

US Army Recruiting Command

Partnership for Youth Success (PaYS) Overview



A Quality Transformation

Citizen to **Soldier** to Veteran



to **Employee**



U.S. ARMY

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Partnership for Youth Success Program Enlisted-Officer

Teaming With America

Partnership with selected companies/corporations/government agencies to share in recruiting efforts and reconnect America with its Army

The **Army** agrees to qualify, train, and provide honorably discharged veterans.

The **Partner** agrees to interview or hire Army veterans for previously forecasted positions.

The **Applicant/Cadet** agrees to join the Army with a guaranteed interview or hire with the partner company.

America benefits with a trained workforce that understands patriotic service.



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Why Veterans?

- **Army Values**
- **Goal Oriented**
- **Team member**
- **Proven Skills**
- **Security Clearance**
- **Strong Work Ethic**
- **Leadership traits**

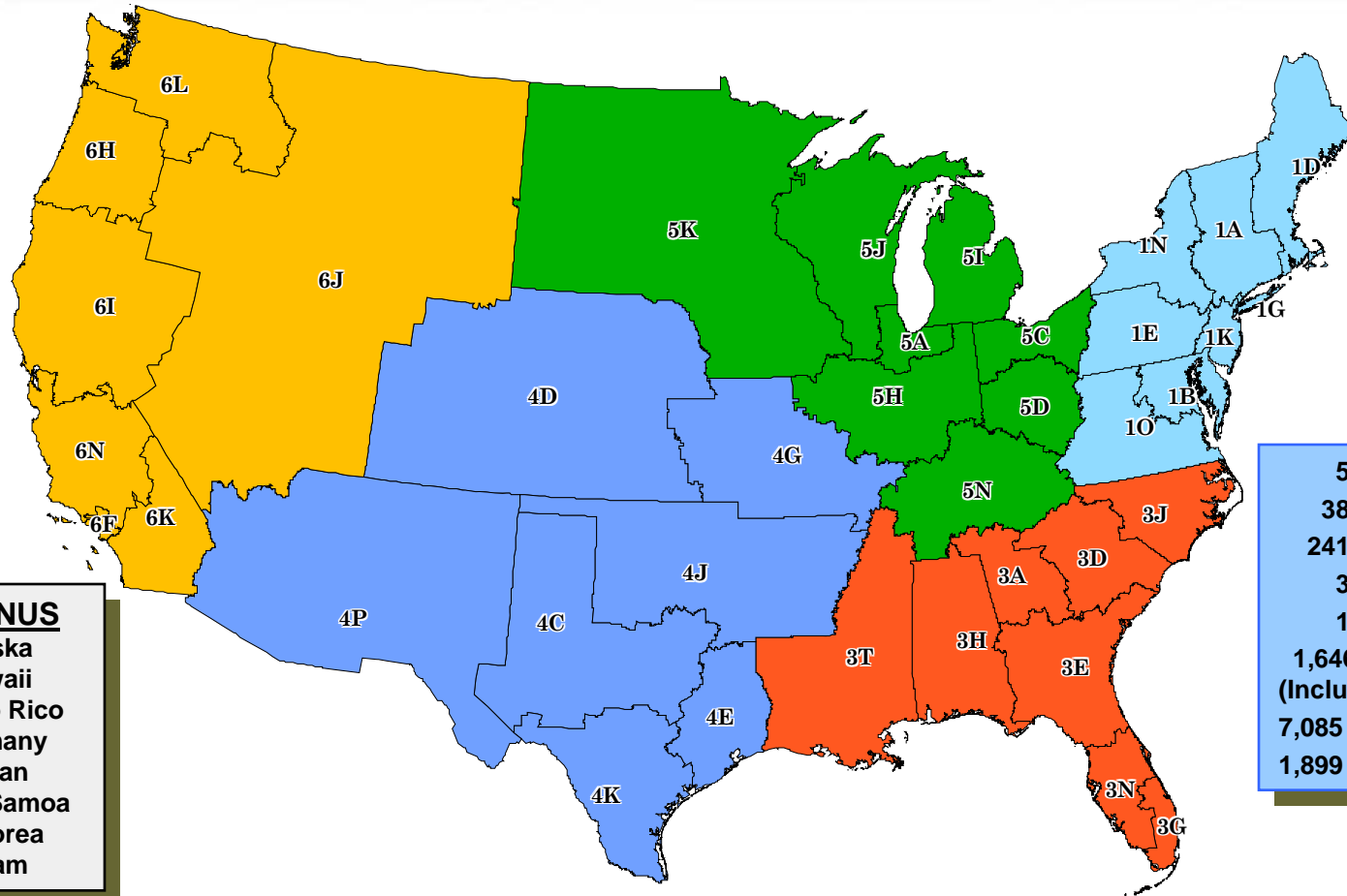


The PaYS Program allows you to develop a relationship with quality candidates who have the potential to become a valuable member of your organization



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US Army Recruiting Command 1Q09



OCONUS
 Alaska
 Hawaii
 Puerto Rico
 Germany
 Japan
 Amer Samoa
 S. Korea
 Guam

5 Brigades
 38 Battalions
 241 Companies
 3 Detachments
 1 District
 1,646 Recruiting Stations
 (Includes 6 Bn level MRTs)
 7,085 On Production RA
 1,899 On Production USAR

6TH BDE (7)	
6F	LOS ANGELES
6H	PORTLAND
6I	SACRAMENTO
6J	SALT LAKE CITY
6K	SOUTHERN CALIFORNIA
6L	SEATTLE
6N	FRESNO

5TH BDE (7)	
4C	DALLAS
4D	DENVER
4E	HOUSTON
4G	KANSAS CITY
4J	OKLAHOMA CITY
4K	SAN ANTONIO
4P	PHOENIX

3RD BDE (8)	
5A	CHICAGO
5C	CLEVELAND
5D	COLUMBUS
5H	INDIANAPOLIS
5I	GREAT LAKES
5J	MILWAUKEE
5K	MINNEAPOLIS
5N	NASHVILLE

2ND BDE (8)	
3A	ATLANTA
3D	COLUMBIA
3E	JACKSONVILLE
3G	MIAMI
3H	MONTGOMERY
3J	RALEIGH
3N	TAMPA
3T	BATON ROUGE

1ST BDE (8)	
1A	ALBANY
1B	BALTIMORE
1D	NEW ENGLAND
1E	HARRISBURG
1G	NEW YORK CITY
1K	MID-ATLANTIC
1N	SYRACUSE
1O	BECKLEY



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Qualifications for Enlisted PaYS Applicants

- **High school seniors, high school graduates, college students and college graduates**
- **Upper Test Score Category**
- **Pass Medical & Moral Pre-Screening**
- **Non prior service & prior service full processors**
- **Must graduate Advanced Individual Training**
- **Must receive honorable discharge/RFAD**
- **Must accomplish all certifications, licensing, and any special requirements established by the PaYS Partner**



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Reserve Officers' Training Corp

The Army PaYS ROTC Cadet

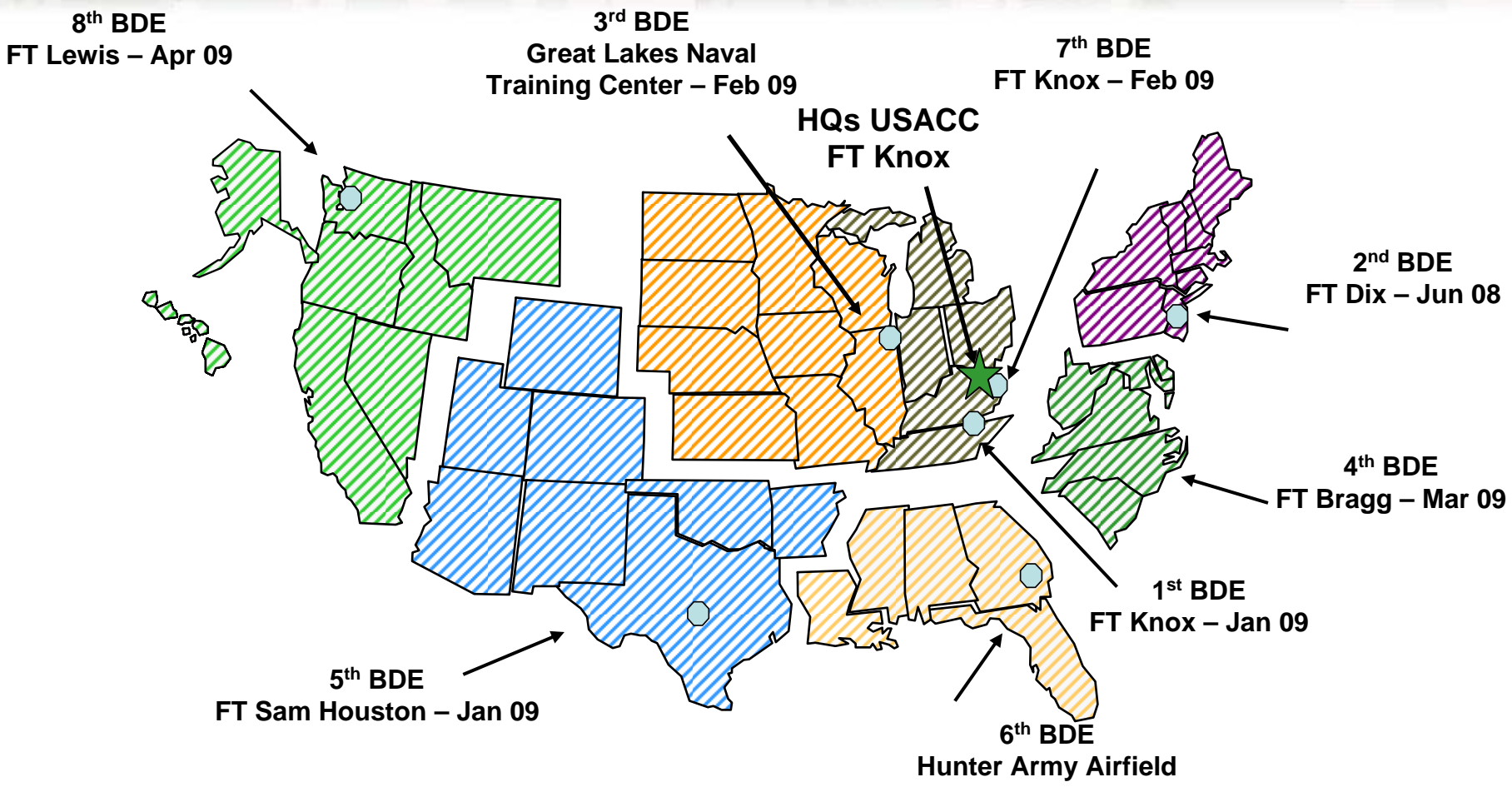
- **Only seven percent of the college population**
 - Are qualified for ROTC
 - Meet academic, physical and moral background
- **Prospective cadets**
 - Top athletes
 - Project leadership traits
- **Trained to be a leader**
 - 273 host colleges
 - 1,164 partner colleges in the US, the District of Columbia and Puerto Rico
- **When commissioned, the new officer (leader) will have**
 - Four year degree
 - Secret security clearance
 - Four years of leadership development training

Not your average college student



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ROTC PaYS Program- ROTC Structure



Host Colleges & Universities = 273
ROTC extensions = 1164

Total Cadet Population: 30,725

-  Cadet Command Headquarters
-  Brigade Headquarters Location



ROTC PaYS Cadet Requirements



- Qualify for ROTC program
 - Receive 3-year dedicated ARNG scholarship
 - Contract into the GRFD program
 - Select a PaYS partner
 - Sign Statement of Understanding
-
- Establish and maintain relationship with selected PaYS partner
 - Complete four year degree, leadership development training and receive commission in Army Reserve or Army National Guard
 - Attend required advanced schooling after graduation



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Army Requirements

- **Screen**
 - Applicants to enter Army, Army Reserve or Army ROTC
- **Maintain**
 - Database with forecasted positions
- **Provide**
 - Formal skill training and leadership training
 - PaYS Information Exchange (PIX)
 - on-line & downloadable reporting
- **Assist with transition**
 - ACAP (Army Career & Alumni Program)



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Partner Requirements

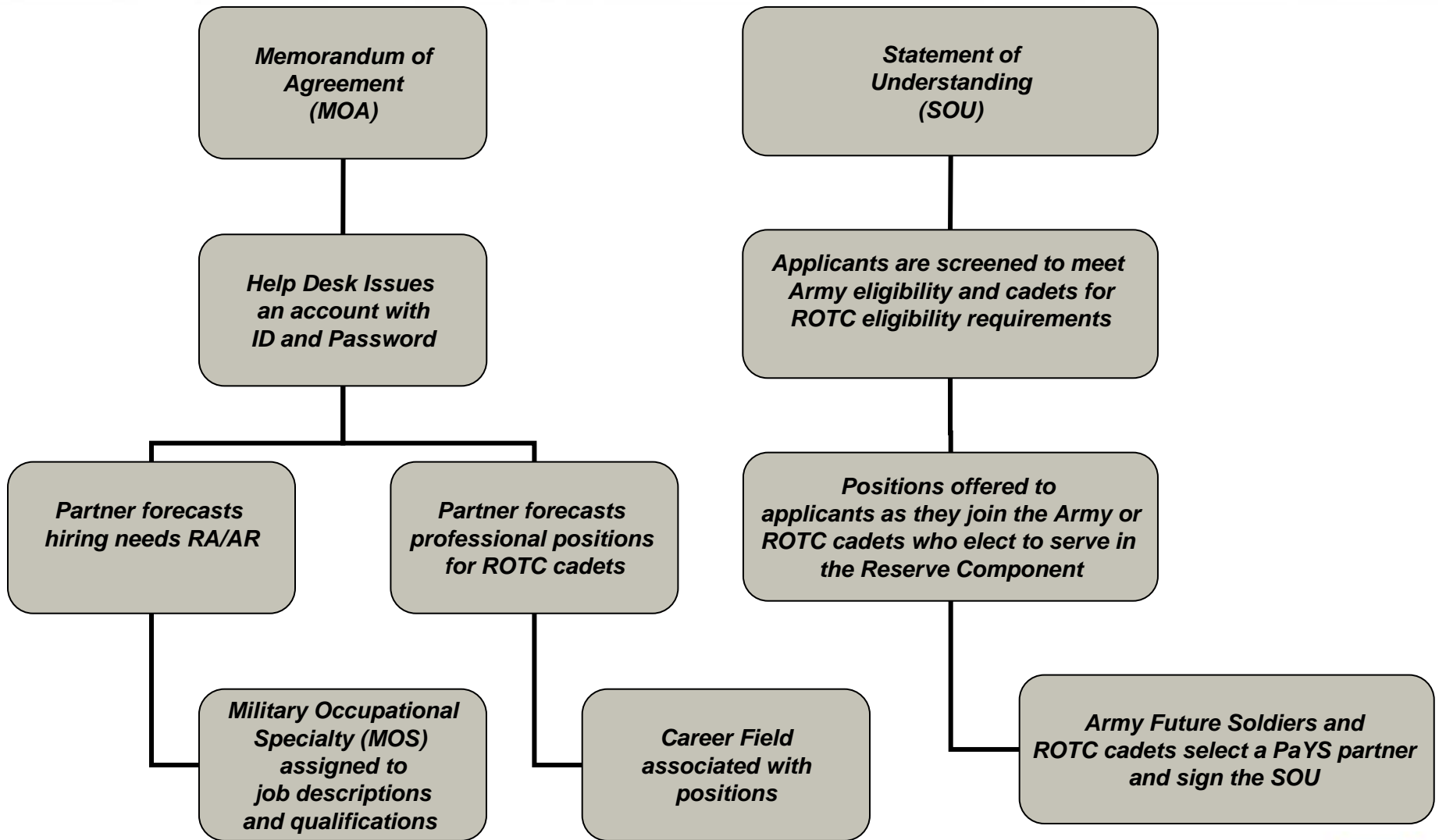


- **Provide**
 - Long range forecast of future hiring needs for Regular Army Soldiers
 - Short range forecast for Army Reserve Soldiers and ROTC Cadets
- **Inform**
 - Helpdesk of details regarding special hiring procedures
- **Maintain**
 - Communication and/or a relationship with those PaYS Soldiers and Cadets who initiate contact
- **Conduct**
 - Interviews and make offers to Soldiers and Cadets (provided qualifications are met)
- **Track**
 - PaYS Soldier interviews and hires
- **Reinvest**
 - In the program

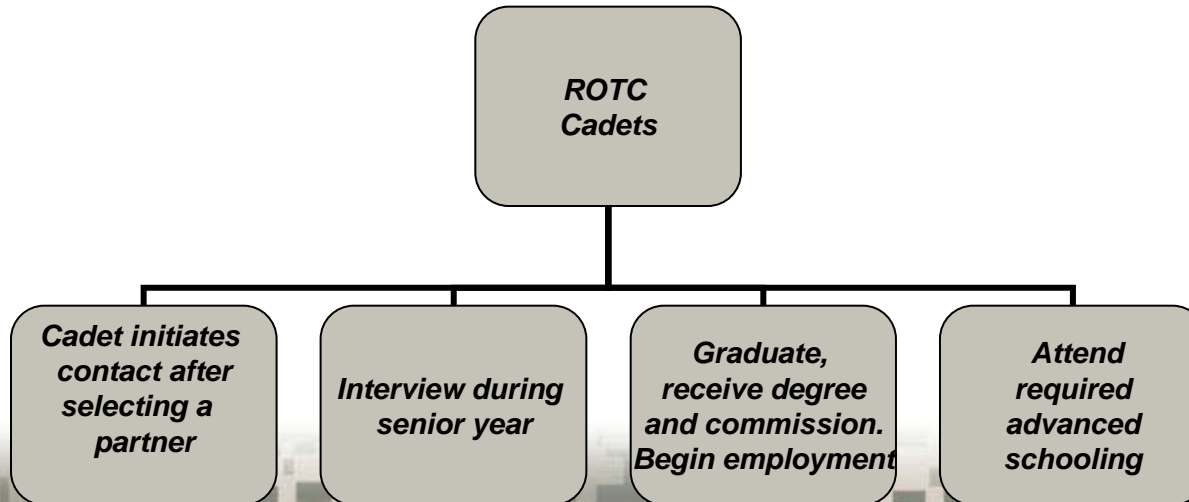
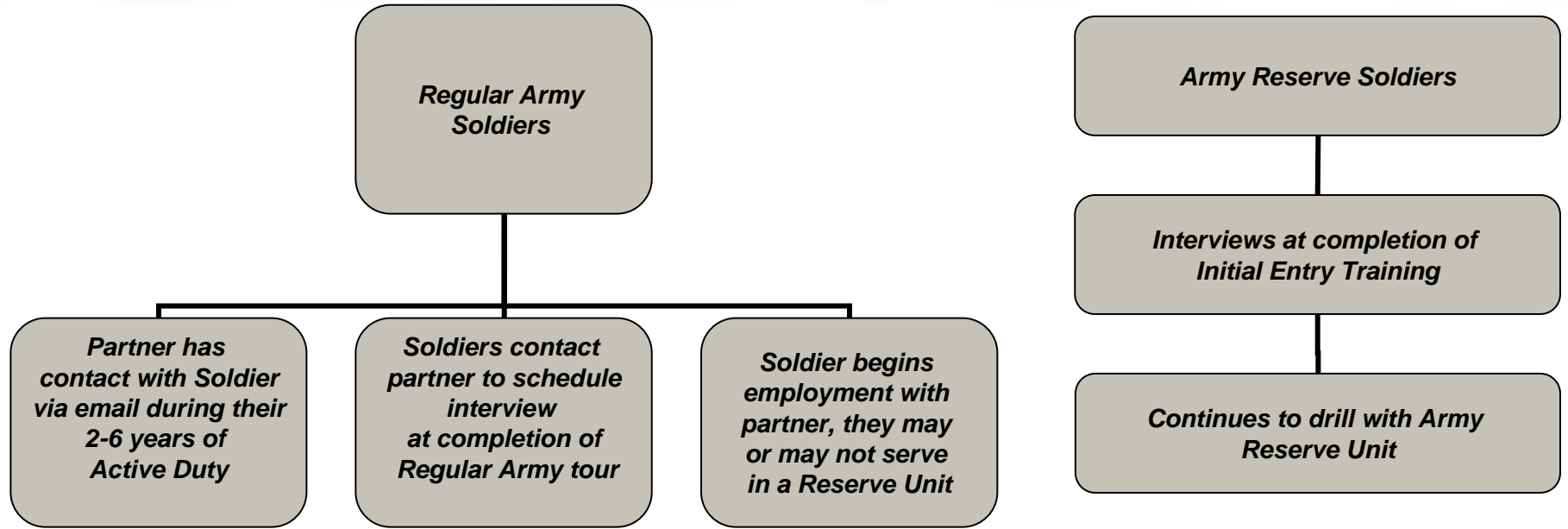


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Partnership Process



Soldier Cycle



Army Veterans are Valued and in Demand in America Today

A Strategic Partnership that Benefits

- The Nation
- The Army
- Industry
- Academia
- The citizen, veteran, student & employer



Next Step

- Sign MOA
- Develop job forecast
- Post jobs on web-site
- Mentor PaYS Soldiers
- Maintain contact with your PaYS marketer



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Partnership Opportunities

Attend community functions, job fairs and career fairs with local Army counterpart

Attend Army sponsored events like the All American Bowl or NASCAR/NHRA race

Attend and participate in an Army sponsored COI and Educator tour

Identify current employees who are Army veterans to speak at FS functions

Meet local Army Reserve Unit Commanders. Set up career booth during weekend drill meetings

Coordinate media event with local Army Recruiting Battalion to publicize partnership and PaYS Soldier hires

Promote partnership by publishing article in your internal newsletter

Attend FS functions and discuss the positive attributes Army Veterans have brought to your organization

Hang Army posters in your break rooms to promote program Awareness internally

Ask local Army Recruiting Battalion to write an article for your internal newsletter

Discuss partnership benefits during an Army sponsored community event/luncheon

Coordinate a tour of your facility for Future Soldiers their parents and other Army Centers of Influence



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PaYS Website

<https://www.armypays.com>



[Job Map](#)



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[Partner Comments](#)



[Partner List](#)

Mouse over the large rectangle below to access menu.

What's Happening...



Click on menu item to continue



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Click on arrows to navigate

Click on arrows to navigate

Mr. Ken Kuwamura, Union Pacific Railroad, speaking at the 2008 Chicago Auto Show.

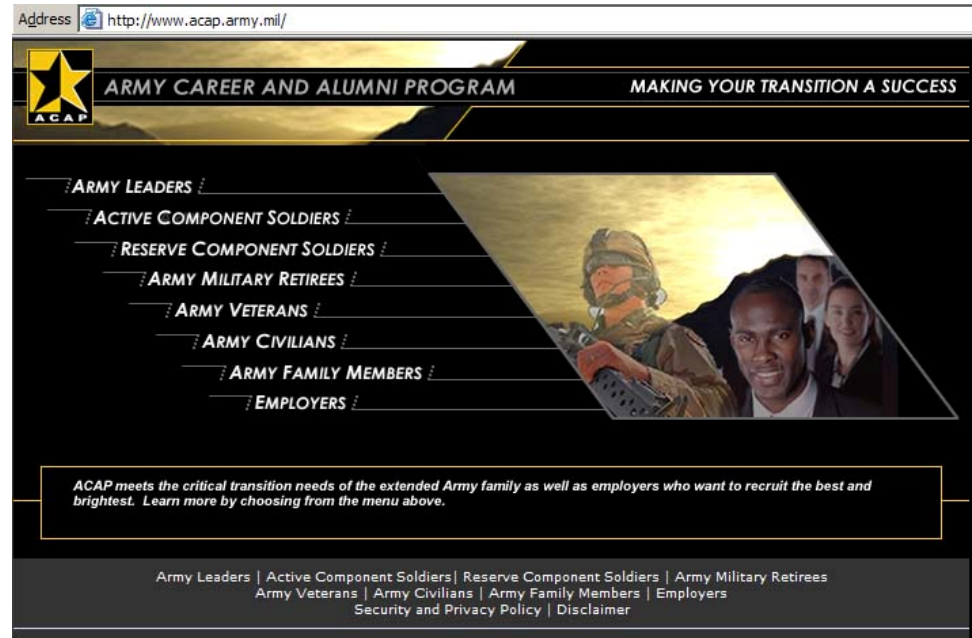


"Relationships are what this is all about. I think, in truth, relationships are what everything is all about, whether our own home life or international relations. And all we are trying to do is...one handshake at a time or one smile at a time...to add a little joy and strength to this relationship." --Gen. David H. Petraeus, emphasizing the importance of relationships in achieving common goals in Iraq.

Partnerships provided the foundation of the PaYS Program - the relationship between the United States Army Soldiers and our Partners who have all joined

Army Career and Alumni Program ACAP

- Established to assist Soldiers leaving the Army find employers who are looking for their skills and experience
- Free resource for employers looking for military values, skill training and experience
- Effective 01 August 2007, employers will provide ACAP with URLs of their websites to facilitate Soldiers' job searches.



Find an ACAP Career Fair near you

www.acap.army.mil



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