



QUESTIONS AND ANSWERS FOR EMPLOYERS

Q: What is the Employer Partnership?

A: The Army Reserve recognizes the patriotism and support Employers give Army Reserve Soldiers and their Families. We could not be successful without Employer support. The Employer Partnership is groundbreaking public-private joint venture that offers business owners tangible incentives for employing Army Reserve Soldiers. Recognizing that businesses share Soldier-Employees with the Army Reserve, it makes good business sense to develop meaningful ways to also share recruiting, training and potentially the cost of health care benefits. The Employer Partnership aims to ease the burden many businesses experience when their Soldier-Employee takes a leave of absence from the civilian workplace to serve the nation in the ongoing Global War on Terrorism.

Q: What are the qualifications for partnership?

A: The Army Reserve asks that interested partners be committed to identifying prospective job opportunities for Army Reserve Soldiers. Businesses and nonprofit organizations of all sizes can partner with the Army Reserve on its Employer Partnership.

Q: What are the initial steps a company interested in becoming a partner must take?

A: To investigate the tangible benefits of a joint venture with the Army Reserve Employer Partnership, a company should first contact Chief Rusty Rice at (703) 601-0929 to express interest. He will work with business leaders to determine the next steps to solidify a partnership agreement that is tailored to your business.

Q: Our company is interested in investigating the possibilities of the Army Reserve Employer Partnership, but can't commit to hiring Soldiers right now. Can we still partner?

A: Yes, the Employer Partnership provides a wide array of opportunities for businesses of all sizes to partner with the Army Reserve. The Army Reserve will work with your company to tailor a program that meets our goals.

Q: For how long must a company commit to a partnership?

A: The Army Reserve's goal is to create enduring and profitable relationships with business leaders in communities across the country. There are no time requirements or limitations



on the duration of the partnership. Partnerships will be sustained for as long as the Army Reserve and the Employer find the joint venture to be mutually rewarding.

Q: How do Employers benefit from hiring Army Reserve Soldiers?

A: The Army Reserve believes that Employers should not be penalized for employing Army Reserve Soldiers who are patriotic and want to serve their country. The employment of Army Reserve Soldiers is a good return on investment. The Army Reserve can recruit a Soldier for the Army Reserve and an employee for a civilian company. Businesses save costs by not having to duplicate pre-screening, drug tests, aptitude tests and the like.

Additionally, the Employer Partnership aligns military and civilian credentialing and licensing to ensure that Army Reserve Soldiers possess the skills in high demand by Employers. Army Reserve Soldiers have unique skills and leadership ability. They are reliable and typically self-motivated. The military affords them work-related training and educational opportunities that results in additional cost savings to the Employer and ensure the continued development of these personnel for the benefit of the Army and the Employer.

Finally, the Army Reserve is also investigating with business leaders the feasibility of sharing the cost of health care benefits with employers. While it is still in its nascent stages, the Army Reserve believes the Employer Partnership can be a strong incentive for business leaders to employ Army Reserve Soldiers.

Q: Who are the Army Reserve's current partners?

A: The Army Reserve is formalizing alliances often with new Employers, and we're regularly adding new businesses to our list of partners. Go to www.ArmyReserve.Army.mil/arweb/news/word/Employer_Partnership.htm for a list of current partners.

Q: Our company already partners with the Army on the Partnership for Youth Success (PaYS) program, can we partner on both programs?

A: Yes, interested businesses and organizations that are currently participating in the PaYS program are welcome to join the Army Reserve's Employer Partnership so long as they are willing to identify prospective job opportunities for Army Reserve Soldiers.

The Employer Partnership complements the PaYS program. It gives Employers access to more than one million Army Reserve Soldiers serving in various capacities. The Employer Partnership also aligns military and civilian credentialing and licensing, and provides organizations with pre-trained, pre-certified Soldier/employees who are already trained to filling their staffing needs.

EMPLOYER PARTNERSHIP



Q: How can I find out additional information about the Army Reserve Employer Partnership?

A: Additional information about the Employer Partnership is available online at www.ArmyReserve.Army.mil/arweb/news/word/Employer_Partnership.htm You may also contact Chief Rusty Rice at (703) 601-0929 to investigate a possible partnership, or e-mail us at ARCareers@usar.army.mil.



(Updated 8-1-08)