

Senate Homeland Security & Governmental Affairs Committee

Subcommittee on Contracting Oversight

Veterans Employment and Government Contractors

**Testimony of Sally Sullivan, Executive Vice President
ManTech International Corporation**

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Madam Chairman, Senator Portman, and distinguished members of the Committee, I am honored on behalf of ManTech International Corporation and our CEO and Chairman of the Board, Mr. George J. Pedersen to appear before you this morning to share our experiences in hiring and retaining our nation's veterans. As requested by your invitation letter, I have come today prepared to share with the Committee our experience in assembling and filing information regarding veterans to the Department of Labor, and our thoughts on what can be done to improve the federal government's efforts to facilitate the hiring of veterans by contractors.

ManTech is a global employer to almost 10,000 people, many of whom have selflessly served their country in uniform. That roughly 40% of our employees today proudly identify themselves as having served or are currently serving in the U.S. military, is evidence of the success we enjoy as a company and culture that successfully attracts those exiting the military and assimilates them into the civilian workforce on a sustained basis. ManTech provides those leaving the military with the opportunity to join the civilian workforce, the opportunity to gain additional job skills and training, healthcare coverage, and the opportunity to continue to serve their country and support an important mission as a contractor.

As the majority of our work today supports the U.S. military and Intelligence Community, a large number of the career opportunities available at ManTech are for positions that directly support mission requirements, and typically require skills gained through military service and the possession of active security clearances. To meet staffing requirements, ManTech actively engages with a variety of sources to identify and recruit the talent required by our government customers. Many of our recruiting activities are focused on engaging those who are in the process of exiting the military, or those who have recently exited. ManTech is an active member of more than a dozen military employment partnerships such as the 100,000 Jobs Mission, the Military Spouse Employment Partnership, Wounded Warrior Project, Hiring Our Heroes, and VA for Vets. We also build and maintain relationships directly with colleges and universities that support the G.I. Bill and offer programs developed especially for veterans. Over the past year, we have participated in more than 125 hiring events spanning 72 cities nationwide. As a result,

we connected with more than 5,000 veterans and hired more than 2,000 of them.

As part of our outreach to recruits, we work closely with the Transition Assistance Program (TAP), sponsored by the U.S. military. Through TAP, we offer onsite assistance to active-duty soldiers who will be leaving the military, including practical advice on how to develop and write resumes, how to interview for jobs, and how the civilian job environment works.

The fact that ManTech's employment base is made up of more than 40% veterans helps greatly with the reception and integration of new veteran hires. As much of our work aligns with or is complimentary to the skills that come with having military experience, veterans at ManTech find that making the transition from their military service to a civilian job is generally a smooth process that happens in a relatively short period of time.

Of the many things we do to retain our employees, to include veterans, ManTech offers educational, skills and career development training as well as mentorship opportunities. Our educational programs are offered through ManTech University, or MTU, a first-class, award winning corporate university established to support the emerging training and educational needs of our employees. MTU focuses on learner-centered instructional design, using interactive delivery methods, with an emphasis on thoughtful and informed problem definition, and implementing complex training initiatives. MTU has designed and deployed over 400 custom e-learning courses on a web-based platform available to ManTech employees 24/7 and in numerous countries throughout the world. MTU is also an equivalent provider for the Defense Acquisition University (DAU), and the Project Management Institute (PMI), which allows ManTech employees to maintain continuing education credits by taking e-learning courses developed by ManTech. Additionally, MTU has alliances with 13 different accredited universities, offering certificates, bachelors and masters degrees and mini-MBAs both online and in traditional classroom settings. These university alliances offer our employees an even wider range of credit and non-credit bearing professional development and continuing education courses that help meet the specific workforce training needs of ManTech and its customers.

In 2011, a large percentage of our veteran employees took advantage of training opportunities through ManTech University. More than 40,000 courses were successfully completed by our veterans, roughly 10 courses per veteran employee.

Many of ManTech's contracts require foreign deployments so ManTech offers two specific programs to assist the family members of deployed individuals. One program called LifeWorks, provides employees and family members free confidential access to resources and counseling 24 hours a day, 365 days a year. This program offers expert guidance on health related issues, addiction, grief and loss, financial ideas, how to parent a difficult child or teenager, and how to cope with stress. This program also assists families with referrals to local resources and services. Constant Care, a second program offered by ManTech is an internally staffed program available to employees 24 hours a day, 365 days a year by Human Resource professionals who have the knowledge and experience to assist deployed employees and their families. The employees who staff Constant Care are well versed on deployment and understand the unique challenges facing family members and provide a consistent connection for the family to the employee and ManTech. Constant Care is similar to the Military Ombudsman Program and, therefore, is familiar and well received by veterans and their families.

As a result of retention efforts such as these, many of our new recruits come as referrals from existing employees, which accounts in part for ManTech being named "#6 top military friendly employers" by G.I. Jobs Magazine, "most valuable employer for the military" by CivilianJobs.com, "one of the country's most veteran-friendly employers" by USAA Magazine, and "top 10 best employer for veterans" by Military Times Edge Magazine.

I am hopeful that this information sheds light on our experiences as well as some of the best practices we have developed at ManTech to recruit and retain veterans. Now, I will address your second request, which is to comment on ManTech's experience with assembling and filing information regarding veterans with the Department of Labor.

Logistically, the assembling and reporting information required by the Department of Labor for the VETS-100A is automated by database systems that capture employee information at the initial stage of the hiring process, when information required for payroll, health benefits, taxes, etc. is input into our systems when new-hires join ManTech. Each new employee is asked to self-identify if they are a veteran and this information is aggregated and reviewed by Human Resources specialists as well as by senior management routinely throughout the year. VETS-100A reporting to the Department of Labor is one of several routine compliance reports for which ManTech maintains established and audited compliance procedures. Changes to the VETS-100A reporting requirements or to the current Affirmative Action Plan requirements would need to be evaluated before I could comment knowledgeably about impact.

Lastly, you have asked for our suggestions for improving the federal government's efforts to facilitate the hiring of veterans by contractors. To answer this question thoughtfully, I engaged with several cognizant employees working in a variety of levels and roles. Whether Human Resources specialist, recruiter or line manager, their answers were very consistent... all felt strongly that the federal government already takes many bold and aggressive actions to ensure maximum outreach to this important segment of our population. Further, we know that companies like ManTech have embraced veterans outreach. After all, if we have not served ourselves, we each have family members and loved ones who have selflessly served our nation or are serving today. Our recommendation is to "stay the course" with those efforts we have in place today.

Madam Chairman, thank you for inviting me to appear before the Committee today on this very important matter. I would be pleased to answer any further questions at this time.