

## The DIVERSANT STAR Initiative

### QUALIFICATIONS

Candidates in the STAR Program will be selected based on the following criteria:

- B.A. or B.S. from an accredited college
- Proficient in Microsoft Office
- Desire to learn IT skills
- Honorable US Veteran status
- Match with Client criteria

### Creating IT Stars

DIVERSANT's STAR Program is designed to provide a pipeline of US Veterans talent for performing IT work at Client sites. The program sources, vets, trains, and places candidates at onsite for inclusion in their contingent and permanent workforce populations. For their part, Clients provide industry and company-specific training and mentoring for Veterans in the STAR Program. Additional support and mentoring from Veterans will also be provided. Important to the program's success is the understanding that the Veterans entering the STAR Program will not yet possess fully-developed IT skills and will require patience and support to fully realize their potential as accomplished IT workers.

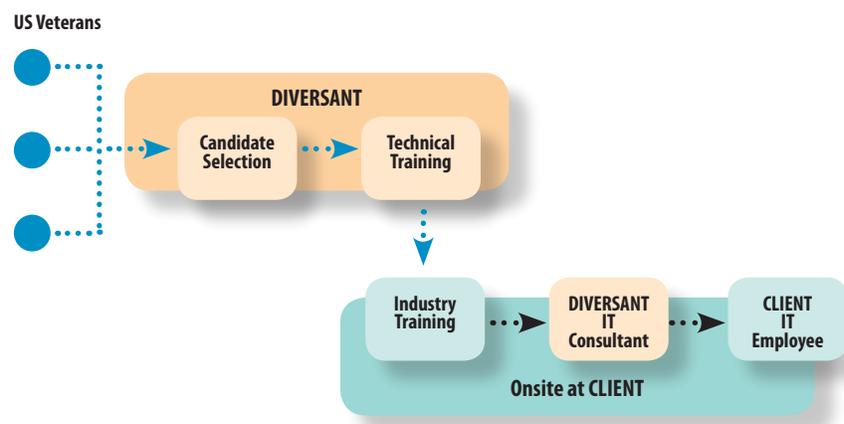
### How STAR Works

STAR leverages DIVERSANT's extensive sourcing and recruiting networks to identify Veteran candidates for the Program. It is anticipated that most candidates in the STAR Program will likely be recently-discharged Gulf War-era II Veterans.

Those selected will be enrolled in an intensive training program designed to impart the basics of software quality assurance (QA) testing and Java configuration testing, among other skills. The training will be conducted in a live classroom setting in New Jersey and via professionally produced online videos and webinars. Classroom training will be provided by a leader in professional IT training and a Microsoft Certified Partner for Learning Solutions.

Once candidates have completed their IT training, they will be placed at Client sites as DIVERSANT consultants. At this point, STAR Program consultants will receive industry and company-specific training from the Client. Following this, consultants will begin project work in small teams under the tutelage of an onsite work group mentor (provided by DIVERSANT unless resident at the Client site) who will provide support and continued training. After a year with DIVERSANT, STAR Program consultants will be eligible for conversion to Client staff.

### DIVERSANT's STAR Program creates a viable pipeline of US Veteran IT talent





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### The Benefits of a STAR Program

DIVERSANT's STAR Program provides a wide spectrum of benefits for both Clients and the Veteran participants. For Veterans, STAR offers a path towards a career in IT that includes both training and a job with a Fortune 500 company. It eases the transition back into civilian life in a profession that is in high demand and enjoys below-average unemployment rates.

For Clients, STAR builds a domestic population of IT talent that is both eager to learn and hardworking, with the additional benefit of the skills, discipline, and training acquired while in the military. Since the STAR program will recruit less-experienced professionals, the hourly cost of labor will be significantly less than typical Client models for domestic IT resources. Clients will have the opportunity to evaluate consultants while they are in the employ of DIVERSANT and to convert those they wish to full time employees after one year. The STAR program supports diversity and inclusion initiatives and provides significant opportunities for favorable mention in the press.

### About DIVERSANT

DIVERSANT is the largest African-American owned IT staffing and solutions firm in the US. We provide expert IT talent, consultative services, and diversity initiatives to Fortune 500 and Midmarket companies across America.

Please contact DIVERSANT for more information regarding the STAR Program.



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