Veterans Program

As U.S. military veterans transition to civilian life, Cisco helps them find employment and educational opportunities suited to their unique skills

The issue

Post-9/11 military veterans face an unemployment rate higher than that of civilians, and veterans are more likely to be underemployed than the general population.

Veterans possess skills and experience that are invaluable in today's workforce; Cisco is committed to hiring them and supporting their transition to civilian life through IT training and employment programs.

In June 2011, Cisco established a corporate veterans program to support transitioning military personnel, veterans, and military spouses in the areas of employment and education. Cisco's mission is (1) raising awareness of the value of hiring veterans and supporting veteran hires, and (2) establishing IT training and employment programs through private and public partnerships. In 2014, a successful White House IT Training and Certification pilot was completed, leveraging Futures Inc.'s Pipeline talent exchange technology, which was developed with seed funding from Cisco. In March 2015, Cisco, Futures, MetLife, and several North Carolina government agencies and nonprofits launched the North Carolina for Military Employment (NC4ME) to help veterans living in North Carolina find new careers and jobs.

Networks

Human Networks:

Transitioning military personnel, military spouses, reservists, National Guard, and veterans. Cisco® employee veterans; veterans service organizations; other U.S. corporations; software developers, Cisco Networking Academy instructors

Technology Networks:

Online job platform with unique job code mapping, Networking Academy curriculum, Cisco TelePresence® solution, voice applications, wireless networking equipment, Cisco WebEx® technology

250,000+
veterans hired through the job matching platform developed by Futures, Inc. with Cisco support

58,000+
U.S. military personnel have learned IT skills through Cisco Networking Academy

292,000+
veterans hired by Veteran Jobs Mission member companies (formerly 100,000 Jobs Mission)

1000
service personnel offered free training and IT certifications through a partnership between Cisco, Futures, Inc., and the White House

Stats as of October 2015

impact X

The Issue

In the next several years over 1 million U.S. military personnel are expected to transition to civilian life. Post-9/11 veterans face a higher unemployment and underemployment rate than civilians. Veterans' roles, skills, and military training do not easily map to the job descriptions of American corporations. Yet, veterans possess many traits valuable in the workforce, such as a proven ability to learn quickly, leadership and teamwork skills, a strong work ethic, dedication, and experience working under pressure.

Human Networks

In April 2013 First Lady Michelle Obama announced the IT Training and Credentialing program task force as part of the White House's Joining Forces initiative. Cisco and Futures Inc. were selected as the technology leads and worked with the U.S. Department of Defense to fast track IT training and certification for 1000 service members. The model was introduced at the state level in North Carolina in March 2015 and the intent is to replicate similar programs in other states in 2016. The Veteran Jobs Mission (formerly 100,000 Jobs Mission) is a coalition of 200+ U.S. corporations committed to hiring 1 million veterans. Cisco was a founding member in 2011 along with AT&T, IBM, JPMorganChase, Verizon, and others. Cisco partners with organizations that address critical human needs, such as Community Solutions and its efforts to end veteran homelessness. Cisco also supports Digital Divide Data's Liberty Source program to provide training and employment for military spouses, via its "impact sourcing" model. At major U.S. Cisco sites, employees donate their time to support active and retired military personnel and their families through our Veterans Enablement and Troop Support Employee Resource Organization, VETS ERO.

Technology Networks

Cisco is working with Futures Inc. to create "pipelines" that use a sophisticated algorithm to match corporate job openings to military job codes, making it easier for veterans to find jobs best suited to their skills. This technology is also being used to facilitate hiring events, and Cisco WebEx is supporting virtual interviews at these events. Cisco VETS ERO volunteers have installed wireless access at USO locations and Fisher Houses - facilities that provide free lodging for families of military personnel and veterans being treated at their respective military hospitals.

Impact[x]

Over 250,000 veterans have found jobs through the Futures Pipelines. With 23 locations on U.S. military bases and hundreds of others across the country, Cisco Networking Academy has provided a pathway to entry-level IT jobs and certifications for over 58,000 active military personnel and thousands of veterans. Over 375 transitioning military personnel received IT training that prepared them for careers through the Joining Forces IT Training and Credentialing Program. Futures' Pipeline, combined with Cisco WebEx, provides the technology to enable successful Army, Marine, Navy, and Air Force hiring events with offer-to-interview ratios above 50%.

"I want to thank John Chambers and everybody at Cisco for their extra-ordinary leadership to create this new IT training and certification program [...] this is the kind of leadership that will make the world of difference to hundreds of thousands of veterans and military families across this country."

– Michelle Obama, First Lady of the United States, at the Forum on Military Credentialing and Licensing

More Information

To learn more about Cisco's Veterans Program visit **csr.cisco.com**

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Our Corporate Social Responsibility efforts focus on five areas: giving people the skills to thrive and to speed the pace of social change; using our technology to improve environmental sustainability; conducting our business ethically; creating a workplace where our employees thrive; and maintaining our high standards for ethics, labor rights, health, safety, and environmental sustainability throughout our supply chain. Learn more at csr.cisco.com

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