



Partnership for
Youth
Success

CONNECTING AMERICA WITH ITS ARMY



Guam Army National Guard

PATHWAY
to
SERVICE



PATHWAY
to
EDUCATE

GUAM'S



NEXT
GREATEST
GENERATION

IS NOW.

PATHWAY
to
EMPLOYMENT





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WHICH WARRIOR DO YOU NEED?

PARTNERSHIP FOR YOUTH SUCCESS (PaYS) OVERVIEW



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AGENDA

- **PaYS OVERVIEW**
- **WHY PARTNER?**
- **SOLDIER QUALIFICATIONS/ CYCLE OF AVAILABILITY**
- **ROLES AND RESPONSIBILITIES/ KEYS TO SUCCESS**
- **PROCESS AND BENEFITS**





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THE PaYS PROGRAM

- The Partnership for Youth Success (PaYS) Program is a strategic partnership between the U.S. Army/ Guam Army National Guard and a cross section of corporations, companies, and public sector agencies
- Part of the Army's effort to partner with America's business community and connect America with its Army





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PaYS SOLDIERS

➤ PaYS Soldiers Provide a ready and resilient hiring pool.

➤ Soldiers possess:

Professional and technical skills

Work ethic

Discipline

Teamwork

Communication

Leadership ability



ARMY VALUES

Loyalty

Duty

Respect

Selfless Service

Honor

Integrity

Personal Courage



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PaYS SOLDIERS-QUALIFICATIONS

ALL SOLDIERS/CADETS

ENLISTED SOLDIERS

Meet all requirements and graduate from occupational training

Receive honorable discharge (Regular Army)

High school seniors, college students and/or graduates

Candidates with high mental, physical and moral standards

Accomplish all certifications, licensing, and special job related requirements established by the PaYS partner

Leadership development training

ROTC CADETS

Qualify and enroll in ROTC program; only 7% college population qualify

Complete four year degree

Receive commission in Army

Awarded Secret security clearance



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SOLDIERS CYCLE OF AVAILABILITY

REGULAR ARMY SOLDIERS

- Serve for 2-6 years - Contact possible via email
- Contact partner to schedule interview near completion of Army commitment
- Begin employment with partner, may serve in Reserve Component

ROTC CADETS

- Initiate contact after selecting a partner during their senior year of college
- Available for employment after degree completion and requirements
- Required to complete advanced leadership training

ARMY RESERVE ARMY NATIONAL GUARD SOLDIERS

- Available to interview and begin working at completion of Initial Entry Training
- Continue to drill with Army Reserve/Army National Guard Unit and work for partner
- Eligible to interview with partner as early as six months after enlistment



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ROLES & RESPONSIBILITIES

THE ARMY

- Nominates corporate, state, and local agencies for partnerships
- Links PaYS Soldiers and partners for interview and potential employment

SOLDIERS/CADETS

- Join Army for a specific skill, Soldiers / Cadets select partners with matching skill requirements for post Army interview
- Earn Honorable Discharge and/or complete ROTC requirements

PaYS PARTNERS

- Enter hiring needs into Army data base, monitor on-line progress
- Provide interview to qualified PaYS Soldiers & ROTC Cadets

THE PaYS TEAM

Provides on-line tools and helpdesk support to manage a Soldier/job data base
Dedicated Marketing Analyst links PaYS partner to Army events and recruiting personnel



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QUALIFICATIONS FOR PaYS PARTNERS

- Minimum 250 employees (exceptions for Guam)
- Ability to forecast full-time positions that align with skills and abilities Soldiers and ROTC Lieutenants possess
- Positive reputation / secure history
 - No negative press



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PaYS PARTNER KEYS TO SUCCESS



SUCCESS

Ensure a dedicated PaYS point of contact exists for the duration of the partnership

Establish internal systems to ensure incoming Soldiers are identified and interviewed accordingly

Annotate interview and hire data in the PaYS Information Exchange (PIX)

Maintain a relationship with the PaYS Marketer to take advantage of Army opportunities and program updates

Work alongside the GUARNG during community events and recruiting functions

The PaYS program can provide a steady stream of quality candidates with the technical job skills and leadership qualities that will enhance your employee pool



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PARTNERSHIP SIGNING CEREMONIES



➤ Signing ceremonies publicly recognize the partnership and create media attention to inform the community of your support for veterans



➤ Signing ceremonies are optional and driven by your interest, resources, and comfort level



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PARTNERSHIP BENEFITS

FREE

- **Recruitment** of Quality Veteran Candidates

SUPPORT

- Dedicated Marketing Analyst
- Helpdesk support

DIVERSITY

- Take advantage of a large diverse candidate pool

PROVEN EXPERIENCE

- Honorable Discharge
- Skill Trained with Leadership Experience

ON-LINE RESOURCES

- Real-time information and downloadable reports

QUALITY

- All candidates meet highest mental, moral and physical standards

GUAM ARMY NATIONAL GUARD BRANDING

- Partner with a community based organization
- **Interaction** with local Guam Army National Guard assets, events,
- and world wide recruiting professionals



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PARTNERSHIP COMMUNITY OPPORTUNITIES



Share booth space with
GUARNG at local career fairs



Tell your Chamber of Commerce
about PaYS



Connect with local University
and College ROTC events



Ask about touring our Guam Army
National Guard facility



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ARMY PaYS WEBSITE

**WHICH WARRIOR
DO YOU NEED?**

CHECK OUR JOB CATEGORIES
to find your next employee HERO

WHAT IS PaYS?

The Partnership for Youth Success (PaYS) Program is a strategic partnership between the U.S. Army and a cross section of corporations, companies, and organizations to provide a unique opportunity to serve their country while they prepare for their future. PaYS Partners guarantee Soldiers an interview and possible employment after their training and education. PaYS Partners also help America's business community and reconnect America with its Army.

[More...](#)

www.armypays.com

PORTALS

LOGINS AND VALUABLE INFORMATION FOR PARTNERS, SOLDIERS, CADETS
AND A&PA TRANSITION COUNSELORS

PARTNER INFORMATION PORTAL

- PIX LOGIN (PaYS INFORMATION EXCHANGE)
- THE PARTNERSHIP CONNECTION MONTHLY NEWSLETTER
- MEMORANDUM OF AGREEMENT
- STATEMENT OF UNDERSTANDING
- PaYS PARTNER RESPONSIBILITIES
- MOBILIZING AMERICA WITH PaYS

PIX
LOGIN

HELPDESK

Contact Form

Please select a contact request subject option from the drop down list and fill out the associated required fields.

Contact Request Subject:

Select

- Select
- Become a PaYS Partner (Potential Business Partners only)
- Verify my PaYS Status (RA, AR, ARNG Soldiers and ROTC Cadets only)
- Get a PIX Log in (Current PaYS Partners only)
- Get Soldier Lookup Log in (SFL-TAP staff - Transition Counselor - only)
- Get A&PA Log in (A&PA staff only)
- Report an Issue / Send a Message

**JOIN
THE
PARTNERSHIP**

Screenshot saved
The screenshot was added to your OneDrive.



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ONLINE REPORTS

REPORTS PROVIDE:

- Soldiers/Cadets Names
- Contact Information
- Date Available
- Job Position / Location
- Demographic information

PIX REPORT SERVICES

[PaYS Soldier Report](#)

[Detailed PaYS Soldier Report](#)

[Soldier Lookup](#)

[Job Report](#)

[Soldier Demographics](#)

Soldier Name	PaYS ID	Email	Phone	Date Available	Job Title	Job Location
ALDAPE SANTANA ELIAS	464387	SANTANA.E.ALDAPE.MIL@MAIL.MIL	5748352795	01-AUG-20	CUSTOM PROTECTION OFFICER	DOWNERS GROVE
ALLING NICHOLAS EDWIN	461393	NICHOLAS.E.ALLING.MIL@MAIL.MIL	8049011939	01-AUG-20	CUSTOM PROTECTION OFFICER	NORFOLK VA
KACHURAK ANDREW MICHAEL	461850	ANDREW.M.KACHURAK.MIL@MAIL.MIL	8565206198	01-AUG-20	CUSTOM PROTECTION OFFICER	PHILADELPHIA
KLODA ALEXANDER ROBERT	463644	ALEXANDER.R.KLODA.MIL@MAIL.MIL	9568008499	01-AUG-20	CUSTOM PROTECTION OFFICER	AUSTIN TX

SOLDIER AVAILABILITY BY QUARTER - REGULAR ARMY

	JAN 1 - MAR 31	APR 1 - JUN 30	JUL 1 - SEP 30	OCT 1 - DEC 31
2020	418 (3)	377 (1)	350 (3)	489 (5)
2021	509 (3)	486 (4)	467 (3)	362 (4)

SOLDIER AVAILABILITY BY QUARTER - ARMY RESERVE

	JAN 1 - MAR 31	APR 1 - JUN 30	JUL 1 - SEP 30	OCT 1 - DEC 31
2020	0	0	0	390 (2)
2021	0	0	0	66

SOLDIER AVAILABILITY BY QUARTER - NATIONAL GUARD

	JAN 1 - MAR 31	APR 1 - JUN 30	JUL 1 - SEP 30	OCT 1 - DEC 31
2020	0	0	0	393
2021	0	0	0	117

SOLDIER AVAILABILITY BY QUARTER - ROTC

	JAN 1 - MAR 31	APR 1 - JUN 30	JUL 1 - SEP 30	OCT 1 - DEC 31
2020	0	0	0	0
2021	0	0	0	0

WITH THIS INFORMATION:

- Contact Soldiers by date of availability
- Provide company / job updates
- Be prepared when they contact you



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ARMY PaYS MONTHLY NEWSLETTER

WHAT WE COVER:

- Inside Army PaYS
- New Partnerships
- Latest PaYS Partner News
- Army Events
- Hiring Events
- Job Postings





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SOCIAL MEDIA PLATFORMS

WHAT WE DO FOR OUR PARTNERS:

- Post new job openings
- Share good news stories/accomplishments for your organization
- Share upcoming events
- Connect you to Soldiers



Be Sure to Follow us on Social Media!



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TODAY'S PaYS SOLDIERS TOMORROW'S EMPLOYEES



See how the program has benefited
Soldiers and partners on our PaYS
YouTube Channel.

<http://www.youtube.com/user/ArmyPaYS?feature=mhee>



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QUESTIONS?

