



United States Army Recruiting Command

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ARMY OF ONE SOLDIERS HAVE WHAT CORPORATIONS WANT

MILWAUKEE – The United States Army is sending a message to corporate America. It says, “we’re ready to supply your workforce.”

The message to new recruits that the Army teaches valuable skills now extends to companies looking to hire mature, professionally-trained individuals through the Partnership for Youth Success (PaYS) initiative. PaYS is a recruiting program developed by the U.S. Army Recruiting Command (USAREC) at Fort Knox, Kentucky as an additional incentive to young men and women to choose the Army. But, it depends on partnerships. The key to PaYS success is corporate interest and participation.

PaYS is an Army recruiting tool that ultimately becomes a system of filling corporate employment vacancies with appropriately qualified soldiers exiting from Army service. At the time of enlistment, a soldier can register with a company and agree to Army training in a particular job skill or set of skills that match the company’s needs. These companies agree to wait 2-6 years for these employees while they complete their service to the Army. If a company requires specific job qualifications, certifications or licensing, the soldier utilizes this 2-6 year time period to satisfy those requirements. Participation by the company, soldier and Army is secured with a contract that affords the soldier some priority consideration in the employment process. While final coordination with the company (prior to the soldiers separation from the

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Army) includes completion of job applications and interviews, the company agrees to provide preferred hiring status to qualified PaYS' soldiers as long as their training qualifies them for employment. However, the company reserves the right to determine whether to ultimately hire the PaYS soldier based upon the company's current hiring needs.

Clearly, the PaYS program cannot exist without the corporate component. A company can certainly exist without PaYS, but the Army asks, "Why would it want to?" Companies gain employees who have developed professional work habits and have been held to the highest standards. Companies save precious recruiting and training costs by letting the Army do the job. "PaYS is a win-win-win situation for the Army, participating companies, and exiting soldiers," explains Lt. Col. John Angevine, Commander, Milwaukee Army Recruiting Battalion. "While the Army enlists the manpower it requires to fulfill its mission with the help of this recruiting incentive, companies save money, time and effort. Soldiers who choose to exit the Army after their service have a number of career opportunities waiting for them." Now in its second year, the PaYS program has enlisted 6,500 soldiers who will, over the course of the next 8 years, process out of the Army and into companies such as BellSouth, Lockheed Martin, Schneider National, State Farm Insurance, and The Pepsi Bottling Group.

More information about the Partnership for Youth Success (PaYS) can be obtained at www.armypays.com or by telephone through the U.S. Army Recruiting Command in Fort Knox, Kentucky, 502/626-0351.

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