

American Corporate Partners

House Committee on Veterans' Affairs

September 2011



Overview

- What is American Corporate Partners?
- Challenges for veteran employment

ACP's Corporate Partners



Mission of ACP

- Assist veterans with transition from military to civilian workforce through:
 - Mentoring
 - Career Counseling
 - Networking
 - One year, one-on-one, free mentorship by a business executive
- Assistance provided by professionals from participating corporations and select universities
- ACP is not a jobs program, rather a tool for networking and long-term career development

History of ACP

- 2008 – Founded by Sidney E. Goodfriend
 - 6 corporate partners
 - 100 Mentors and Protégés matched in 8 cities
- Today
 - 28 corporations / 3 universities
 - 1500 Mentors and Protégés matched in 17 cities
 - Robust e-mentoring program throughout the U.S.

Success of ACP

"I think it's a really great program, and it's really given me a lot of confidence. You leave the military with the sense that I've had all this experience, but just don't know how to apply it in the civilian world. A lot of guys take a job with the government, because it's familiar, but anything outside we would have no clue. Having a mentor for guidance who really has that experience and would want to help me as well was really a big confidence builder. "

-Joseph Y., E-Mentoring, Army, Summer 2011

"My mentor and I communicate monthly. We last spoke earlier this past week. Our main goal of getting me full time employment has been met, and Jay continues to offer guidance in all professional, educational, and life choice matters. Jay is a wonderful mentor and I feel I can come to him with any problem for advice."

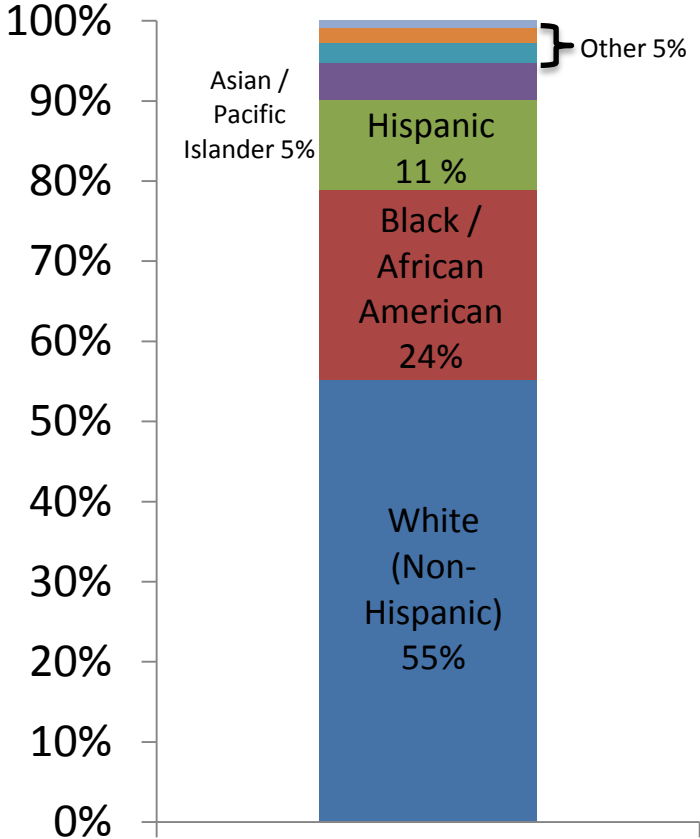
-Dan M., Dallas, Navy, Summer 2011

"ACP has been a tremendous experience for me. I hope IBM continues to provide great mentors like Rick. His mentorship has provided me so much actionable information about the corporate environment that I never would have considered without his guidance. Rick and I have spent time developing my interviewing skills, identified my specific areas of interest and expertise, refined my résumé and cover letter, and once I get back from vacation we'll work on developing my marketing and job search plan. Rick is a great mentor and a good friend during my transition."

-Kevin D., Washington DC, Army, Summer 2011

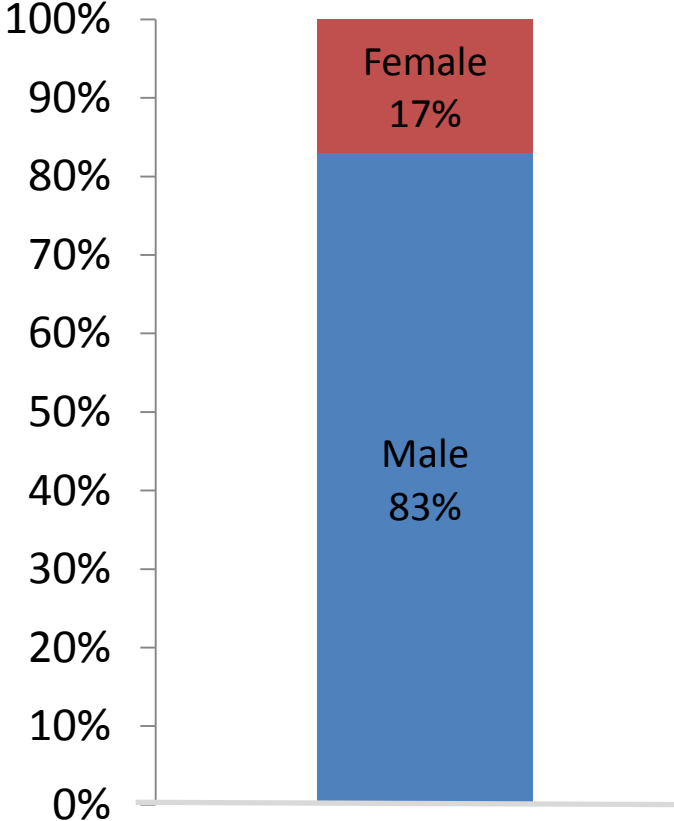
Who are ACP's Protégés?

Race



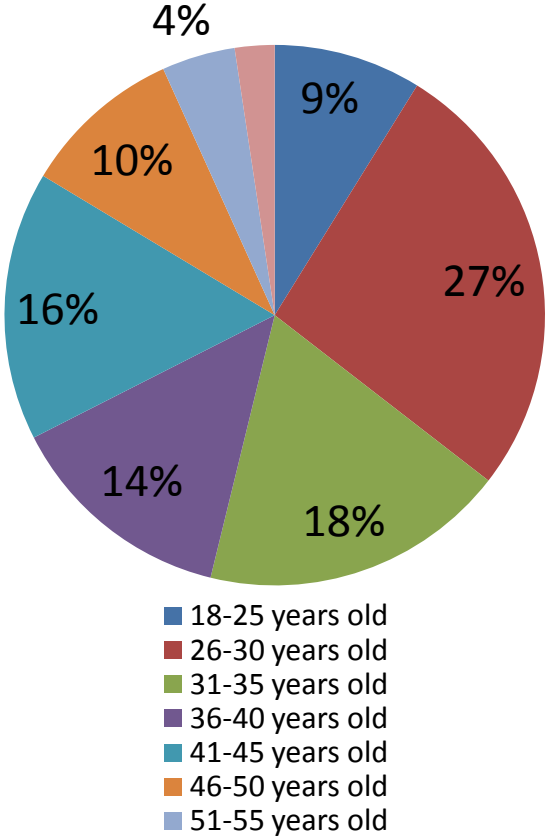
Race/ Ethnicity

Gender

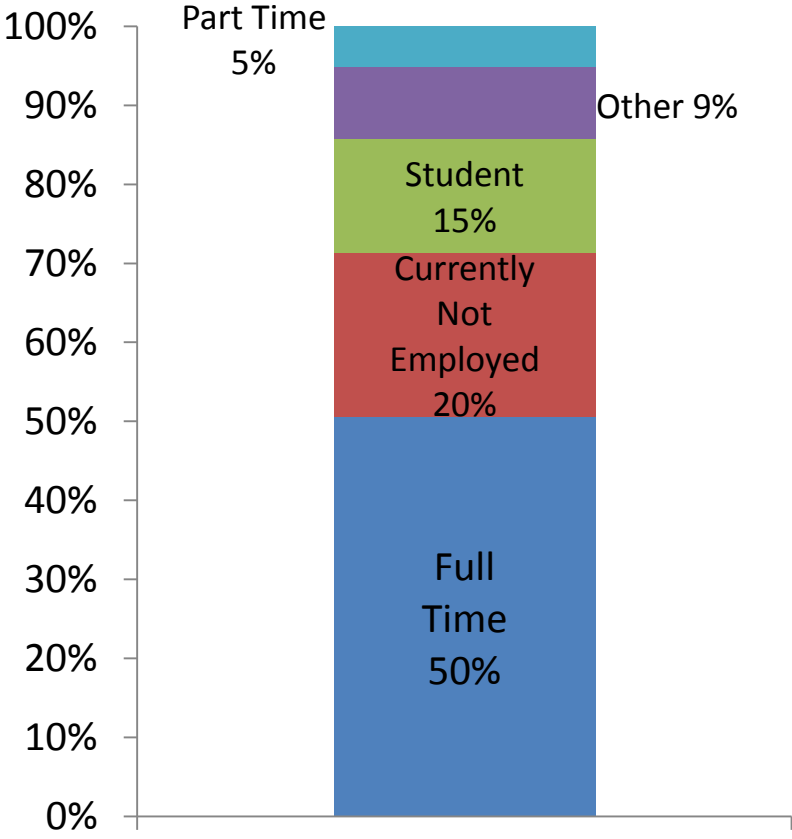


Gender

Who are ACP's Protégés?

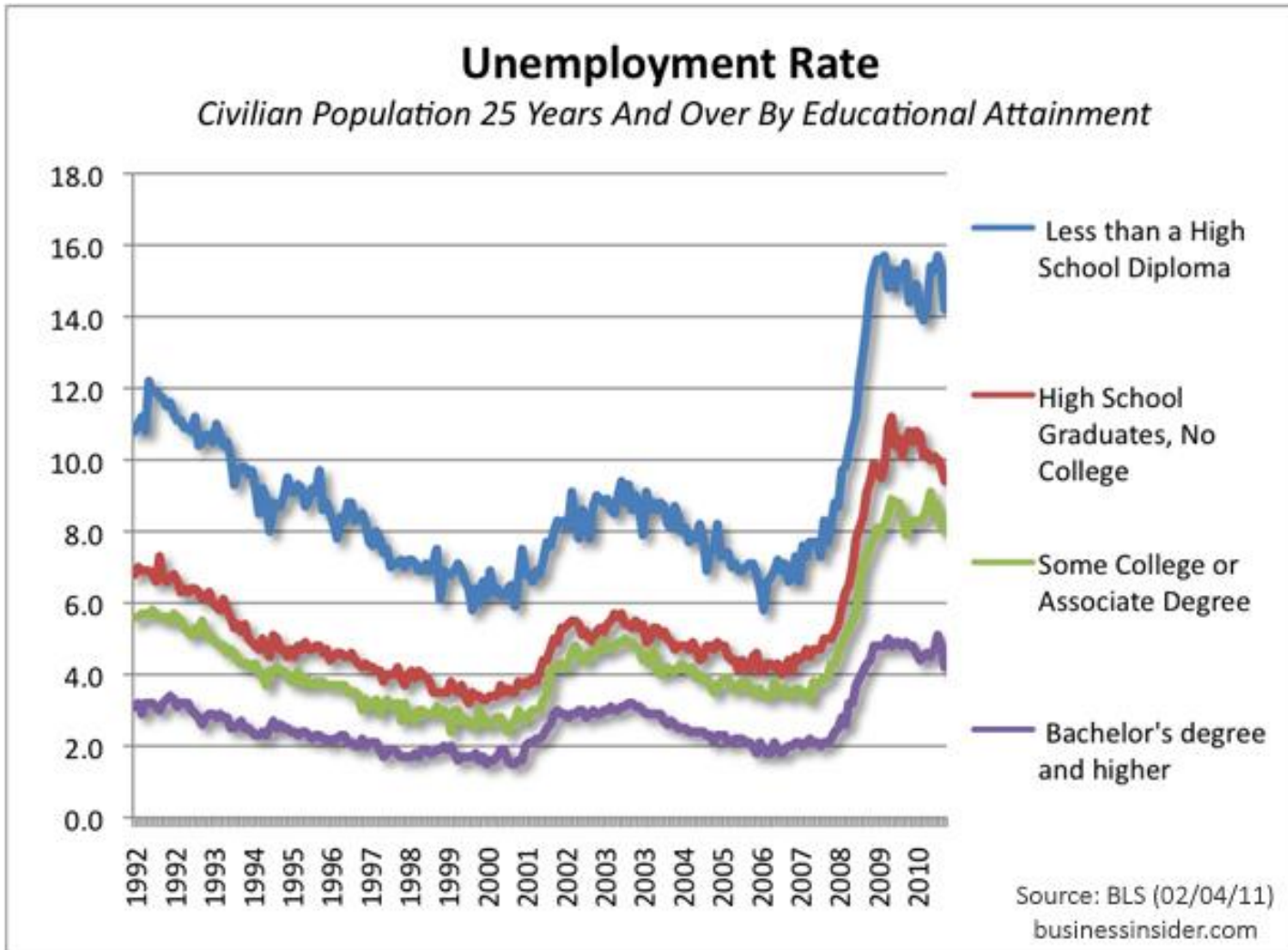


Age group



Current employment status

Translating military skills without a formal degree or certification



Challenges for Veteran Employment

- Education requirements of Fortune 500 corporations

- Reserve/training requirements

‘When I look at a guy who has to report to drill every month, as a manager and as a hirer, I have to think about that,’ he said. “I know he’s gonna be asking for a lot of days off, and that isn’t easy to give. Some guys come back from the war with all sorts of issues, which is understandable, but I have to deal with that. Honestly, I think about it twice before I hire them.’ – **Hiring Manager, Father of a National Guardsman**¹

- Concerns about mental health related issues
- Translating military skills and experience to civilian careers
- Familiarity with civilian norms

¹ “Wanted: A Good Job and Some Understanding”, *New York Times* 16 Aug 11