



FINE TUNING A WELL-OILED MACHINE

The SOLID Solution is just as much about **our people** as it is about the projects we support.

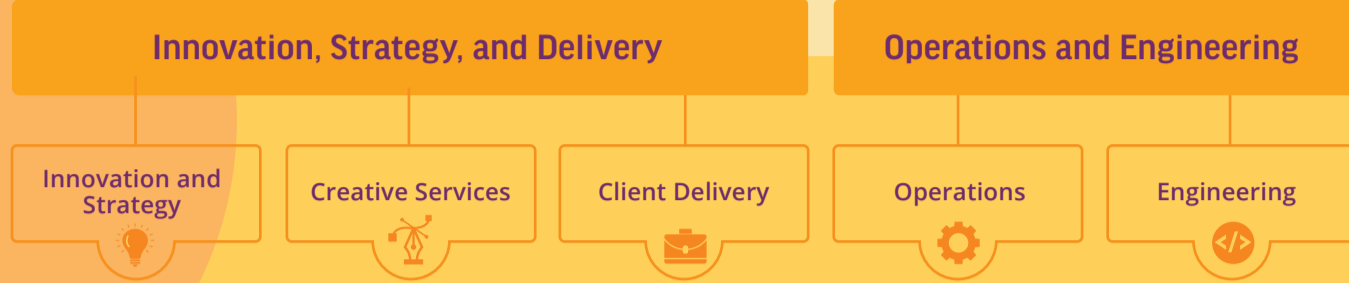


In 2023, under the guidance of the newly developed Board of Directors, SOLID evolved into **new functional areas** that better represent our capabilities and optimize our ability to deliver innovative services and solutions of the highest quality to our current and future customers.

Client Delivery—Engineering—Innovation and Strategy—Creative Services—Operations

Oversight of these new functional areas will be led by two newly created positions:

VP of Innovation, Strategy, and Delivery and **VP of Operations and Engineering**



EMPOWERING OUR SOLIDZENS

In 2023, we **increased our workforce by 15%** and continued our commitment to investing in our employees through a variety of activities and initiatives.



Cultivating Growth

Facilitated professional development opportunities to acquire new skills and advance career paths. This initiative enhances our service offerings by enriching our expertise and capabilities.



Supporting our Culture

Completed a comprehensive diversity, equity, and inclusion (DE&I) assessment to ensure we are fostering an inclusive, supportive culture that considers the unique needs of each employee.



Giving Back

Hosted our 13th annual employee Toys for Tots event, generously donating hundreds of carefully chosen toys to benefit children in need within our community.

PROJECT HIGHLIGHTS



Supported the launch of the Army Career Advising Counseling Program

Facilitated implementation of a significant programmatic update to Army COOL, adding counselors that provide individualized guidance to identify knowledge and skills gaps and develop credentialing goals, informing a more thoughtful, sustainable military career.



Launched a platform issuing digital badges to service members and veterans

Bridged the gap between service and a civilian career through a pilot with the Manufacturing Institute, Jobs for the Future (JFF), and Hire Heroes USA, issuing badges that highlight the alignment between military-gained skills and those required for in-demand manufacturing jobs.



Utilized the open badge specification to design and issue a verifiable, interoperable digital skills badge

Successfully built, issued, and tested the Manufacturing Readiness badges for interoperability with leading digital wallet systems, including the Digital Consortium's Learner Credential Wallet and Alabama's Talent Triad Learning & Employment Record, allowing individuals to showcase their skills in a tangible, verifiable, and easily transferable format.



Enhanced MilGears functionality to provide a more inclusive user experience

Expanded analysis of military training and duties for Officers and Warrant Officers from all services, allowing them full utilization of all tools and a customized user experience. Embedded Common App into user results, reducing barriers for service members applying to colleges and universities.



Spearheaded design, technology, and process improvements for the SkillBridge program

Ensured program continuity amidst significant government transitions while implementing updates, including streamlining the application experience and a redesign of the website with enhanced functionality.



Streamlined SOLID cybersecurity and engineering processes to support future functionality and an expanded user base

Implemented numerous best practices in coding, security, and governance, allowing more frequent and efficient version releases, ensuring compliance with DOD security regulations, and positioning SOLID and our clients to add desired future functionality in a safe, scalable manner.



Served as a thought leader in the development of an American National Standard on Workplace Learning

Joined a small group of industry experts to create a brand new American National Standard: Standard Practice for Competency-based Workplace Learning Programs. This national standard, which is endorsed by the industry, increases the transparency behind the learning outcomes and skills attained through these programs and will help improve their quality.



Redesigned the Navy College Program (NCP) website to enhance Sailor access to NCP programs and updates

Enhanced features and web content to create a fully virtual system that provides resources for education planning, tuition assistance, the Navy College Program for Afloat College Education (NCPACE), and degree exploration.



Conducted a feasibility assessment of vetting credential preparation resources

Conducted a study of best practices in assessing the quality of certification preparation resources to ensure service members can access top-notch programs and materials.

SOLID BY THE NUMBERS



44%

SOLIDzens are military-connected (veteran, military spouse, or both)



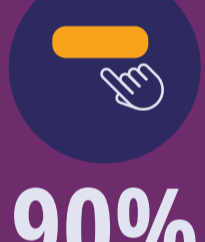
400+

Manufacturing Readiness badges awarded in first few weeks of pilot



14

Projects awarded to or worked on by SOLID



90%

Increase in visitors to the MilGears site

AWARDS AND RECOGNITION



HIRE Vets 2023 Platinum Medallion Award

SOLID was awarded the Department of Labor's HIREVets Platinum Medallion for the third consecutive year, the only federal-level veteran's employment award, in recognition of our commitment to veteran hiring, retention, and professional development.



Certified LER Technology Recognition

The MilGears Learning and Employment Record (LER), a digital asset that helps service members share a verifiable record of their military-gained knowledge and accomplishments, was recognized by Digital Promise as a certified LER Technology.

SOLID IN-THE-KNOW

SOLID presented at 9 Events

In 2023, SOLID participated in 9 conferences and events where we showcased our projects and discussed workforce development, credentialing, military credit for learning, industry trends, and more.



50th Annual Council of College and Military Educators (CCME) Symposium



2023 SkillBridge Coordinator (SBC) and Education Services Officer (ESO) Annual Training (MARINE CORPS)



Coast Guard Credentialing Roadshow



Advanced Education, Credentialing, and Enlisted Networking Event (COAST GUARD)



MapMyFuture Webinar with Dallas College



Council for Adult & Experiential Learning (CAEL) Annual Conference



Jobs for the Future (JFF) Horizons Summit



T3 Mid-Year Meeting



Jobs for the Future (JFF) Plugfest

Report Highlights

Task Force Movement (TFM): Lifecycle Pathways for Military and Veterans into Trucking

SOLID's President and CEO, Lisa Lutz, is a TFM Board member and, lending her expertise in credentialing and the military-to-civilian space, led the SOLID team in producing this report in support of the Biden-Harris Trucking Action Plan.

