



NATIONAL GUARD BUREAU

111 SOUTH GEORGE MASON DRIVE
ARLINGTON VA 22204-1373

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE ARMY NATIONAL GUARD
AND
THE MILITARY SPOUSE CORPORATE CAREER NETWORK, CORPORATE
AMERICA SUPPORTS YOU, AND THE DIRECTEMPLOYERS ASSOCIATION**

SUBJECT: Memorandum of Understanding (MOU) between the ARNG, Military Spouse Corporate Career Network (MSCCN), Corporate America Supports You (CASYS), and DirectEmployers Association

1. References.

- a. FY 14-15 Army Transition Campaign Plan, 18 Jun 14, subject: Army Career and Alumni Program.
- b. National Defense Authorization Act for Fiscal Year 2002, Public Law No. 107-107, Section 571, 115 Statute 1012 (2001).
- c. Army Regulation 608-1 (Army Community Service), Section IV, 13 March 2013.
- d. 10 United States Code, Section 1784.
- e. Army National Guard 2014-2020 Strategic Planning Guidance.

2. Purpose. This MOU establishes an alliance between the ARNG, Military Spouse Corporate Career Network (MSCCN), Corporate America Supports You (CASYS), and DirectEmployers Association.

3. MSCCN, CASYS, DirectEmployers Association.

a. The goal of MSCCN, a non-profit organization, is to assist military spouses and caregivers of war wounded with employment readiness and job placement solutions by offering no-cost, high-touch employment, and training services that prepare the individual for employment and connect qualified and prepared applicants directly to corporate and small business hiring recruiters for direct job placements.

b. The goal of CASYS, a non-profit organization, is to assist transitioning military members and veterans into open job positions that are a fit for the skills, training, and experience which they acquired during their service and to provide no-cost employment readiness, vocational training, and one-on-one job placement services.

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c. The goal of DirectEmployers Association is to inform job assistance organizations, through a syndication network, of employers offering employment opportunities. DirectEmployers Association is a non-profit human resources consortium of leading United States employers formed to improve labor market efficiency.

4. Problem. The ARNG acknowledges the unique challenges faced by Service members who maintain a civilian career. The ARNG acknowledges the need to maximize employment readiness for our Service members and their families, facilitating job skills training, counseling, career and skills assessments, job fairs, small business employer support, and referrals through various resources at the State level. Employment readiness supports the ARNG's goal for recruiting, retention, and deployment readiness.

5. Scope. The parties acknowledge the value of an association between the ARNG, MSCCN, CASY, and DirectEmployers Association in expanding job opportunities for National Guard Service members and their families.

6. Understandings, Agreements, Support, and Resources. Subject to all applicable fiscal and ethical legal requirements and restrictions, the terms and services provided under this MOU apply, but are not limited to, the following constituent groups: National Guard Service members, their families, retirees, and veterans.

a. MSCCN, CASY, and DirectEmployers Association will:

(1) Assist National Guard Service members and their families with employment readiness through skills gap training and assessment and placement assistance at no cost.

(2) Continue to provide support services to the States and Territories, including complete access, training, and technology support to the IBM Kenexa BrassRing applicant tracking system.

(3) Provide mentorship, training, and support on the development and implementation of a program that fully supports the States' and Territories' existing programs and needs.

(4) Facilitate corporate integrations of IBM Kenexa BrassRing applicant tracking system technology.

(5) Provide continued access to the National Labor Exchange which gathers currently available and unduplicated job opportunities from verified employers and

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pushes content into the States and Territories through the National Guard Employment Network.

(6) Meet with ARNG representatives periodically to provide updates and to review this MOU.

(7) Provide MSCCN, CASY, and DirectEmployers Association points of contact (POCs) information to the ARNG regarding who shall be named as primary POC for the purpose of providing responsive customer service to National Guard personnel.

(8) Provide statistical reports to the ARNG upon request.

(9) Periodically, or at the request of the ARNG, consult with the ARNG to ensure that any of MSCCN, CASY, and/or DirectEmployers Association materials relating to this MOU or to the execution of the same shall include appropriate disclaimers, and shall otherwise refrain from creating the impression—express or implied—that the United States, the Department of Defense, the United States Army, the National Guard Bureau, the ARNG, or any of their agents or employees endorse MSCCN, CASY, or DirectEmployers Association.

b. ARNG will:

(1) Publicize in a factual and neutral manner MSCCN, CASY, and DirectEmployers Association services to National Guard Service members and their families.

(2) Ensure that appropriate, existing Web sites have factual and neutral information about MSCCN, CASY, and DirectEmployers Association services. All Web sites will include a disclaimer indicating that no endorsement of MSCCN, CASY, and DirectEmployers Association by the National Guard, the Department of the Army, or the Department of Defense and its members and sponsors is implied.

(3) Advocate for the employment of National Guard Service members and their families by forming appropriate relationships with local businesses, government (local, state or Federal) employers, community organizations, and not-for-profit organizations such as MSCCN, CASY, and DirectEmployers Association (including its members and/or partners), and by providing awareness to such entities of the need to maximize employment readiness for National Guard Service members and their families.

(4) Communicate with National Guard Service members, families, retirees, and veterans through existing National Guard and social media communication channels to

SUBJECT: Memorandum of Understanding (MOU) between the Army National Guard (ARNG), Military Spouse Corporate Career Network (MSCCN), Corporate American Supports You (CASY), and DirectEmployers Association

provide awareness of MSCCN, CASY, and DirectEmployers Association services available.

(5) Review MSCCN, CASY, and DirectEmployers Association materials, if any, that MSCCN, CASY, and DirectEmployers Association wish to distribute to National Guard Service members and their families to ensure that they are factual, neutral, and related to the purpose of this MOU. The MSCCN, CASY, and DirectEmployers Association materials intended for distribution to National Guard Service members and their families will include a disclaimer indicating that no endorsement by the National Guard, the Department of the Army, or the Department of Defense and its members and sponsors is implied. The ARNG will determine whether a disclaimer is sufficient and, if not, provide guidance on how to make the disclaimer acceptable.

(6) Meet with MSCCN, CASY, and DirectEmployers Association representatives periodically to review implementation of this MOU and ongoing activities pursuant to this MOU.

(7) Establish a feedback loop to identify the "best practices" that can be implemented throughout the National Guard.

7. Amendment, Modification and Termination. This MOU may be modified or amended only by written, mutual agreement of all parties. Termination of this MOU must be with mutual agreement of all parties or with 90 days advanced written notice by any of the respective parties.

8. Effective Date. This MOU shall become effective when sign by authorized personnel for all parties.

9. The points of contact:

a. Rear Admiral (retired) Dan Kloeppe, President, Corporate America Supports You, at 636-357-7524 or d_kloeppe@corporateamericasupportsyou.org.

b. Ms. Stacy Bayton, Chief Operating Officer, Military Spouse Corporate Career Network, at 832-717-6971 or sbayton@casy-msccn.org.

c. Mr. Bill Warren, Executive Director, DirectEmployers Association, at 866-268-6206 or bill@directemployers.org.

SUBJECT: Memorandum of Understanding (MOU) between the Army National Guard (ARNG), Military Spouse Corporate Career Network (MSCCN), Corporate American Supports You (CASY), and DirectEmployers Association

d. LTC Shawn Edwards, Chief, Soldier and Family Support Division, at DSN 327-7597, 703-607-7597, or shawn.r.edwards.mil@mail.mil.

Bill Warren

**Bill Warren
Executive Director
DirectEmployers Association**

1/20/2015
(Date)

Stacy Bayton

**Stacy Bayton
Chief Operating Officer
Military Spouse Corporate Career
Network/Corporate America Supports You**

1/12/2015
(Date)

Judd H. Lyons

**JUDD H. LYONS
Major General, GS
Acting Director, Army National Guard**

12/11/2014
(Date)