

SPECIALIZED PROGRAMS BRIEF

Specialized *Programs.*

Reach the talent conventional hiring overlooks. Four structured programs, each with its own ecosystem partnerships, candidate pipelines, and manager training, layered into any engagement model to multiply your reach and your retention.

Warrior to Workforce

Returnship

Neuro-Inclusion

Experience Matters

The four *programs.*

— VETERANS

Warrior to Workforce

88% RETENTION AT 12 MO · VS ~76% STANDARD

Disciplined, mission-driven, mature. Best for cybersecurity, mission-critical ops & program management.

— CAREER RETURNERS

Returnship Program

91% RETENTION AT 12 MO

Re-entering professionals: grateful, deeply motivated, here to stay. Best for mid- to senior engineering, finance & technical roles.

— NEURODIVERGENT TALENT

Neuro-Inclusion

94% RETENTION IN SUPPORTED ROLES

Pattern recognition, sustained focus, analytical depth. Best for QA, cybersecurity, data engineering & model validation.

— EXPERIENCED PROFESSIONALS

Experience Matters

50+ DEEP DOMAIN & LEADERSHIP MATURITY

Institutional knowledge and judgment that compounds. Best for senior IC, advisory & regulated-industry roles.

How we *run them.*

Three operating rules: line-of-business sponsorship, not HR-cohort hiring · manager training before the first hire · pilot one, prove it, then expand.

Built to lift *reach & retention.*

Retention runs well above standard hiring across every program (88–94% at 12 months), and each ladders directly into your supplier-diversity, inclusion, and ESG goals, delivered by a WBENC- & WOSB-certified, woman & minority-owned partner.

Where they fit: cybersecurity & mission-critical ops · engineering & finance leadership · QA, data engineering & model validation · senior individual-contributor, advisory & regulated-industry roles.

Specialized Programs *insights.*

SPECIALIZED
PROGRAMS

Returnships, Warriors, and Neuro-Inclusion: three programs every CHRO should pilot in 2026.

[Read the insight →](#)

SUPPLIER
DIVERSITY

Why supplier diversity programs are quietly outperforming traditional hiring pipelines.

[Read the insight →](#)

WORKFORCE
STRATEGY

Direct hire vs. contingent: a procurement leader's decision framework.

[Read the insight →](#)