

VETERAN RECRUITMENT AS A SERVICE

There comes a time in any tech company's growth in which its recruiting can no longer be managed by its executives due to time constraints. There are essentially three options at this point: creating an in-house recruitment department, engaging recruiting agencies, or to create a sort of hybrid of both options by building a long-term partnership with an external organization whose core competency is recruiting.

This third option might be referred to as Recruitment as a Service (*RaaS*). TangoAlpha3 specializes in delivering tech sector talent solutions, focusing on military veterans as our main talent pool because they provide our clients with distinct measurable advantages, rang-

ing from tax incentives to experience in the most enterprise of environments. And we believe *RaaS* is the optimal approach for tapping into this talent pool, for by incorporating methodologies often already core to a tech companies' success, it is uniquely scalable and agile.

TangoAlpha3 has extensive experience standing up teams comprised of veterans to execute complex technical missions, and has developed a framework based upon lean principles to effectively quickly implement and sustain Veteran RaaS programs at a low cost.



BUILD

Define the programs objectives

- Define the programs objectives
 - Evaluate business requirements
 - Determine skills requiredWhat does success look like?

Skill mapping

- Which military occupations best translate to the requirements?
- Develop a template identifying which occupations, within each branch, are most likely to effectively translate to each requirement
- Develop a sourcing strategy based upon the skill map

Candidate screening and interview

- Candidate criteria for interview
- Identify parties to involve
- Decision process

Onboarding and sustainment; key items include:

- WOTC optimization
- Veteran Support Group

Measurements

- · What data is most relevant to success?
- · Identify data sources
- What do we expect to see?

Execute



MEASURE

Submittal to interview & interview to hire ratios



- Branches & Installations
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 Military occupations (i.e. MOS, Rating, AFSC)
- WOTC Program (tax credits)
- Employee performance
- Employee satisfaction and retention

LEARN

What military occupations from which branches translate most/least effectively?

What are the early indicators of success or failure?

What processes can be eliminated or adjusted?

How much is the program saving in tax credits?

What adjustments can be made to improve an employee's integration into the culture and job satisfaction?



ADAPT

Integrate what we learned into the program to continuously improve and ensure ongoing alignment to original objectives

Rinse and repeat

At TangoAlpha3, we have established a proven approach for the acquisition of veteran talent to execute critical business objectives (from Alaska to Florida and 15+ states in-between) and are excited to partner with the private tech sector to implement a cost effective approach that can be scaled quickly, and continuously adopts to an agile marketplace inherent to the tech sector. We have found that military veterans have a unique skill set that matches nicely with many growing tech companies including a range of compatible hard skills, flexibility, mission dedication, excellent work ethic and—should it be necessary—the ability to ensure mission success despite austere work conditions.

Moreover, companies that have already invested in their own recruiting infrastructure can easily augment with transitioning veterans utilizing this approach.

TangoAlpha3 welcomes the opportunity to further clarify these benefits for your company and its specific needs. Learn more about how our military veteran RaaS program can help your firm exceed its talent acquisition goals by contacting TangoAlpha3 today.

Reach out today!