation's workforce and have been recognized for the valuable diversity of thought that they bring. But employers must take a more proactive stance in hiring and creating long-term opportunities for growth.



SUCCESSFUL TACTICS INCLUDE:



VETERAN SOURCING

What strategies are you using to gain access?



PARTNERSHIPS, TALENT SOURCES AND BOOTCAMPS

Are you getting involved or actively participating on a local or national level?



TECH-RELATED LOCATIONS AND UNITS

Do you know where and which branches of service have the most technology-related service members?



BRANDING AND MARKETING

What presence are you delivering to attract and recruit?



TRAINING AND MENTORING

Do you offer resources and support?



TRANSITIONING SUPPORT

Are you helping and understanding their unique challenges and opportunities?



OUTCOME BRIGHT SPOTS

Are you identifying and optimizing their strengths?



MARKET EXPERTISE

Are you reaching the right population?

A deeper understanding

We're devoted to supporting veterans, active military and their spouses to secure meaningful career opportunities. We've developed a dedicated comprehensive veteran recruiting program that has earned us distinction as a top military-friendly employer from several organizations.

6,000+
clients

15,000+
veterans hired

30,000+
IT consultants hired annually
in 100+ categories

1,200
cleared resources
hired per year

100+
offices across North
America, Europe and Asia

1,000+
connections with veteran
organizations per year





"The Wounded Warrior Project (WWP) Warriors to Work program has worked extremely close with TEKsystems over the past five years to empower our nation's wounded warriors on a regional and local level. So far, TEKsystems has placed over 100 warriors and family support members in full-time, part-time or contract-to-hire positions.

Beyond hiring—there's ongoing business development, coaching, and engagement calls that take place between WWP and TEKsystems to help each other connect with local military contacts, as well as other organizations that can help in our mission. The service and support in helping our Wounded Warriors and their families find gainful employment is highly valued and couldn't be done without the great work being done by the military support team at TEKsystems."

—Michael Loubert, Regional Director, Warriors to Work®

Partnership, the active ingredient

We have an unwavering commitment to helping those in the military community transition into rewarding careers. But saying it and doing it are two different things.

We work hand-in-hand with organizations



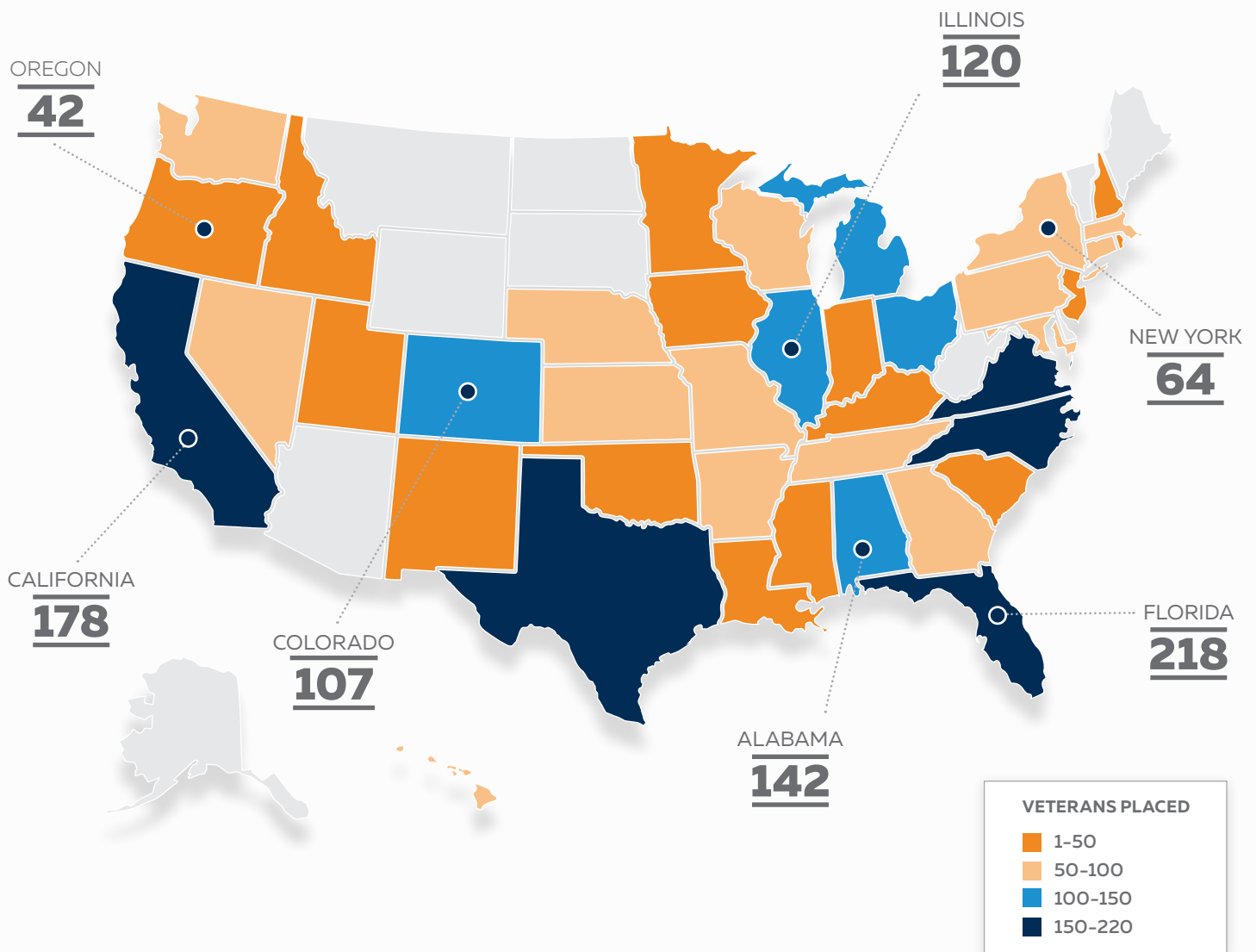
We've received numerous awards for our work with veterans



Mapped to where you want to go

We're constantly tracking the top talent in every market, across every line of business and within every niche, so we can bring the people and skills you need when you need them—and help you map the best route to get you where you want to go.

We hired **3,045 veterans** in **63 IT skill sets** across the country in 2017 alone, from program manager to developer to entry-level help desk.



Transformation never plays solo

Partnership is the active ingredient. Whether it's a compelling vision for the future or delivering top talent, we're here to roll up our sleeves.

Experience the power of real partnership. Visit TEKsystems.com or contact TEKsystems Veterans and Disabilities Program Manager Mike Powers at mpowers@TEKsystems.com.

About TEKsystems

We're partners in transformation. We help clients activate ideas and solutions to take advantage of a new world of opportunity. We are a team of 80,000 strong, working with over 6,000 clients, including 80% of the Fortune 500, across North America, Europe and Asia. As an industry leader in Full-Stack Technology Services, Talent Services and real-world application, we work with progressive leaders to drive change. That's the power of true partnership. TEKsystems is an Allegis Group company.