

VETERANS & G10 ASSOCIATES PROGRAM



VETERANS PROGRAM

Our program prepares veterans for success in business and IT roles, while eliminating traditional hiring risks for our clients.

- Genesis10 partners with **300 college** and universities across the U.S.
- Implemented the program with **40 clients** across diverse industry verticals
- Approximately **350 G10 Associates** placed since program inception
 - 75% clients extended full time offers & have accepted
 - 88% are still in the role at one year

"... have quickly become valued assets ... great work ethic & attitudes and ability to learn quickly. Creative problem solvers, who support the team environment ... have an innate ability to multi-task and are not affected by the fast-paced, ever-changing environment here. All of these attributes are as important in the business sector as they are in the military."

- SVP, Global Fortune 25 Financial Institution

G10 ASSOCIATES PROGRAM

Our program recruits, trains, and mentors recent college graduates.

- Since program inception in 2012, Genesis10 has served **150+ veterans in partnership** with our clients
- **80% of veterans** placed through Genesis10 have been offered full time employment
- Nearly **100% accept client offers**

"... we rank the Gen10 program very highly and will certainly go back again for a second round of associates next year given our exposure to this innovative program."

VP, Global Fortune 25 Financial Institution

PROGRAM OVERVIEW

The G10 Associates and Veterans Programs are designed to provide our clients high performing, cost effective talent needed to support ongoing business growth, technology implementations, & combat the ongoing retirement of experienced workers.

Our Innovative solution:

- Places recent, high-achieving graduates from nations top schools & high aptitude veterans in associate level business & technology roles
- Provides a hands-on, supportive environment, customized training & mentoring, & ongoing performance feedback
- Enables G10 Associates & Veterans to contribute immediately to business & technology projects
- Facilitates a smooth and successful transition from military & academic to corporate environments
- Improves retention rates

PROGRAM PROCESS



WHY GENESIS10 TALENT PROGRAMS

Build Talent

- Incorporate high-potential talent while limiting the burden to existing managers
- Support culture change within departments or teams
- Ensure cultural fit, flexibility and cost-savings compared to traditional internship or full-time hiring

Bridge Skills Gap

- Customized training, tailored in collaboration with the client, ensures graduates show up work ready
- Accelerated time to contribution through ongoing mentoring and coaching on the job

Keep Pace with Business Growth

- Business opportunities are often unexpected. The programs helps leaders respond to growth:
 - Rapid deployment of hand-picked talent – often in fewer than 4 weeks
 - Free up high value experts by reassigning lower level tasks to talent

CLIENTS USE THE PROGRAM TO ADDRESS

- A dramatic increase in workload
- Challenges filling roles with new business process or niche skills
- The need to build out and retain new capabilities in the business in a cost effective way
- Difficulty filling entry level positions – open for more than 90 days
- Desire to infuse new energy and ideas
- High turnover in specific entry level roles

GENESIS10 DELIVERS

- Over 7 years sourcing, evaluating and mentoring college talent and Veterans
- Tailored hiring and training solutions enabling our clients to be quick and agile in the pursuit of talent
- A right-to-hire option that helps our clients to prepare for tomorrow's needs today
- Our program model is designed to align with the organization's pay structure to ensure seamless transition to full-time hire

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