

# SOLID 2025 YEAR IN REVIEW

## Turning momentum into measurable impact!

We expanded credentialing access, strengthened the systems that translate military experience into civilian opportunity, and scaled platforms trusted by service members, employers, and partners nationwide.

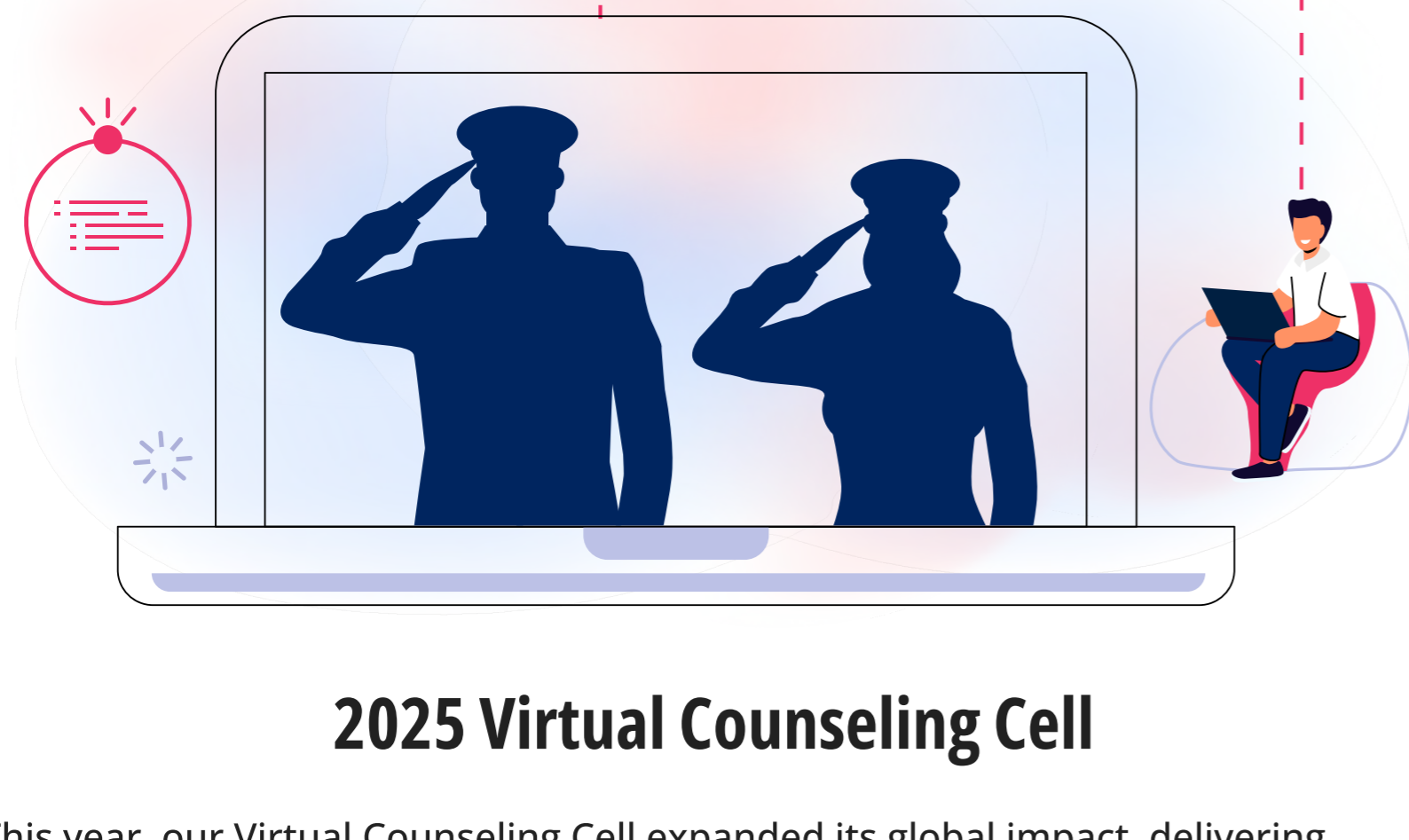
**More reach. Sharper tools. Stronger outcomes.** And we continued to prove that when skills are visible, opportunity follows.

Here are highlights on how SOLID advanced workforce systems, empowered military-connected learners, and invested in the people and technology behind it all.

Let's take a look at what we built, together.



## TRANSLATING MILITARY EXPERIENCE INTO CIVILIAN OPPORTUNITY



### 2025 Virtual Counseling Cell

This year, our Virtual Counseling Cell expanded its global impact, delivering personalized credentialing support in 3,516 interactions with Soldiers in 10+ countries.

**81% increase over 2024.**

And we're not slowing down. As demand continues to grow, so does our commitment to helping every service member turn their experience into opportunity.



### Sole-Sourced for MilGears: A Validation of Expertise

In 2025, SOLID was officially sole-sourced for the MilGears contract, a clear validation of what years of results have demonstrated: SOLID is uniquely equipped to maintain and advance this mission-critical platform.

**"My counselor was excellent! She educated me on navigating the CA process, and seemed truly invested in my educational growth."**



## FROM INSIGHT TO IMPACT: SHAPING THE FUTURE OF MILITARY SKILLS TRANSLATION

### Map My Future

**Real Users. Real Growth. Real Impact.**

#### Users Engaged

**173% increase** in service members and veterans using Map My Future.

#### Badges Earned to Date

**305% increase** in digital badges earned, with more than 10,150 badges issued.

#### Badges Now Live

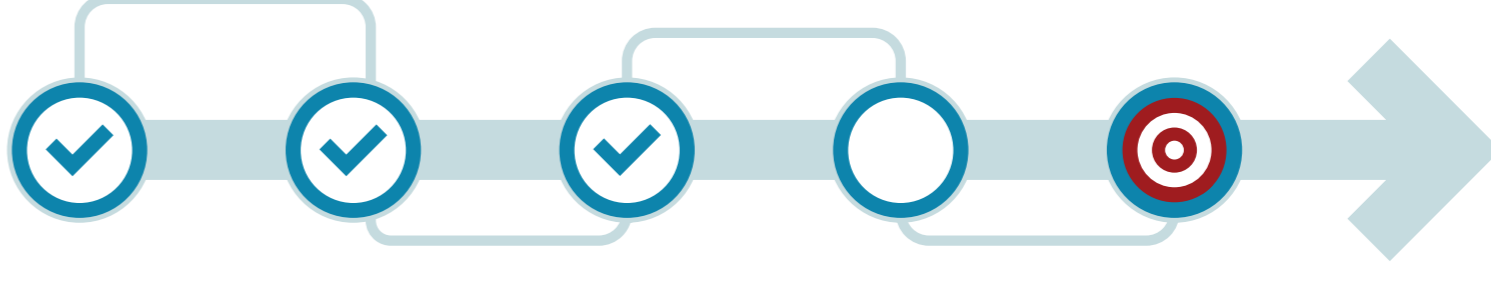
**24 unique, skills-based digital badges** now live on Map My Future.



### Building Together: Strategic Partnerships that Scale Impact



In 2025, SOLID's partnerships propelled MMF from a badging platform to a workforce connector, turning verified military-earned skills into real job opportunities. *Anheuser-Busch's* adoption of MMF badges into its national hiring initiative—and our *new integration with Datafy's SmartResume*—demonstrates how employers are embracing MMF to identify and hire military-connected talent.



### The Human-Validated Skills Engine Behind Smarter Job Matching

Map My Future is the trusted skills verification and credentialing layer the job-matching ecosystem needs, translating military experience into portable, proficiency-based signals employers and platforms can rely on. Unlike AI-only models that infer skills, MMF validates what individuals have earned and the level at which they can perform, making job matches more accurate, defensible, and aligned with real-world capabilities.

**"SOLID has been instrumental in transforming our vision into practical, scalable tools that meet the needs of both veterans and employers."**

—*Sytease Geib, The Manufacturing Institute*



### Leading the Conversation: Shaping Systems that Recognize Military Talent

SOLID isn't just implementing solutions; we're shaping the systems behind them. This year, our team helped:

- Standardize skills language as a Core Partner in the Partnership for Skills Validation (C-BEN).
- Advance national credential transparency through the Credential Engine Counting Credentials Research Advisory Group.
- Elevate the voice of the military-connected learners through board-level leadership at the Council for College and Military Educators (CCME).



## TECHNOLOGY & INNOVATION FOR MISSION IMPACT

### AI at SOLID: Built for People, Powered by Purpose.

In 2025, SOLID launched its AI Committee to design smart, human-centered solutions that lighten the load—not replace the work.

**Our approach? Human In-the-loop by design.**

We pair AI speed with expert insight to build tools that support, not substitute, our team's.

**[Humans + AI] > [Humans alone] > [AI alone]**



### Building Trust through Secure Solutions

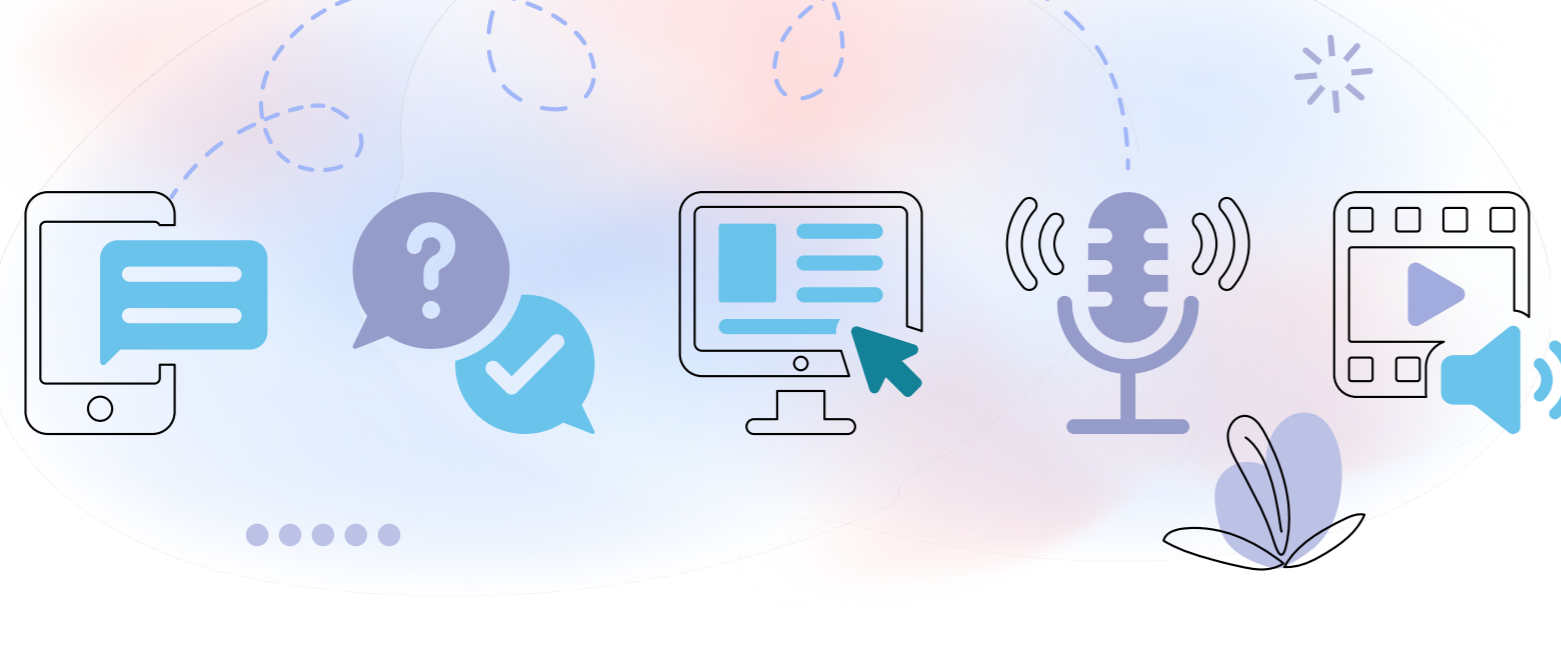
Achieved CMMC Level 1 Certification, demonstrating SOLID's compliance with federal security standards and trusted delivery of secure, mission-critical tools.

**We're not chasing trends. We're crafting thoughtful solutions that strengthen our people.**



## EXPANDING OUR REACH. ELEVATING OUR VOICE.

SOLID showed up on national stages in influential media, and alongside key partners to drive critical conversations about digital credentials, skills-based hiring, and workforce transformation. Across sectors and across the country, our team shared insights, forged new connections, and helped shape the future of equitable access and career opportunities.



### MEDIA FEATURES

#### Work Shift

Featured for our partnership on Arkansas LAUNCH and the expansion of Map My Future to civilian jobseekers.

#### The Job

Highlighted SOLID's work, advancing digital credentials for veterans and the importance of credible, defensible validation.

#### Podcast with Sytease Geib

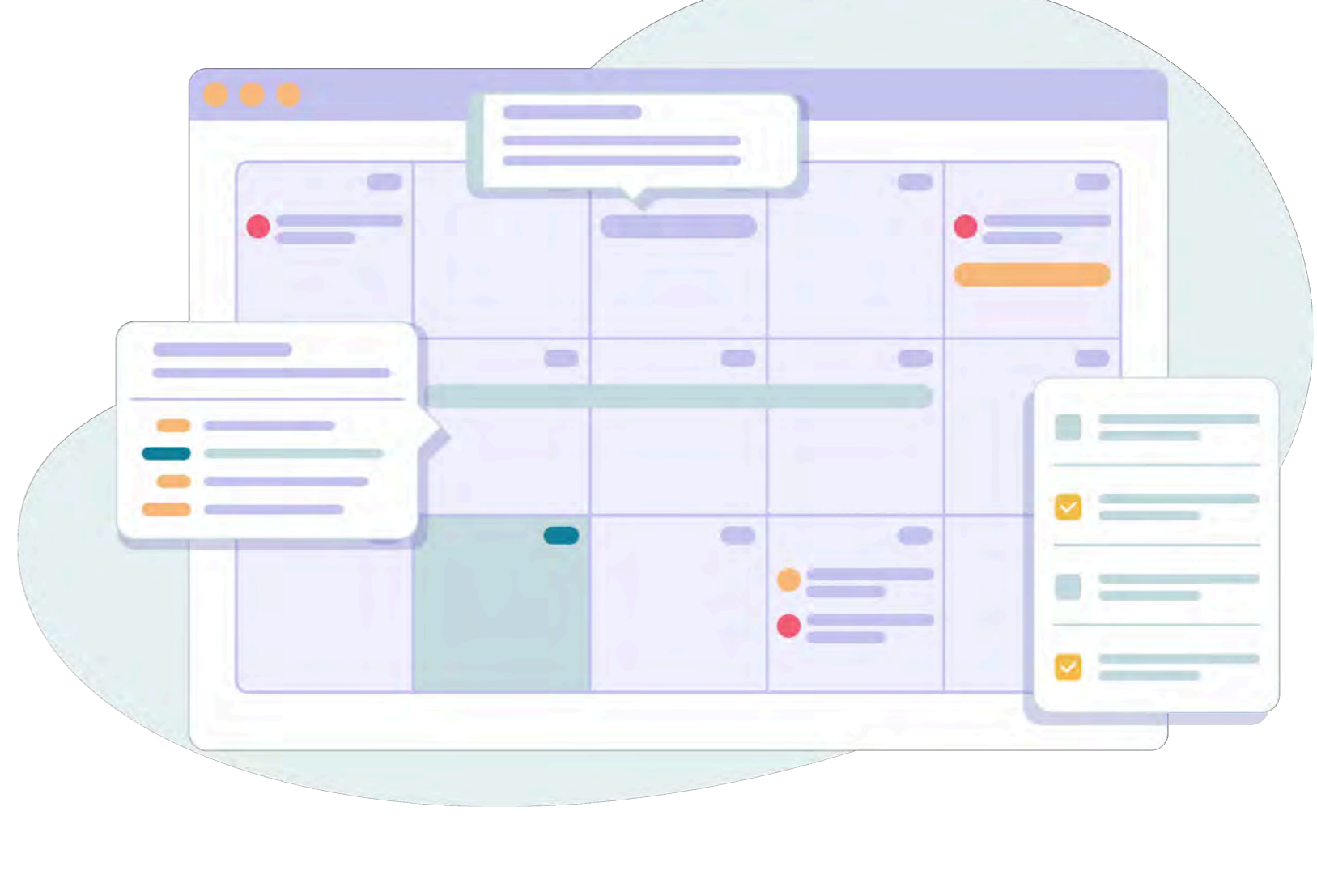
Explore the veteran-to-manufacturing pipeline and the power of skills-first tools like MMF.

#### Hire Heroes USA Report

Map My Future featured in a key national report on skills-based hiring, released in early 2025.

#### Education Assessment System Webinar

Examined how institutions can strengthen CPL frameworks to improve credit recognition, reduce barriers, and support military-connected learners across higher education.



### EVENT HIGHLIGHTS

#### Digital Transformation Summit

Showcased how digital infrastructure, AI, and human-centered design intersect to power scalable workforce solutions.

#### Council for Adult and Experiential Learning (CAEL) Keynote Panel

Shared SOLID's work building trust in skills through digital validation and credentialing.

#### CCME Symposium

Featured credentialing on the main stage, reinforcing the importance of skills visibility in military-to-civilian transitions.

#### The Badge Summit at the University of Colorado Boulder

Co-presented with The Manufacturing Institute on translating military-earned skills into digital badges via the Manufacturing Readiness Project.

#### Retail Opportunity Network (RON)

Contributed to the "From Silos to Systems" gathering, focused on reimagining opportunity through cross-sector collaboration.

#### Task Force Movement Meeting

Elevated digital credentials and veteran transition pathways in a multi-sector coalition of government, labor, and industry.

#### Transform 2025

Participated in collaborative dialogues on future-ready workforce systems and digital equity.

#### C-BEN's Partnership for Skills Validation Solutions Showcase

Spotlighted SOLID's platforms as examples of effective, interoperable tools supporting military-connected learners.

**Through every milestone and message, our culture and our SOLIDzens remain the driving force behind impact.**



## EMPOWERED PEOPLE, ENDURING PURPOSE.



### Creating a Culture of Ownership

SOLID officially transitioned to an Employee Stock Ownership Plan (ESOP) in 2024, and in 2025, we put employee ownership into action, ensuring our mission, values, and future remain in the hands of the people who bring it to life every day.



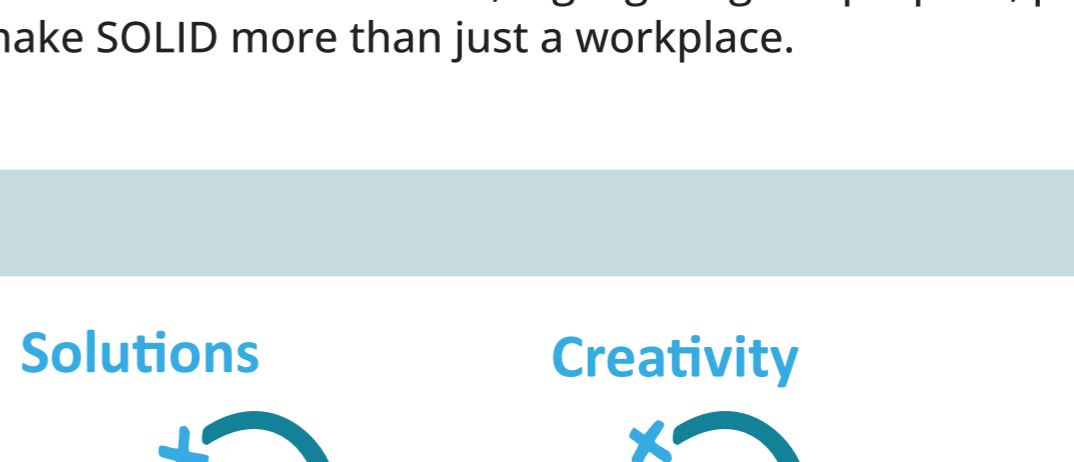
### Spotlighting the Heart of SOLID

From team building to milestone moments, 2025 was filled with connection and collaboration. [In this special video feature](#), one SOLIDzen shares what it means to be part of this mission-driven team, highlighting the purpose, passion, and people that make SOLID more than just a workplace.

### VETS Indexes

BASED ON PRIDE, BUILT ON INTEGRITY\*

**Recognized for Veteran Hiring Excellence**



### Expanding Our Board's Vision

Michael Golden and Mark Leuba joined the Board of Directors, bringing deep expertise in employee ownership, governance, digital credentials, and skills-based hiring to guide our next chapter of innovation.



### HIRE Vets Medallion

Honored for the **5th time** for our commitment to recruiting, employing, and retaining veterans across our workforce.

**Our achievements shaped an extraordinary year and lay the foundation for deeper, broader, and more visible impact.**



**Built on purpose. Proven through experience. Trusted for 22 years.**

**THANKS FOR TAKING THIS JOURNEY WITH US!**

Let's Connect

