









PATHWAY to EDUCATE

### Guam Army National Guard

PATHWAY to SERVICE

GUAM'S



PATHWAY to EMPLOYMENT







# WHICH WARRIOR DO YOUNEED?

PARTNERSHIP FOR YOUTH SUCCESS (Pays) OVERVIEW



### **AGENDA**





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





### 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











### 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** 







#### **ENLISTED SOLDIERS**

Meet all requirements and graduate from occupational training

Receive honorable discharge (Regular Army)

### Pays SOLDIERS-QUALIFICATIONS

### **ALL SOLDIERS/CADETS**

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







#### **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

### SOLDIERS CYCLE OF AVAILABILITY

#### **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







### 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

### Pays PARTNERS

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

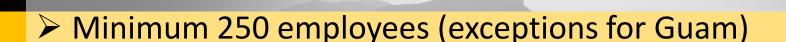
### **THE PayS TEAM**

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



### QUALIFICATIONS FOR Pays PARTNERS



➤ Ability to forecast full-time positions that align with skills and abilities Soldiers and ROTC Lieutenants possess

- Positive reputation / secure history
  - No negative press







### Pays Partner Keys to success

CONNECTING AMERICA WITH ITS ARMY

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

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

**SUCCESS** 

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

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







### 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





### PARTNERSHIP BENEFITS

#### FREE

Recruitment of Quality
 Veteran Candidates

#### PROVEN EXPERIENCE

- Honorable Discharge
- Skill Trained with Leadership Experience

#### **SUPPORT**

- Dedicated Marketing Analyst
- Helpdesk support

#### **ON-LINE RESOURCES**

Real-time information and downloadable reports

#### **DIVERSITY**

 Take advantage of a large diverse candidate pool

#### 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







## PARTNERSHIP COMMUNITY OPPORTUNITIES

CONNECTING AMERICA WITH ITS ARMY



Share booth space with GUARNG at local career fairs



Ask about touring our Guam Army
National Guard facility



Tell your Chamber of Commerce about PaYS









### **ARMY Pays WEBSITE**

PORTALS

LOGINS AND VALUABLE INFORMATION FOR PARTNERS, SOLDIERS, CADETS

AND A&PA TRANSITION COUNSELORS

PIX

**LOGIN** 

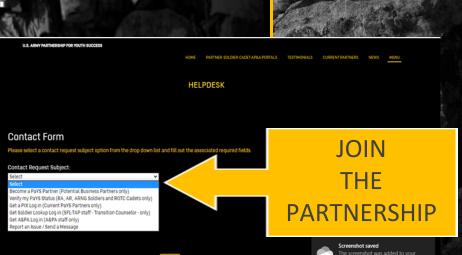


CHECK OUR JOB CATEGORIES
to find your next employee HERO

#### 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, a opportunity to serve their country while they prepare for their future. PaYS Partners guarantee Soldiers an interview and possible employment after America's business community and reconnect America with its Army

www.armypays.com









### ONLINE REPORTS

#### **REPORTS PROVIDE:**

#### PIX REPORT SERVICES

PaYS Soldier Report

**Detailed Pays Soldier Report** 

Soldier Lookup

Job Report

Soldier Demographics

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

ı	Soldier Name	Pays ID	Email	Phone	Date Available	Job Title	Jo1
Ľ	LDAPE SANTANA ELIAS	464387	SANTANA.E.ALDAPE.MIL@MAIL.MIL	5748352795	01-AUG-20	CUSTOM PROTECTION OFFICER	DOWNERS (
E	LLING NICHOLAS EDWIN	461393	NICHOLAS.E.ALLING.MIL@MAIL.MIL	8049011939	01-AUG-20	CUSTOM PROTECTION OFFICER	NORFOLK V/
ľ	ACHURAK ANDREW MICHAEL	461850	ANDREW.M.KACHURAK.MIL@MAIL.MIL	8565206198	01-AUG-20	CUSTOM PROTECTION OFFICER	PHILADELPH
E	LODA ALEXANDER ROBERT	463644	ALEXANDER R.KLODA MIL@MAIL.MIL	9568008499	01-AUG-20	CUSTOM PROTECTION OFFICER	AUSTIN TX 7

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#### WITH THIS INFORMATION:

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







### ARMY Pays MONTHLY NEWSLETTER

CONNECTING AMERICA WITH ITS ARMY





### WHAT WE COVER:

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





### 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!







### 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





