



## EMPLOYEE PARTNERSHIP BACKGROUND

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At no time in our history has it been more critical for the U.S. Army Reserve to develop and maintain solid, meaningful relationships with the civilian Employers of our Soldiers. To that end, the Chief of the Army Reserve Lt. Gen. Jack C. Stultz created the innovative Employer Partnership Initiative. His vision is for a new human capital strategy that will sustain a viable operational Army Reserve, capable of caring for Soldiers and Families, and give Employers incentives to employ Army Reserve Soldiers.

The Army Reserve is aware of the potential impact a Soldier's deployment to support the ongoing Global War on Terrorism has on his or her Employer's ability to operate profitably. To give Employers a predictable picture of what their staffing needs will look like in the future, the Army Reserve operates on a five-year rotational training and deployment schedule. This gives Employers, Soldiers and Families predictability and the chance to prepare for an upcoming deployment.

In today's world, it is paramount for both Employers and the Army Reserve to collaborate on solutions to address the challenges and methods to exploit the opportunities inherent in our shared workforce. To this end, the Army Reserve is committed to tailoring partnerships with employers that meet both our goals.

The Army Reserve believes this new approach to attracting, developing and retaining top-notch talent will ensure that the Army Reserve can continue to meet its operational requirements during the ongoing Global War on Terrorism. Through the Employer Partnership Initiative, Lt. Gen. Stultz can give a tangible benefit to Soldiers and their Families, and thank them for their dedication and selfless service.

Our business partners will receive assured access to more than one million Army Reserve Soldiers serving in various capacities who have been pre-screened, trained and skilled in the technical, specialized and professional skills employers need. This could reduce business recruiting and training costs. The Army Reserve is also engaged with the highest levels of the national government and the Defense Department to explore ways to share the cost of health benefits with Employer Partners.

Army Reserve Soldiers get two careers – one with the Army Reserve and the other with one of our Employer Partners. This provides stability to Families, and gives Soldiers additional opportunities to achieve both their civilian and military career goals.

The Army Reserve believes that Soldiers who possess advanced skills, certifications and education are more valuable employees and Soldiers – an essential element in sustaining the All-Volunteer Force for the future. That viability must be assured by both parties – the Army Reserve and the Employer – working together for the benefit of the Army Reserve Soldier and our Nation.

