



ARMY PaYS FACT SHEET



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CONNECTING AMERICA WITH ITS ARMY

ARMY COMMITMENT

- The Army established the PaYS program as a means to share qualified individuals with employers. The Army carefully screens, selects, trains and provides hands-on experience to individuals in many different skills.

BENEFITS TO INDIVIDUALS

- Young people who join the PaYS program while processing for the Army gain valuable skills and experience and have a solid opportunity for employment after fulfilling their Army obligation.

JOB SKILLS AVAILABLE

- The Army trains tens of thousands of young men and women annually in a variety of skills valuable to business, industry and public agency needs.

BENEFITS TO EMPLOYERS

- Partners gain employees who have developed professional work habits and have been held to the highest standards. These future employees are professionally trained and experienced. Employers save training and human resource recruitment dollars by becoming a PaYS partner.



The PaYS Program:

The US Army Partnership for Youth Success (PaYS) program is an enlistment option and recruiting initiative for Future Soldiers, and ROTC Cadets. PaYS reassures influencers, i.e. parents that the Army invests in their sons and daughters through education and training, while preparing them for possible employment after the Army. Partnering corporate and state agencies guarantee Soldiers and ROTC Cadets, enrolled in the Program, two job interviews upon completion of their Service requirements.

The PaYS Process:

A database that matches the job needs of employers with the job skills offered by the Army Reserve or Regular Army enables a qualified person to choose a specific job skill with a particular partner. A similar database matches ROTC Cadets with employers' needs. A statement of understanding (SOU) containing specific PaYS partner and job information is signed during enlistment processing. ROTC Cadets print these details from the Cadet Portal. Individuals participating in the PaYS program are eligible for other monetary and non-monetary incentives associated with enlisting in the Army Reserve or Regular Army or for scholarship opportunities with Army ROTC.

The PaYS Interview:

Prior to separation from the Regular Army, PaYS Soldiers coordinate their transition to civilian life and contact their partners. Army Reserve and National Guard Soldiers contact their partners upon successful completion of their Initial Entry Training. Reserve Component Cadets coordinate the interview with their PaYS partners during their senior year of college.

ROTC Cadets serving on active duty coordinate the interviews after completing Army obligations. Final coordination with the partners, to include the job applications and interviews, are scheduled by the Soldier.

The PaYS Benefit:

The Army PaYS program is a "win-win" opportunity for everybody involved. PaYS partners benefit from the steady stream of quality candidates with leadership, maturity and technical experience. Soldiers receive guaranteed interviews with employers who value their service to country and skill training. America benefits as Veterans take the Army values with them into the civilian work force. The PaYS Program connect America with its Army and help to build an environment more favorable to the Army's brand.

Current Partners

Currently 891 partners participate in the PaYS program including: Sony Computer Entertainment America, LLC; Caterpillar; USAA; Deere & Company; Eastman Chemical; Amazon; Nestle USA; Lockheed Martin; T- Mobile; Raytheon Company; Texas Instruments; Schneider National, Inc.; Union Pacific Railroad Company; Southwest Airlines; Sears Holdings Corporation; Hyundai Motor America; CitiCorp Credit Services; US Cellular Corporation; Tesla Motors; Monster.com; and Walt Disney Swan and Dolphin Resort.

PaYS is a strategic partnership program between the Army and a cross section of U.S. industries and public sector agencies. It was developed to help the Army attract, train, and prepare Soldiers for civilian careers after the Army. For more information and a comprehensive list of PaYS partners visit www.armypays.com