



U.S. Air Force / Tech Sgt. Charles Hutton



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# Joining forces with employers

**THE** idea was simple: use the skills Army Reserve soldiers have learned through their Military Occupational Specialty training and apply those skills to help them find work in the civilian world.

Lt. General Jack Stultz, Chief, Army Reserve, and Commanding General, United States Army Reserve Command, came up with the idea for the Army Reserve Employer Partnership Initiative in 2008. In the two years since it's start, EPI has grown to become a respected career resource across the U.S.

Stultz knew our soldiers have some of the best training in the world in more than 100 support and combat support specialties, and that these military jobs have their equivalents in the civilian world. His vision: to establish and maintain a collaborative effort between the Army Reserve and the thousands of civilian employers across the country who count our soldiers among their work force.

"We are creating a capability for America with a talent pool

## The Army Reserve Employer Partnership Initiative uses MOS skill sets to help soldiers find work in the civilian world.

By Ray Luppe

that transfers skills learned on the battle field to American industry," Lt. Gen. Stultz said. "The money we use to recruit and train our Soldiers goes back to the local community as a resource that meets the talent requirements of the civilian workplace."

In the medical field, the Army Reserve contributes to the Army's total force by provided roughly two thirds of the med-

ical and health care expertise. Army Reserve medical professionals are manning real world trauma centers and combat support hospitals, in war zones and providing humanitarian support to nations around the globe.

The Army Reserve has provided skilled drivers, mechanics and logistics professionals to major national and international haulers such as Schneider International and Con-Way Freight. They know that Army Reserve personnel with transportation and logistics training are experienced in coordinating and supervising people, equipment and procedures for efficient and timely transport and delivery of Army resources.

These companies have recognized that the Army Reserve Employer Partnership gives them access to thousands of service members who have undergone rigorous training and experience unmatched in the civilian world.

With the military's thorough screening process, which includes aptitude testing, background checks and drug screening, employer partners are reaping benefits in reduced recruiting costs and higher retention rates.

Recently the program expanded to include all seven branches of the reserve uniformed services. The talent pool now includes members of the National Guard and Air National Guard, and the reserve components of the Navy, Marine Corps, Air Force, and Coast Guard, along with the core element from the U. S. Army Reserve. This expansion brings with it service members with skills in nuclear reactor technology, aircraft operations and repair, heavy construction, and many more high-demand career fields.

In August, 2008, Jolene Jeffries of Direct Employers Association, a non-profit group, approached the Army Reserve. Through a series of meetings in September of that year, she was able to win them over to the idea of letting her organization handle the development of the search engine that would drive the Employer Partnership.

Her passion for service members and veterans, along with extensive experience in the area, were enough to prove to the command that Direct Employers could be the best choice for

moving the Initiative forward. They signed a Memorandum of Agreement on October 4, 2008. Soon after the signing the numbers of Employer Partners began to skyrocket.

Among the first partners to sign on were trucking companies. Drivers and logistics professions are always in high demand and the Army Reserve has hundreds of them fully trained and readily available.

Hospitals saw the chance to reach

out to Army Reserve personnel early on. Some of these include the Northeast Ohio Health Science & Innovation Coalition (NOHSIC), a consortium of hospitals in northeast Ohio, INOVA Health Systems in Virginia and the University of Pittsburgh Medical Center with over 20 hospitals in Pennsylvania.

Dozens of government entities large and small have signed on as well as numerous police departments who have recognized how well trained Army Re-



**Major General Mari K. Eder, Deputy Chief, Army Reserve and the Honorable Bill Ritter, Jr., Governor of Colorado, sign the Memorandum of Agreement creating an employer partnership between the Army Reserve and the State of Colorado on March 20th, 2009.**

serve Military Police are and have likewise signed on.

NOHSIC signed on with the partnership at a ceremony in the Cleveland area in January 14, 2009. Gayle Agahi, then chairwoman of the hospital consortium, signed for NOHSIC and the Army Reserve was represented by Major General Robert Kasulke. She currently is Director of External Partnerships, Cleveland Clinic and Vice-Chair of NOHSIC.

“As employers, we could immediately see the value of EPI,” Agahi said. “And

when we learned that other military branches were considering becoming part of the program, it was a no brainer. How can you pass up a win-win situation? The military has dedicated, hard-working personnel and we have an acute need for qualified employees to fill many allied health and nursing positions.”

In March 2009, the Army Reserve signed agreements with 11 Denver and Colorado state employers to work collaboratively to enhance job opportunities for America’s soldiers and veterans. Those signers included: Adecco, City of Denver, CICSCO, Pennica Financial Group, and Western Freightways, plus the State of Colorado.

Signing for the state was Governor Bill Ritter Jr. and for the Army Reserve, Major General Mari K. Eder, Deputy Chief, Army Reserve.

The Chairman and CEO of another Employer Partner, Jeff Immelt of General Electric said, “This partnership matches with GE’s commitment to hire talented

people with uncompromising integrity.”

Other notable Employer Partners include: Bausch & Lomb, Dell, Inc., DTE Energy, Pacific Gas and Electric Company, CSX Corporation, Energizer Battery Manufacturing, Lockheed Martin, Sears Holdings Corporation, BAE Systems, Coca-Cola Enterprises, Sikorsky Aircraft Corporation, U. S. Customs and Border Protection, Wal-Mart Stores, Inc., ExxonMobil Corporation, IBM, Kelly Services, Xerox Corporation.

And what do soldiers think of 



courtesy U.S. Air Force

### More on the web

**U.S. Army Reserve web site:**  
[www.usar.army.mil/arweb/EPI](http://www.usar.army.mil/arweb/EPI)  
**U.S Army article archives:**  
[www.army.mil/standto/archive/2009/03/12](http://www.army.mil/standto/archive/2009/03/12)



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