

Raytheon
An **RTX** Business

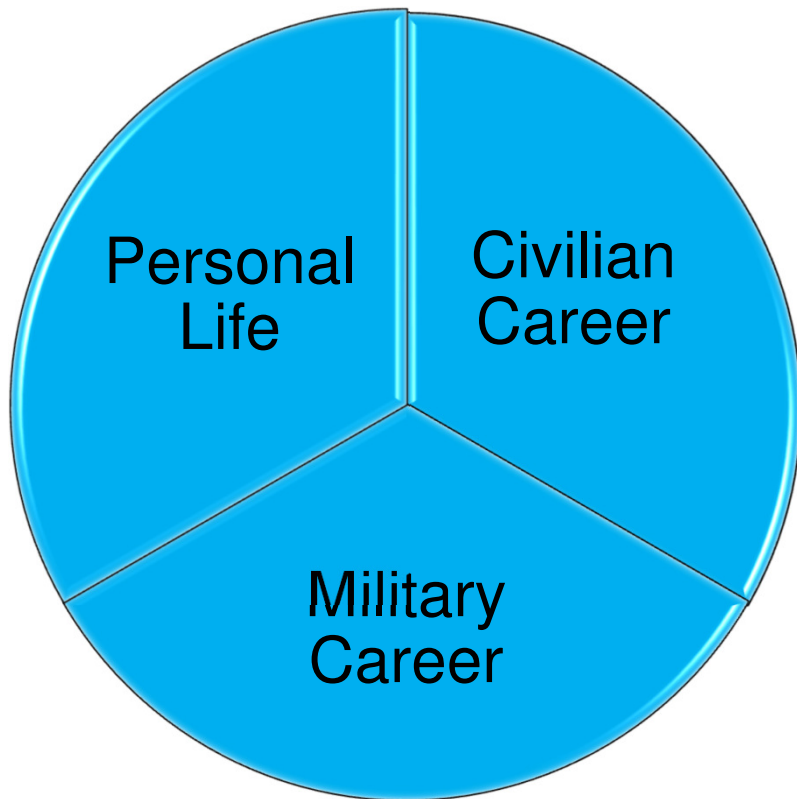
Session 10: Beyond the Uniform: Unleashing Hidden Talent Found in the National Guard and Reserves

Josh Echols – Military Program Manager



Introduction

Life of a Reservist



Agenda

- RTX Overview
- National Security Crisis – All Volunteer Force in Jeopardy
- Why Develop a Military Talent Strategy?
- Partnerships
- Pipeline Strategies
- How to locate Military Bases
- Life of a Reservist
- Business Case
- Build Long Term Holistic Talent Strategy
- Questions



COLLINS AEROSPACE | PRATT & WHITNEY | RAYTHEON

**The future of
aerospace and
defense**

The world's largest aerospace and defense company

185,000

employees

\$68.9B

net sales
(2023)

\$7.3B

company- and customer-funded
research and development
(2023)

Every second

an aircraft carrying RTX
technology takes flight

1.5 billion

gallons of fuel have been
saved by our increasingly
efficient aircraft engines

~50%~

of the world's population
is protected by our
defense products

66%

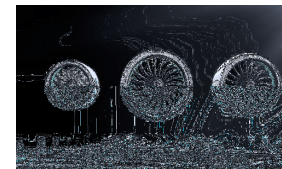
of our world's airspace
is managed using RTX
systems

Industry-leading franchises

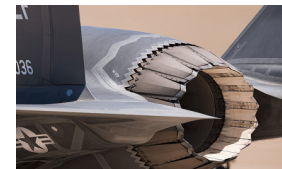
Collins Aerospace



Pratt & Whitney



Raytheon



Our key capabilities



More sustainable, connected flight

Reducing CO₂ emissions is more than our priority – it's our passion. That's why we're reinventing aviation with more efficient engines and hybrid-electric propulsion – part of our commitment to meet net-zero carbon emissions for civil aviation.

- Aircraft engines
- Advanced structures
- Alternate fuel propulsion technologies
- Auxiliary power units
- Avionics
- Connected aviation solutions
- Route optimization
- Helicopter engines



Smarter defense systems

As domains converge and connect, new threats and opportunities emerge. By giving service members every advantage for operational success, RTX is creating a safer world. It is this mission that drives our innovation in defense technology.

- Air dominance
- Connected battlespace
- Fighter engines
- Integrated air and missile defense
- Mission systems and support
- Precision effects
- Simulation and Training
- Systems integration and sensors



Intelligent space technologies

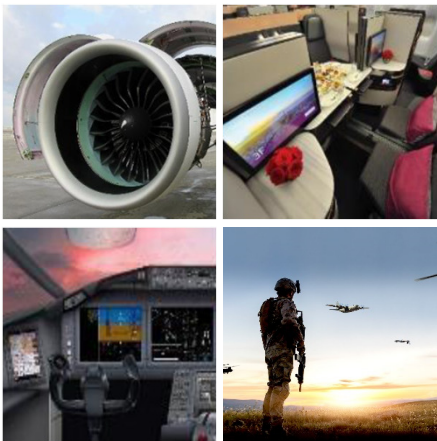
RTX has shaped the history of space exploration. Our space technologies are essential for commerce, scientific discovery and global security.

- Constellation management
- Data processing and analysis
- Earth observation
- Exploration
- Extravehicular mobility unit spacesuits
- Ground control systems
- Launch vehicle engines
- Missile warning and tracking
- Weather

OneRTX: Delivering industry leading solutions

Three business units with growing portfolios

Collins Aerospace



Pratt & Whitney



Raytheon



One company

CORE

Digital transformation

Operational modernization

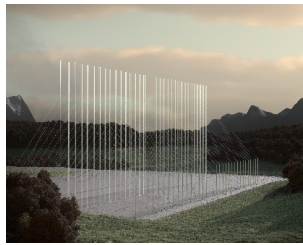
Differentiated technologies

Transformative technologies

RTX invests in the transformative people, ideas and technologies that will help our customers meet their most critical needs



Advanced materials and manufacturing



Artificial intelligence, machine learning and autonomy



Electrification



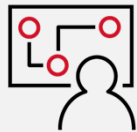
Advanced sensing



Advanced propulsion



Integrated systems



60,000
engineers



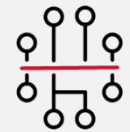
60,000+
patents



\$7.3
billion
R&D funding (2023)



80
U.S. university
research
partnerships



13
technology
road maps

Our vision is a safer, more connected world

Our values drive our actions, behaviors and performance.

Trust Respect Accountability Collaboration Innovation



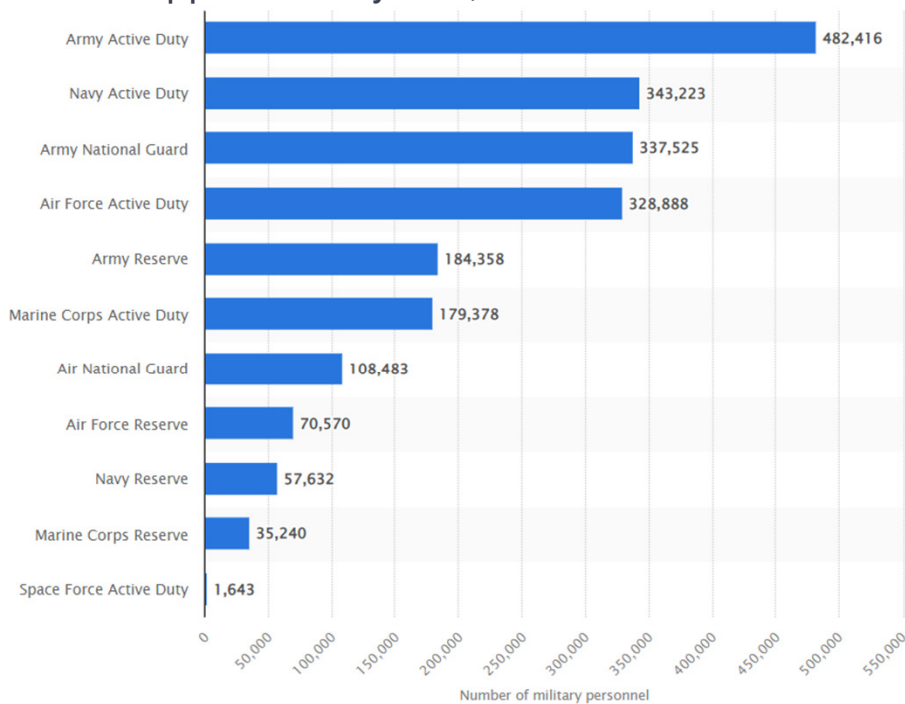
National Security Crisis

All Volunteer Force in Jeopardy

- Military is not meeting end strength goals
- Propensity to Serve – Rapidly Decreasing (20% to 9% Drop)
- Eligible to Serve – Rapidly Decreasing
- Recruiting Budget's – Dramatic Increases and Competition for Talent

Facts

- According to the Department of Defense, approximately 200,000 service members transition from active duty to civilian life each year.
- Total Force Approximately 2.13 Million Service Members
- Approximately 800,000 Reserve and National Guard = 37.5%



Active Army	482,416
Navy Active Duty	343,223
Air Force Active Duty	328,888
Marine Corps Active Duty	179,378
Army National Guard	337,525
Air National Guard	108,483
Army Reserve	184,358
Navy Reserve	57,632
Air Force Reserve	70,570
Marine Corps Reserve	35,240
Total	2,127,713

* 2022 Est Data

Why Have a Military Community Talent Strategy?

- Not a Charity Initiative
- Bring Talented Resilient People into your Organization
- Talent Competition vs Joint Development
- Create Joint Career Road Maps
- Foster/Cultivate Internal Champions

Raytheon DE&I Team



Kathy Reichard
TA/Candidate Engagement Leader



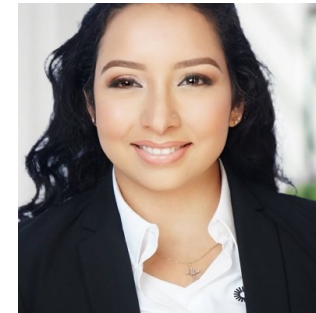
Sofia Jones
TA/Diversity Initiatives Sr. Mgr.



Kaley Young
Female Initiatives Program Mgr.



Josh Echols
TA Military Program Manager



Rocio "Rosey" Kary
TA Military Program Manager



Jon London
Candidate Engagement
& Talent Attraction
Program Manager



Stacy Garnett
DE&I Sourcing Initiatives
Program Manager



Jasmine Gibbs
Talent Acquisition Career Readiness



Corey Dancy
TA DE&I Representative



Goals:

Integrate into the workforce
Planning model

Priorities:

Experience and scalability



• Process alignment

- Workday integration



• Raytheon education and staff development

- TA LMS Training
- HM LMS Training



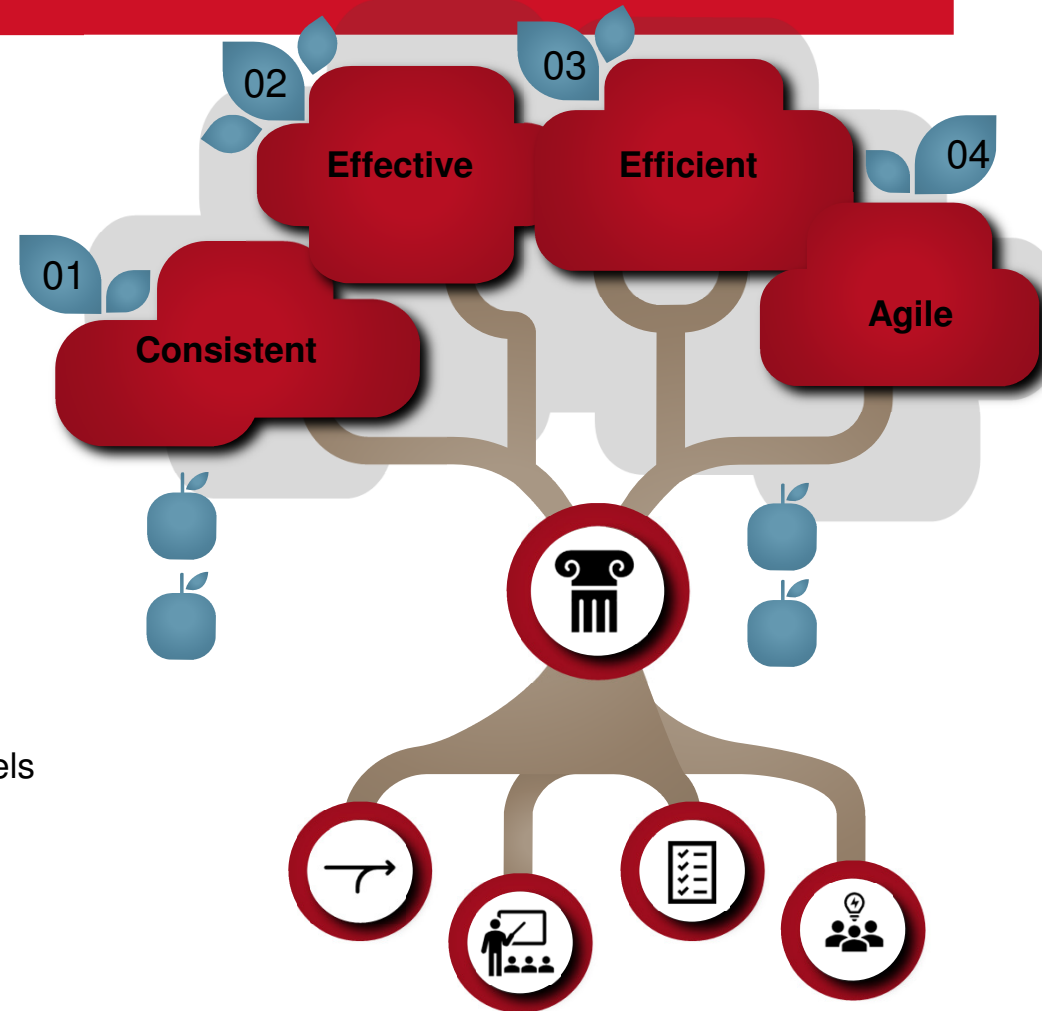
• Workforce Planning

- Align SkillBridge/HOH and Re-Empower with TA models
 - Annual commitments and recruiting targets
 - Leverage LDP & campus programs internships



• Process Maturity

- Professionalize programming and materials
- Graduations and HM recognitions



Growth Journey

Internal Partnerships

- Operations
 - Develop Workforce Planning Model
- ERG's
 - Champions of Culture and Values
- CSR
 - Align efforts to meet TA Goals
- DEI
 - Diversity Strategy
 - Mosaic
- TA
 - Business Talent Needs

Official RTX Partnerships

- Paid Sponsorships:
 - Student Veterans of America (CSR/ERG – Early in Career Talent)
 - US Chamber Hiring our Heroes (DEI – Military/MilSpouse Fellowships, Events)
 - HomeBase (CSR – Volunteer Opportunities)
 - Fourblock (CSR - Mentoring)
 - USO (CSR – Mentoring/Virtual Hiring Events)
 - American Corporate Partners (CSR – Mentoring)
- Paid Services
 - RecruitMilitary (RTX TA - Hiring Events/Resume Database)

Raytheon Military Internship/Fellowships

Current Programs

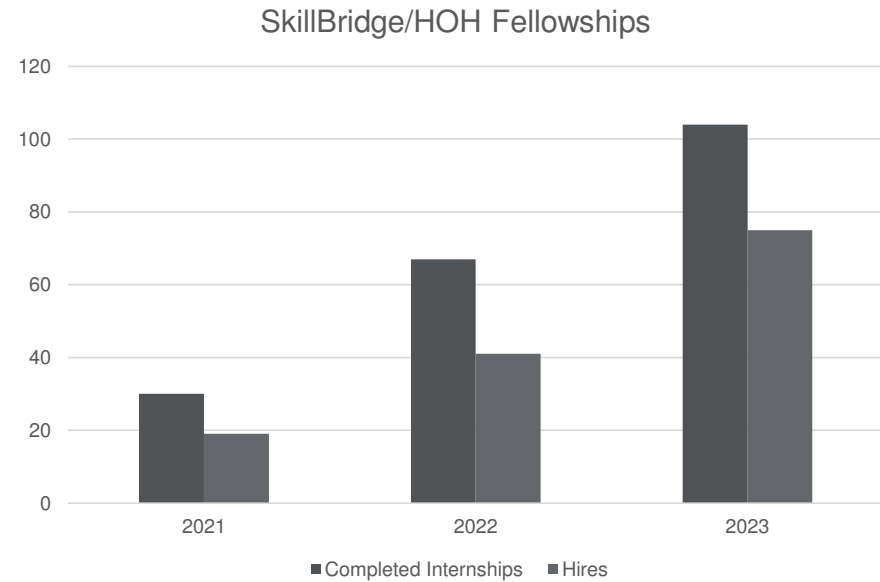
- Military DoD SkillBridge (Up to 6 Months)
- Military Hiring our Heroes (90 Days)
- Warrior Care Program (U.S. Special Operations Command Warrior Care Program (Care Coalition))
- Hiring Our Heroes Spouse and Caregivers Fellowships (12 wks.)

Future Programs

- Military Internships
- Apprenticeships
- AC2RC Reserve Component Internships

Example ROI SkillBridge/HOH Data

- Average Efficiency per internship: 35k
- Average length of internships: 116 days
- Total YTD Onboarding Efficiencies: \$4.1 million
- Completed Internships -165
- Conversions: FY23 – 142
- Average Grade: Mid-Career Professional
- Grade Hires: Technicians/Directors



Year	2021	2022	2023
Completed Internships	30	67	165
Hires	19	41	142

***Example of Business ROI**

Locating Military Installations

- Militaryonesource.mil
- MilitaryBases.com

MILITARY BASES.com

Map Satellite

Search the site ...

CLICK ON MAP to learn everything about each base including directions, nearby housing, schools, hotels, restaurants & car rentals all with yelp ratings! Or select a military branch, jobs, commissary, news, etc in our "MENU" at the top of this site. Or use the Search.

Search the site ...

SEARCH BY STATE

AL	AK	AZ	AR	CA	CO
CT	DE	DC	FL	GA	HI
ID	IL	IN	KS	KY	LA
ME	MD	MA	MI	MS	MO
MT	NE	NV	NH	NJ	NM
NY	NC	ND	OH	OK	OR
PA	RI	SC	SD	TN	TX
UT	VA	WA	WI	WV	WY

View All Installations

SEARCH FOR AN INSTALLATION

FILTER BY REGION

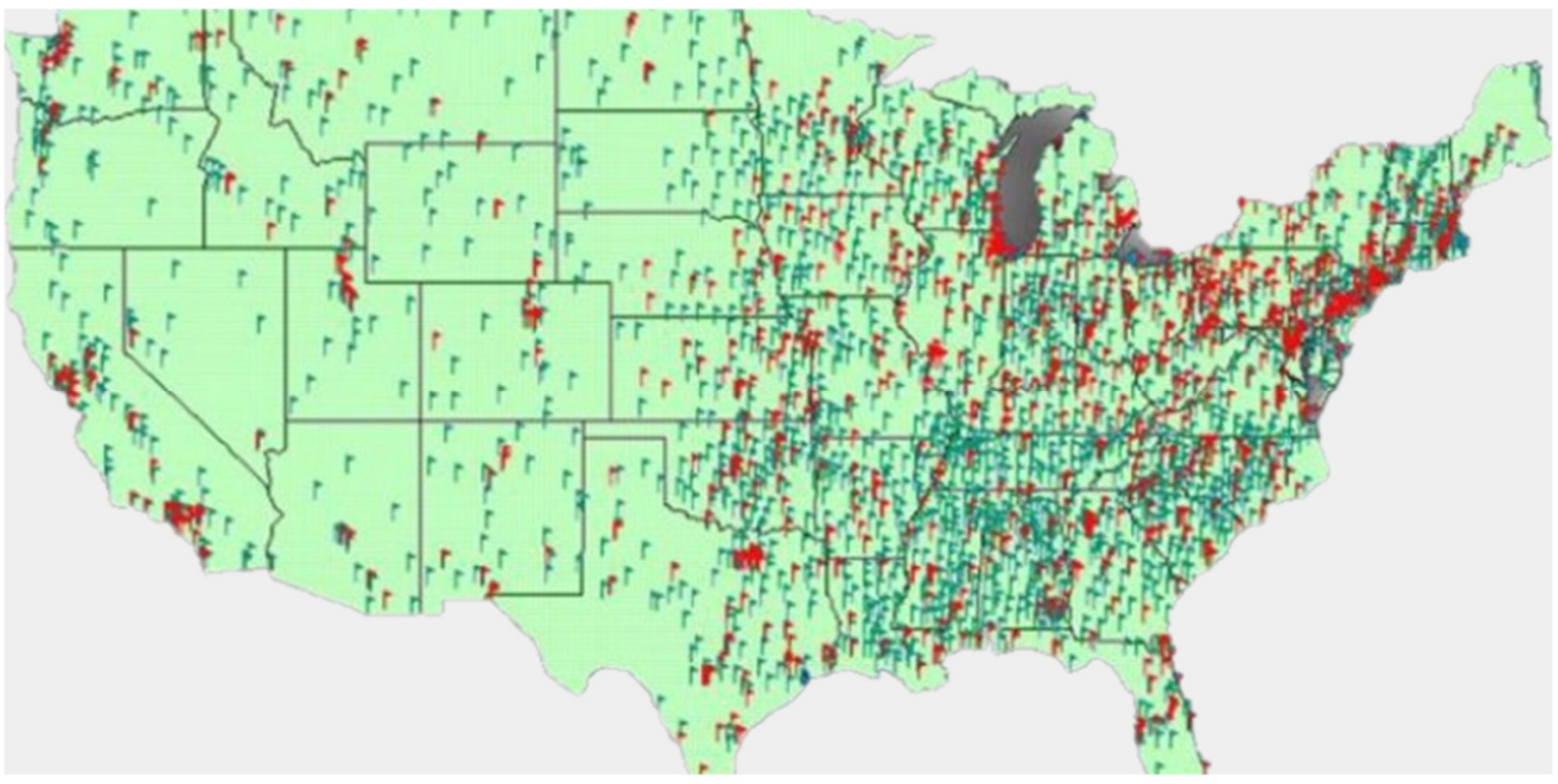
- CONUS / United States
- OCONUS / Overseas

FILTER BY SERVICE

- Army
- Defense Logistics Agency
- Department of the Air Force
- Marine Corps
- National Guard Bureau
- Navy

MilitaryINSTALLATIONS does not list every installation. This site lists only those locations approved by the individual service branch. If you cannot find the installation you are looking for, select the closest installation in that state or country. If you need assistance with your move, contact your installation [Military and Family Support Center](#). MilitaryINSTALLATIONS does not list information regarding U.S. Department of State postings, such as embassies, consulates, etc. View the [U.S. Department of State Bureau of Consular Affairs](#) website for information and resources or contact your installation [Military and Family Support Center](#).

Alabama	Maine	Oregon
Arizona	Maryland	Pennsylvania
Arkansas	Massachusetts	Puerto Rico
California	Michigan	Rhode Island
Colorado	Minnesota	South Carolina
Connecticut	Mississippi	South Dakota
Delaware	Missouri	Tennessee
District Of Columbia	Montana	Texas
Florida	Nebraska	U.S. Virgin Islands
Georgia	Nevada	Utah
Guam	New Hampshire	Vermont
Idaho	New Jersey	Virginia
Illinois	New Mexico	Washington
Indiana	New York	West Virginia
Iowa	North Carolina	Wisconsin
Kansas	North Dakota	Wyoming
Kentucky	Ohio	
Louisiana	Oklahoma	



Reserve and National Guard Units

Business Case

- Reservists must maintain same standard as Active-Duty counterparts
 - Drug Free
 - Physical Fitness
 - Leadership/Technical Training
- Reservists are ready to work now
- Reservist careers may not align to military profession
- Leadership Development
- Tax Incentives
- Onboarding Efficiencies

Tax Incentives

- **Work Opportunity Tax Credit (WOTC):** This federal tax credit is available to employers who hire veterans and other eligible individuals, including certain members of the military reserves. The credit can range from **\$1,200 to \$9,600 per eligible employee**, depending on various factors such as the employee's length of unemployment, disability status, and other criteria.
- **Employer Support of the Guard and Reserve (ESGR) tax credit:** This credit is available to employers who provide differential pay to employees who are called to active duty in the military reserves. The credit is equal to **20% of the differential pay, up to a maximum of \$4,000** per employee per year.
- **Federal tax credit for small employers:** This credit is available to small businesses with 50 or fewer employees who provide differential pay to employees who are called to active duty in the military reserves. The credit is equal to **20% of the differential pay, up to a maximum of \$20,000 per year**.
- **State-level tax incentives**

Reserve Flag Officer Leadership

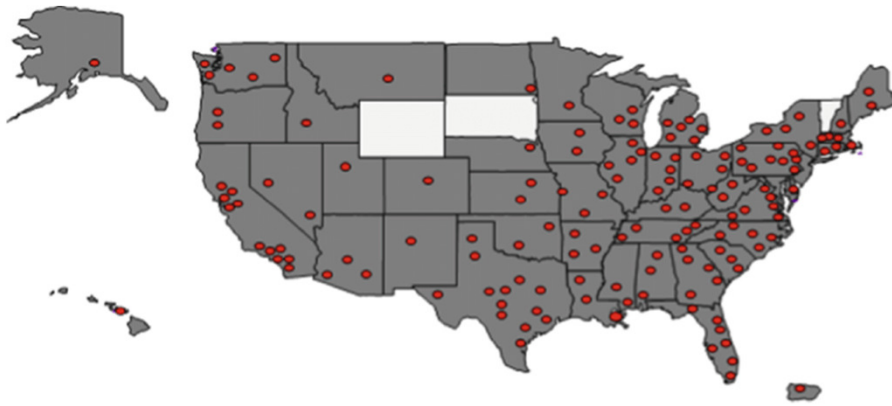
National Guard Bureau

- The **National Guard Bureau** is the federal instrument responsible for the administration of the National Guard established by the United States Congress as a joint bureau of the Department of the Army and the Department of the Air Force. It was created by the Militia Act of 1903.
- Approximately 450,000 Service Members
 - Army National Guard 350,000
 - Air National Guard 110,000
- <https://www.nationalguard.mil/Resources/State-Websites/>



Gen. Daniel R. Hokanson -
Chief, National Guard Bureau

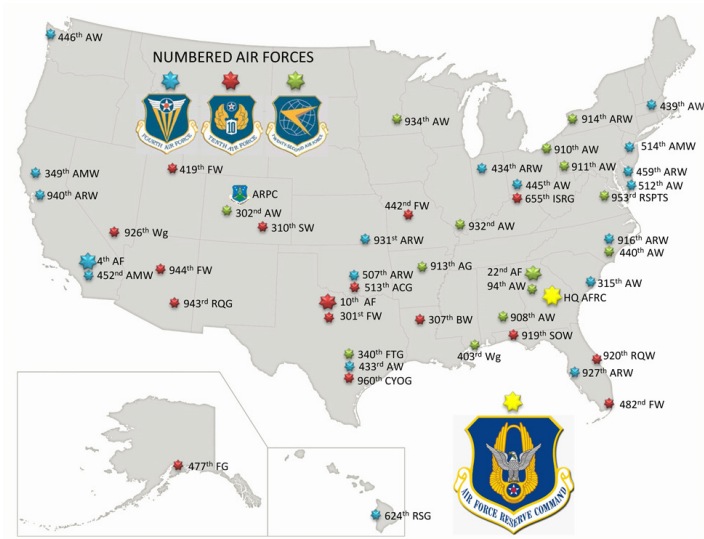
USMC - Reserves



- Approx 38,000 Marines
- 47 States
- <https://www.marforres.marines.mil/>



Lt. Gen. David G. Bellon -
Commander, U.S. Marine Corps Forces Reserve
And U.S. Marine Corps Forces South

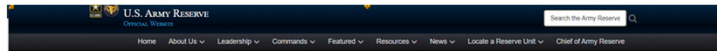


- Approximately 71,000 Airman
- <https://www.afrc.af.mil/Units/Units-by-State/>



Lt. Gen. John Healy -
Chief of Air Force Reserve

US Army Reserves



"Army Reserve Employment Opportunities...You serve the Nation, let us serve you!"

P3O ensures Army Reserve Soldiers are succeeding in their civilian careers which directly benefits the Army and the Nation by bringing substantial value and depth to the force. More than 87% of the force integrates military service with civilian careers, providing the Army with professional skills, education and expertise acquired in the private sector. Through collaboration with organizations offering job opportunities, and a nationwide network of corporate, profit/non-profit and academic partners, the Army Reserve's Private Public Partnership Office is increasing its efforts to connect Soldiers with internship, employment, and education opportunities. P3O is leveraging technology, management tools, social networking platforms and hiring events - in collaboration with military and veteran service organizations such as Vet Jobs, Recruit Military, and others - to connect Soldiers and Families with employment opportunities.

- Approximately 185,000 Soldiers
- <https://www.usar.army.mil/P3/>



Lt. Gen. Jody J. Daniels -
Chief of the Army Reserve
Commanding General,
U.S. Army Reserve Command

Talent Outreach Strategy

- Traditional TA Strategy
- Talent Seeding Events
 - Career Mapping
 - TAP Presentations
 - Military School Presentations
 - ROTC
- Recruiting Events
 - Traditional Hiring Events
 - Reserve Component Events during Training Assemblies
- Volunteer Events
 - Feeding America/Hiring Event
 - Mentoring

Example of Holistic Pipeline Strategy

- Military Internships
 - HOH
 - SkillBridge
 - HOH/MSEP
 - Company Paid Apprenticeships/Internships
- Active Duty Transitions:
 - TAP Presentations
- Military Training Center Outreach
 - Mentorships/Seed Presentations
- Reserve Components
 - US Army Reserve Units
 - P30 Office
- ROTC Outreach
 - Align Campus Programs to ROTC
 - Promote Reserve Career Path
- Non-Profit Partners
- Veteran Voc/Rehab
 - Federal
 - State
- Paid Sponsorships
 - 50Strong
 - RecruitMilitary

Advice

- Don't Make Assumptions
- Tailor Strategy to Meet Business Needs
- Become Force Multiplier
- Develop Internal Champion Network
 - Hiring Managers
 - Executives
 - ERG's
 - Talent Team
- Evolve and Improve

Summary

- Be a Steward and Champion of Continued Service in the Reserve Components
- Lobby/Support SkillBridge type programs for Reservists

Questions?

