

SOLID 2022 YEAR IN REVIEW

AWARDS AND RECOGNITION



HIRE Vets 2022 Platinum Medallion Award

SOLID was once again awarded the **Department of Labor's HIRE Vets Platinum Medallion**, the only federal-level veteran's employment award, in recognition of our commitment to veteran hiring, retention, and professional development.



Virginia Values Veterans (V3) Recognition

The Virginia Values Veterans (V3) program named **SOLID a V3 Certified Company in 2022**.

The V3 recognition is awarded to companies committed to implementing veteran-friendly hiring and employment practices.

INVESTING IN OUR EMPLOYEES

50
peeps, y'all

Added **8 new SOLIDzens** to the team, officially hitting a milestone of **50 employees**.



Added **paid family leave** to our benefits package to help alleviate financial stress and allow employees time to focus on family.



Hosted our annual Employee **Toys for Tots** event for the 12th year, donating hundreds of toys to children in need in our community.

PROJECT HIGHLIGHTS



Completed a redesign of all DOD COOL sites.

Utilized the latest technology to produce more modern, dynamic, mobile-friendly sites and continued to support the research and analysis of each Credentialing Opportunities On-Line (COOL) Program.



Automated the DOD credential review process.

Increased efficiencies for the DOD Credentialing Standards process to include managing workflow, communication, and data by streamlining the review and approval process for more than 2,600 credentials over the course of the program's lifetime.



Increased cybersecurity compliance of SOLID applications.

Added DevSecOps security initiatives to every stage of the software development lifecycle delivering robust and secure applications to include: code quality scanning, automated deployment of software releases, security scans, various forms of testing, continuous monitoring, and peer reviews.



Granted DOD Authority to Operate (ATO) for MilGears.

Completed a detailed process ensuring the SOLID IT system can safeguard DOD Controlled Unclassified Information (CUI), enabling a direct connection between MilGears and DOD personnel systems so that service members may retrieve their verified data.



Expanded MilGears to support all enlisted personnel.

Increased access to MilGears for thousands of members and veterans, providing customized occupational and credentialing pathways tailored to each individual.



Awarded sole source contract to administer DOD SkillBridge Program.

Expanded self-help tools and introduced biweekly public information sessions to address rapid program growth, allowing stakeholders to find immediate answers to their questions and improving overall customer service. Automating the application process will allow for a more streamlined experience for more than 2,500 current and prospective partner organizations.



Created a model for advanced placement in apprenticeship.

Developed a military prior learning assessment methodology to support Power for America Trust (P4A) in addressing energy industry labor shortages by recognizing military service for advanced placement in apprenticeship programs.



Supported the application of open data standards.

Continued our partnership with Education Design Lab to support the Walmart Foundation funded XCredit project to apply and test open data standards as part of the MilGears Learning and Employment Record (LER).



Supported service members and veterans transitioning into the manufacturing industry.

Partnered with The Manufacturing Institute to translate skills from select military occupations to in-demand manufacturing jobs and develop a manufacturing readiness badge to allow employers to identify skill gaps and streamline new-hire training programs, increasing the pipeline of military-connected individuals into the manufacturing industry.



Supported the Biden-Harris White House Task Force Movement on Trucking.

Facilitated a number of meetings bringing together public and private entities, to identify and communicate recommendations on how best to increase the number of military trained truck drivers transitioning into civilian trucking jobs.

SOLID IN-THE-KNOW

SOLID presented at 14 Conferences and Events



Council of College and Military Educators (CCME) 49th Annual Symposium



ActNOW Education webinar



Competency-Based Education Network (CBEN) CBExchange



Army University Learning Symposium



Veterans Advanced Energy Project
Veterans Advanced Energy Summit



The American Legion National Education and Credentialing Summit



Military to Civilian Transition Summit



Coast Guard Board of Directors meeting



Virginia Advisory Council on Military Education (VA-ACME) Symposium



Manufacturing Institute's (MI) Workforce Summit



Task Force Movement on Trucking Convenings



Council for Adult and Experiential Learning (CAEL)



Veterans Higher Education Affinity Group Meeting (CAEL)



Student Veterans of America (SVA) 14th Annual National Conference

SOLID Report Highlights

- Contributed to the white paper "A National Learning and Employment Record Infrastructure" released by Central New Mexico Ingenuity in August.
- Authored The American Legion National Higher Education and Credentialing Summit Report.
- Supported White House Task Force Movement on Trucking Report.



SOLID BY THE NUMBERS



17
projects

SOLID was awarded or worked on 17 projects



4.4
million users

Total visitors to SOLID-created websites



41%
military-connected

SOLIDzens who are a veteran and/or military spouse



60%
female



40%
male

SOLIDzen gender identity ratio



88%
retention

SOLIDzen retention rate



43%
5 or more years

SOLIDzens employed for 5 or more years

LOOKING AHEAD TO 2023

Celebrating 20 years

In 2023, SOLID will **celebrate 20 years of dedication to strengthening our nation's workforce** by expanding career pathways and increasing recognition of skills and abilities.



Expedite data analysis

using artificial intelligence and machine learning to provide more streamlined and robust analysis.



Develop innovative methods

to facilitate military prior learning assessment to ensure maximum recognition of acquired skills.



Enhance the SkillBridge program

through website improvements and automation to simplify and expedite application process.

MilGears Updates, Expansions and Pilots

Increase interoperability with DOD personnel systems to retrieve authoritative military service data.

Apply open data standards to the MilGears Learning and Employment Record to ensure secure record sharing between systems.

Digital badging of military training and experience to make high quality skills more transparent.

