

# TATT CHAT – MAY 27, 2021



## Welcome

Terence Roberts, TATT Chairman

## Special Guest Speaker

Robyn Grable, Founder & CEO of Veterans ASCEND/Ability ASCEND

## Upstate Initiative Update

Dean Hybl, Ten at the Top

## Resource Update

Upstate Warrior Solution, Theresa Thompson, Deputy Director

## Adjourn

Terence Roberts



NEXT TATT CHAT – JUNE 10, 2021

LEADERSHIP LEVEL PARTNERS



# AI-Powered Talent Sourcing Program







## About Us

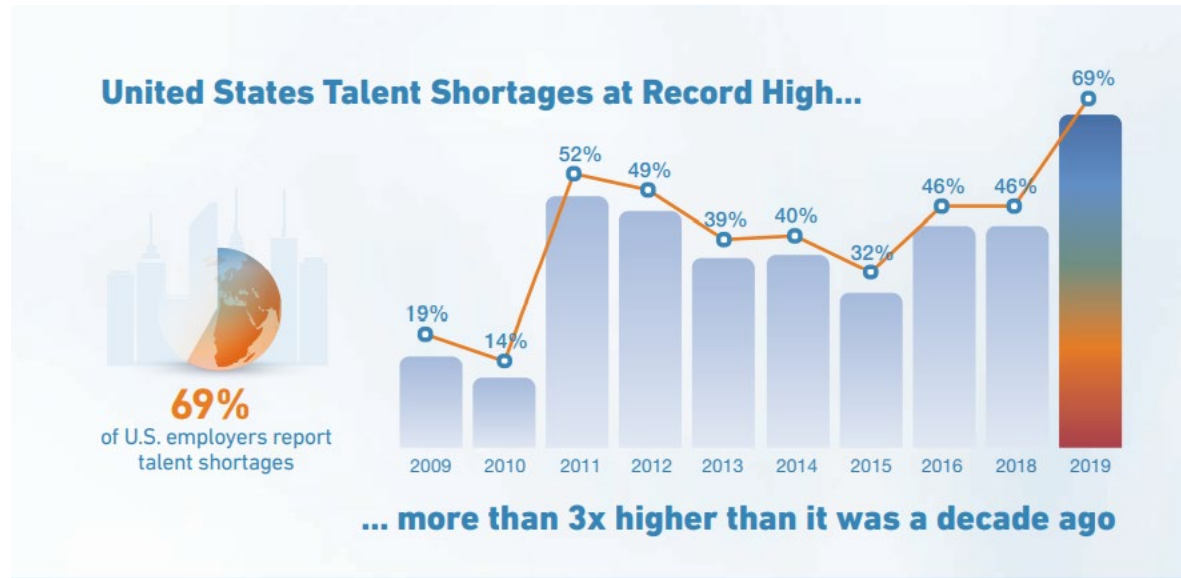
Veteran owned.

Woman owned.

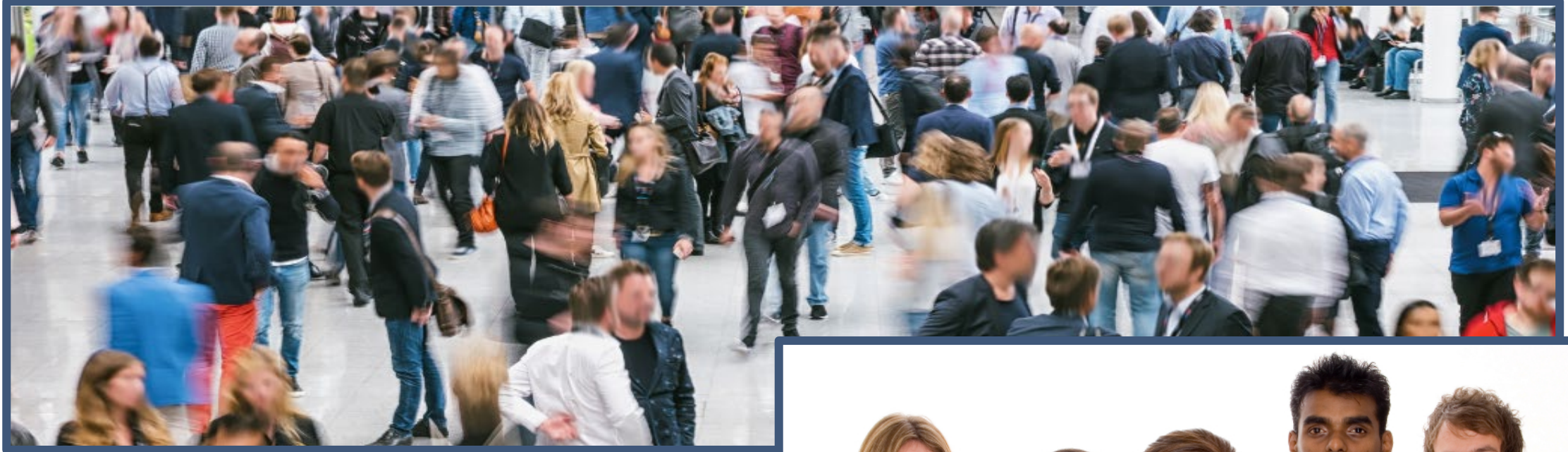
Veterans ASCEND was built by veterans, military spouses and HR professionals with firsthand experience in the barriers that exist between employers searching for talent and the extensive skills, military veterans and spouses spend years earning.

# Problem

Employers are struggling to find talent to fill jobs.







## Direct Connections

Improve Quality of Hire

Reduce the Cost per Hire

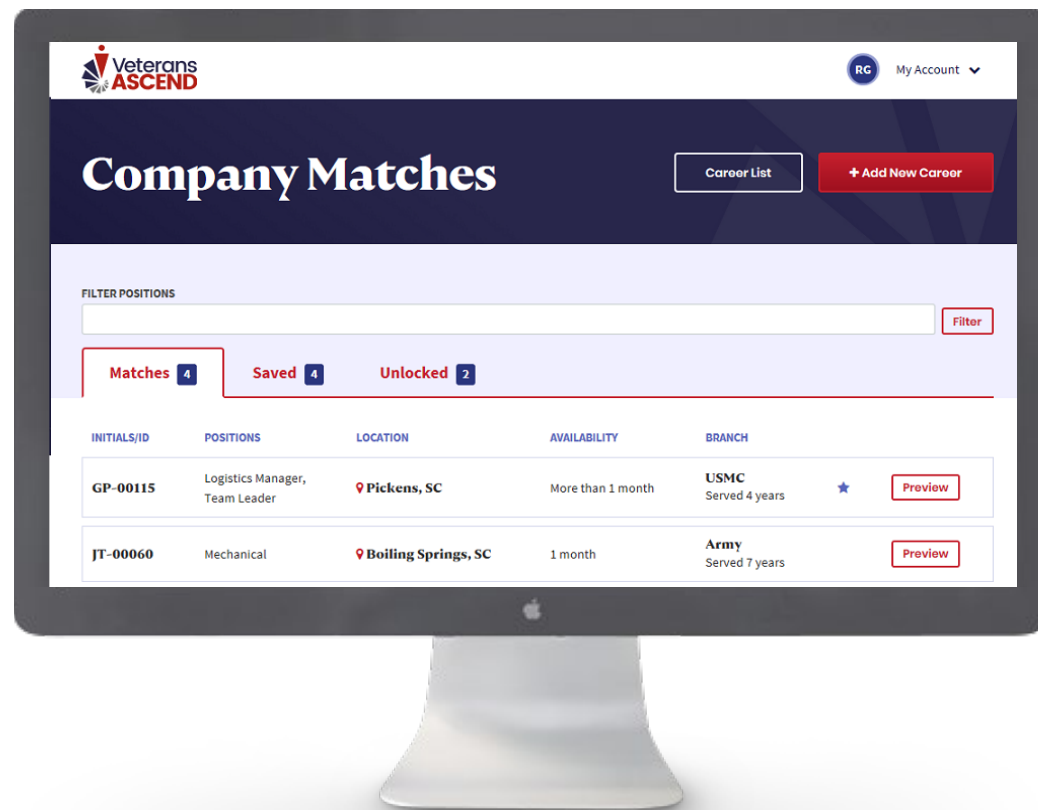
Remove Bias





# AI Talent Sourcing

Candidates versus applicants.



## Algorithm

Capable of identifying **exact matches** quickly and efficiently.



## Improves Sourcing

**Candidates** matched to the needs of the organization without bias.



## Interview Success

**90-95%** instant interviews.



## Organizational Match

Unlimited job profiles - see a candidate's fit **across the organization**.

Applicant: An applicant is a person who sends an application for a job.

Candidate: A candidate is a person who has minimum qualifications and is called for interviews.


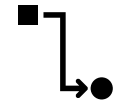





# Solution

Direct connections



-  AI-powered sourcing.
-  Translate and match skills.
-  No resume.



# Business Model

The service is free for all service members, veterans and military family members.



## Subscribers

Employers can choose a monthly subscription to unlock a specific number of candidates. Or an annual subscription to unlock unlimited candidates throughout the year.

**Annual subscriptions start at \$5,000**

## Community Partners

Fortune 500 organizations connect the candidates they don't hire with local SMBs. Talent – Fortune 500 – SMBs - one community.

**Annual partnerships start at \$100,000**



# Community Partners



FORTUNE  
**500**



**We do the matching for you based on:**



**Skills**



**Location**



**Salary**





# How we work for subscribers

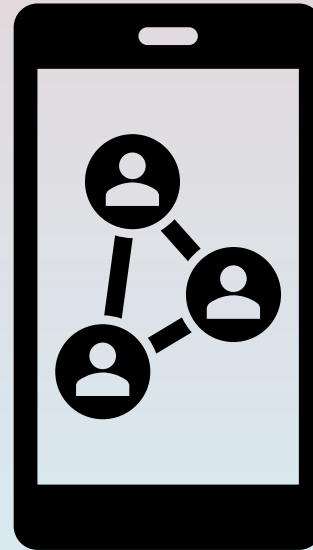


## Military Relationships

All Military  
installations

Veteran Service  
Organizations

DOL Pilot



## Social Media

Posts and engagement



## Events

Job Fairs

Conferences



# Case Study - Employer

## 11 Dealerships across the US

**Need a steady pipeline of candidates.**  
**Talent limited in less metro areas.**

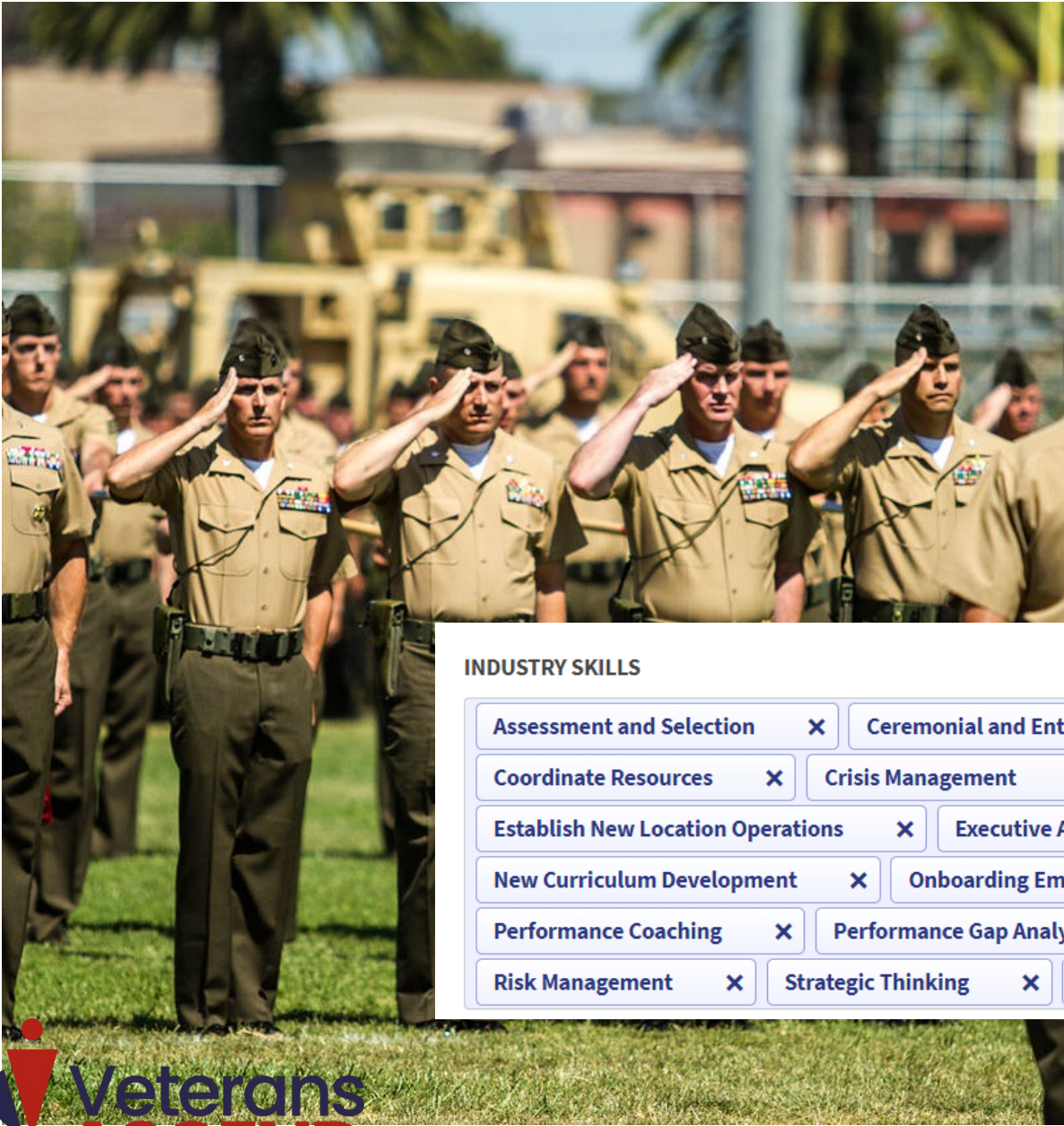
Total spend in 2020 to source candidates - \$1,000/week  
Average time to first candidate – 1 week

Total spend in 2021 with Veterans ASCEND - \$96/week  
Average time to first candidate – 30 minutes

“We are excited to bring Veterans ASCEND to our dealer network. This is a great opportunity to transition well trained service members with tremendous skills into much needed positions such as service technicians, managers and other technical support staff” said Daniel Schlegel, VP of Customer Service at KION North America.







# Case Study - Veteran

USMC – 26 years

Infantry Unit Leader

Marine Combat Instructor

What You Need: 8-10+ years of proven experience in learning and development, including 3+ years managing a team. Master's degree in Business, Human Resources, or Leadership Studies preferred. Experience in a manufacturing environment preferred.

## INDUSTRY SKILLS

Assessment and Selection	Ceremonial and Entertainment Services	Compliance Directives Authority	Conduct Interviews
Coordinate Resources	Crisis Management	Cross Cultural Diversity / Awareness	Department / Division Leader
Establish New Location Operations	Executive Advisor	Implement Strategic Plans	Instructor / Trainer
New Curriculum Development	Onboarding Employees	Operate Field Communications Equipment	Organize / Supervise Crews
Performance Coaching	Performance Gap Analysis	Performance Management	Records Management and Retention
Risk Management	Strategic Thinking	Supply Chain	Tactics, Techniques and Procedures
			Training



“Veterans ASCEND is fantastic. No other service translates as well or makes the direct connections. I’m telling all my Marines.”





**The struggle to find skilled talent is real for employers.**

**Ability ASCEND has designed a way to make it exceptionally easy for employers and talented candidates to connect.**



[AbilityAscend.org](https://AbilityAscend.org)





**Thank you!**

**Robyn Grable**

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