

## 2024 YEAR IN REVIEW

### EMBRACING EMPLOYEE OWNERSHIP

In 2024, SOLID's founders transitioned the company to an **Employee Stock Ownership Plan (ESOP)**, relinquishing their financial ownership to be shared amongst the entire SOLID team.

This shift ensures that the unique culture, mission, vision, and values they carefully cultivated over 20 years endures, empowering every SOLIDzen to own their future and continue to drive meaningful change for our nation's service members and veterans.

### ESOP



EMPLOYEE



STOCK



OWNERSHIP



PLAN

### SOLIDZENS EMPOWERED



Celebrated a culture of giving and community engagement, including our meaningful annual contributions to Toys for Tots.



Supported our team's personal and professional growth through tailored training, ensuring SOLIDzens remain empowered change agents.

### SPOTLIGHT ON SUCCESS

#### Expanding Credentialing Assistance Support for Soldiers Worldwide

In its first full calendar year, counselors have addressed over 9,000 inquiries and provided 2,500+ personalized credentialing assistance sessions to soldiers across the U.S., Africa, Asia, Europe, and Oceania, supporting their career development and skill-building worldwide.

#### MilGears: Strengthening Security, Usability, and Skill Recognition

Secured a 3-Year Authority to Operate, ensuring compliance with rigorous security standards and enabling future enhancements like user accounts and improved system interoperability.

#### Empowering Sailors and Marines in the Cyber Workforce

Simplified access to vital resources by updating Navy and Marine Corps COOL sites with intuitive navigation and current qualifications, supporting their success in the evolving cyber domain.

#### Enhanced Service Member Access to Apprenticeship Opportunities with the United Services Military Apprenticeship Program (USMAP)

The new site features improved navigation, enhanced apprenticeship search, and dedicated pages for news, updates, and apprenticeship value.

#### Advancing Strategic Credentialing and Employment Initiatives with the Interservice COOL Working Group (ICOOLWG)

- Integrating Credentialing into TAP: Incorporated insights from COOL, MilGears, and USMAP into DOD's Transition Assistance Program to prepare service members for post-service careers.
- Shaping Policy and Legislation: Helped ICOOLWG respond to Congressional taskers, influencing policies affecting military members and families.

#### Empowering Veterans with Workforce-Ready Credentials

Awarded 2,600+ digital badges to over 600 veterans through the Manufacturing Readiness Project, highlighting their manufacturing-related skills and competencies and setting a new standard for workforce readiness initiatives.

#### Expanding Opportunities through Enhanced Digital Badging

Phase 3 of the Manufacturing Readiness Project began in August and will introduce badges for leadership, logistics, and more, while enhancing integrations with digital wallets and state systems. This will broaden access and impact for military-connected individuals.

#### Revolutionizing Workforce Transitions with Map My Future

The career-mapping platform bridges the gap between military experience and civilian careers with verifiable, interoperable digital badges. It streamlines how military-connected individuals showcase their skills for seamless entry into high-demand roles.

### CELEBRATING EXCELLENCE AND IMPACT

#### DRIVING CREDENTIALING SUCCESS WITH COOL\* PROGRAMS

**47% Engagement Increase:** More than 2M service members connected to certifications, licenses, and apprenticeships.

**2,400+ Credentials Database Maintained:** Ensuring relevance and alignment with DOD quality standards.

**41,918 Users in FY23:** Accessed 63,311 certification and training opportunities.

\* COOL (Credentialing Opportunities On-Line) helps service members pursue certifications and licenses related to their military training and experience.



Awarded the prestigious HIRE Vets Medallion Award for the 4th consecutive year—this time conquering the tougher Medium-sized Business category, a testament to our unwavering commitment to veteran hiring and support!

#### EBSCO

In the National Spotlight—MilGears is featured as a primary source for military experience and competencies in EBSCOed's national LER platform.



**10 Years of Marine Corps and Air Force COOL**—Marking a decade of partnership and critical analytical and technical support, SOLID has proudly supported these credentialing programs since their inception.



### SOLID IN-THE-KNOW

In 2024, SOLIDzens represented SOLID at 12 conferences and events, delivering insights on military credentialing, digital badging, and veteran support while underscoring SOLID's role in advancing skills recognition and workforce development for the military community.



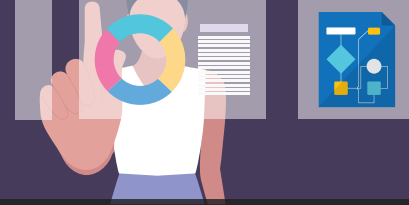
#### CAEL's 50th Anniversary Annual Conference

Manufacturing Readiness Badges: Using Alternative Credentials to Communicate Military-Earned Skills



#### Texas A&M 16th Annual Military-Affiliated Student Symposium

Agents of Change: The Journey and Future of Military Credit for Prior Learning



#### The American Legion National Convention

Task Force Movement Summit

#### The Badge Summit at CU Boulder

Manufacturing Readiness Badges: Using Alternative Credentials to Communicate Military-Earned Skills

#### NASWA Veterans Conference

Unlocking the Power of Credentials: Strategies for Quality Selection

#### The Army University Learning Symposium

Military Credentialing: Going Digital with DOD MilGears—Pathways Towards Success

#### The Army University Virtual Learning Symposium

Manufacturing Readiness Badges: Using Alternative Credentials to Communicate Military-Earned Skills

#### Task Force Movement Illinois Meetings

Expanding National Military Career Transition Success to States

#### Non-Degree Credential Network (NCRN) Conference

Standard Practice for Competency-based Workplace Learning Programs

#### National Governor's Association, 2024 Skills in the States

Skills-Based Strategies National Meeting

#### The Opportunity Summit

Investing in American Jobs, presented by Walmart.org

#### Council of College and Military Educators (CCME) 2024

Expanding and Leveraging our Networks to Support Our Military Community

#### Driving Innovation as a 1EdTech Contributing Member

SOLID joined 1EdTech as a contributing member, collaborating with industry leaders to shape the future of interoperable learning technologies and amplifying our efforts to create seamless credentialing solutions.



#### Advancing Skills Recognition as a Core Partner with CBEN

SOLID became a Partnership for Skills Validation Core Partner with CBEN's Center for Skills, driving initiatives to standardize and validate skills-based learning and strengthening our role in shaping transparent, competency-focused workforce solutions.



#### Shaping Credential Transparency as a Counting Credentials Advisory Board Member

Collaborating with national leaders in the credentialing space, including Credential Engine, CREC, and WestEd, to advance efforts to improve credential transparency, ensuring greater clarity and accessibility for learners, employers, and educators.

