



Soldiers Advance

Through Employer Partnership Initiative

Keeping the Nation Strong – Militarily and Economically

By Colonel Dianna Clevon



Photo by Army Reserve photo by U.S. Army Reserve Lt. Col. William A. McCaskill

U.S. Army Reserve Pfc. Jason Black (standing) and U.S. Army Pfc. Nathan C. Fischer both of Bravo Company, 264th Medical Bn., practice their radiology training. Black demonstrates the use of the X-ray machine as part of his radiological specialist training at Fort Sam Houston, Texas.

Army Reserve Soldiers can have an edge in the job market by leveraging the Employer Partnership Initiative (EPI) and gaining access to thousands of jobs with military-friendly employers across the country.

The EPI provides a mechanism for Soldiers and employers to meet in the virtual marketplace and identify mutually beneficial career possibilities.

Through the EPI, Soldiers can have two competitive careers, one as a Citizen-Soldier in the Army Reserve and the other as a highly skilled civilian working for an employer partner.

This dual opportunity provides stability to families, maximizes training and experience, and gives Soldiers additional opportunities to achieve both their civilian and military career goals.

Today's Army Reserve is an operational force that is an integral part of the Army. For Soldiers, this has often meant longer deployments and extended absences from the civilian workplace.

Recognizing the demands this places on the civilian lives of Soldiers, the Army Reserve is establishing long-term, enduring partnerships with employers who appreciate the benefits trained Soldiers bring to their workforce. The partnership, in turn, assists Soldiers in maintaining their civilian jobs while they selflessly serve our nation. In the long run, the alliance is essential to sustaining the operational Reserve and the vitality of the all-volunteer force.

Chief of the Army Reserve Lt. Gen. Jack C. Stultz created the EPI as a way to thank Army Reserve Soldiers for their patriotic dedication to our country and the American people. As he said, "I am proud to have launched the Employer Partnership Initiative to show my gratitude to our brave warrior-citizens and to thank them for their service."

The Initiative also establishes a means for employers to dialogue with the Army Reserve about issues and concerns and to arrive at collaborative solutions. The Army Reserve and partner employers cooperate on workforce development issues, including career shortfalls, training, professional development, licensing, and credentialing. Ultimately, the Army Reserve and employers enable each other's efforts, instead of competing for the same people.

Employers are eager to integrate qualified Army Reserve Soldiers into their workforce.

As Employer Partner representative Chief Cathy L. Lanier of the Washington, D.C., Metropolitan Police Department said, "Our partnership with the Army Reserve is an important one that will help us to recruit and retain a highly skilled workforce. It will help make our force stronger and our city safer." (The Metropolitan Police Department became the first law enforcement partner in the summer of 2008.)

One of the Army Reserve's first partners was the Inova Health System. The Northern Virginia-based healthcare system offers opportunities for Soldiers in areas of critical clinical support, such as radiology, respiratory therapy, and surgical occupations.

An example of how the EPI can impact a Soldier's career is the story of Pfc. Jason Black. He will be working at Inova upon completion of the Army's radiology specialist program. Black had started his coursework in radiology at ECPI College of Technology when a recruiter told him about the EPI.

"I feel like I hit the lottery," Black said of his participation in the Initiative. "The decision wasn't hard." The Army Reserve supports his efforts as he balances studying and training with the financial responsibilities of taking care of his family; and through the EPI, he now has a job waiting for him upon graduation.

Daniel Nichols, director of Recruitment and Human Resources at Inova, appreciates the opportunity to reach out to potential employees who have both clinical and leadership experience. "You can't equal that in the civilian world," Nichols said. "The Army has a far more robust clinical training aspect to their program – which allows the service member to hit the ground running."

The EPI continues to gain tremendous support from many of America's leading employers. Meeting today's economic needs, the program spans diverse industries.

To date, the Army Reserve has developed roughly 300 partnerships across the nation and overseas with Fortune 500 companies, medical centers, law enforcement organizations, federal agencies, and nearly 30 state placement agencies.

Army Reserve Ambassadors are vital enablers across the country in the success of the EPI. They are working extensively to identify new partners and to support Soldiers and their communities. With the backing of local Chambers of Commerce, military and professional associations, the partner list continues to grow. Most importantly, EPI field representatives are deployed across the country to connect Soldiers with Employers who are eager to hire them. They are the face-to-face outreach to most employers and the personal follow-up that occurs after an agreement.

Additionally, the EPI leverages existing resources that seek to help Army Reserve Soldiers in the employment market. One such program is Tip of the Arrow, a non-profit that provides assistance with job searches, application and resume preparation, interview preparation, and salary negotiation.

Today's Army Reserve Soldiers continue to play a dual role in keeping America safe while continuing along their civilian career paths and contributing to the U.S. economy. The Army Reserve Employer Partnership Initiative connects Soldiers and business leaders so that together they may continue to keep our nation strong – both militarily and economically. **AF**

Colonel Clevon is the Chief Operating Officer of the Employer Partnership Initiative in the Office of the Chief of the Army Reserve.



U.S. Army Reserve photo by 1st Lt. Olivia Coblesky

Lt. Gen. Jack C. Stultz, chief, Army Reserve, (left) and Frank Taylor, vice president and chief security officer, General Electric, shake hands after signing the GE and Army Reserve Employer Partnership agreement today at the Pentagon.

Frequently Asked Questions

How do I participate in the EPI?

You must be a Soldier in good standing with the Army Reserve. Visit the Employer Partnership Web site, www.ArmyReserve.Army.mil, and click on the EPI icon. For jobs that interest you, complete and submit the Army Reserve Referral Form. This facilitates our follow up with you. You will then be directed to the company's Web site to complete their online application for the specific job of interest.

Does my participation in the program guarantee me a job?

The EPI assists Soldiers in their career search and with job preparations. Soldiers have an edge because military-friendly employers recognize the value they bring to the workplace; Soldiers must still meet employer skill requirements for available jobs.

What companies are currently Employer Partners?

For a complete list of partners, please visit www.ArmyReserve.Army.mil and click on the EPI icon.

How do I recommend my employer to be an Army Reserve Employer Partner?

Lt. Gen. Stultz is always looking for new employers to join this venture. E-mail us at ARCareers@usar.army.mil, and let us know if you believe your employer would make a great partner with the Army Reserve.

How do I get more information?

Visit the Army Reserve Web site at www.ArmyReserve.Army.mil and click on the EPI icon. You can also e-mail us at ARCareers@usar.army.mil. Be our fan on Facebook or follow us on Twitter at <http://twitter.com/MyArmyReserve.com>. Share your insights at the EPI blog: MyArmyReserve.blogspot.com.

How often are jobs posted at EPI Web site?

Jobs are scrubbed daily, so if you do not see the job you are interested in, check back often.