

## Military/Veteran Resource Network Application - Employers

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<b>What sector is your organization part of?</b>	Community (private sector - business, not-for-profit, etc.)
<b>Brief background of organization (mission, year established, etc.):</b>	<p>Our story is more of a story about technological evolution.</p> <p>Edgeneering LLC is an Arizona LLC, founded in 2007. However our history and our founder's journey in computer technologies date way back to the late 1970s. Our founders have seen the advancement in human achievement in technology since the dawn of the personal computer. It's not uncommon to find any one of our founders with a soldering iron in their hand, or coding long into the night on a software project. This is because computers and software engineering is in our blood. It's not only our business, but it's our passion. When it comes to building cutting edge technological solutions, we see ourselves as part of that human evolution chain. That your software application is part of a long history of human achievement and should be given that level of attention.</p> <p>Having born witness to the dawn of the personal computers, we have seen it grow and flourish. From the days of Apple II computers, IBM PC/XT machines, through to the birth of the graphical user interface, we have seen how something that was once only for the brave hearted, has become an appliance for the masses. But it didn't stop there. We saw the adoption of networking so that multiple computers could talk together, and the culmination of the Internet.</p> <p>The Internet changed everything. It turned what was before a device for computation, database management and productivity to a communications device. It allowed all of us to become authors and publishers, and it allowed any small enterprise to trade online like the pros. The only barrier to entry was the ability to create and host a web site.</p> <p>Today the Internet is a human right in many countries. This means that we all assume that every one of us is 'connected' on the Internet. We all have email addresses, Twitter accounts, Facebook profiles, etc. And businesses are assumed to have a website and ideally a way that partners and customers can trade online with the business. As it is so inexpensive to operate a virtual existence, we see "brick &amp; mortar" establishments closing their doors in favor of eCommerce and online shopping.</p> <p>And it hasn't stopped there. Technology gets smaller and faster. The computing power that was previously in an air-conditioned mainframe room, is now in the palm of your hand. Cellular and Wifi networks are everywhere and we are no longer shackled to our desks, offices, etc. It's not only an advantage to be able to work anywhere on the planet, but it's a way that organizations can reach out to labor all over the globe and also extend their reach to customers in foreign lands that they would never have known were interested in their products &amp; services.</p>

**Description of industry**

Edgeneering isn't just a company you outsource some work to. We are a team of 15 passionate technologists, in Phoenix, Arizona that care about our creations and our client's well being. We see our role more as partners and less as vendors to our clients. Our goal is to add value where we can, and to be a welcomed in addition to your resources.

**Please list any organizational memberships (e.g. chamber of commerce, alliances, associations, etc.):**

Google Development Partner, Embarcadero Development Partner and Free Software Foundation

**Number of employees**

Small business - 6 - 49 employees

**In what area of the state do you operate?**

Regional within Arizona

**1. Region:**

Central Arizona

**Types of employment opportunities available:**

Edgeneering is focused on hiring Linux System Engineers.

**To be designated as an Arizona Veteran Supportive Employer, organizations must have paid employment opportunities. This designation does not apply to multi-level marketing, direct sales, franchises and/or other opportunities that require payment by the job seeker.**

Our organization has paid employment opportunities.

**Our organization understands and agrees to the following Guiding Principles:**

1. Military service often fosters resilience and strength in service members, veterans and family members.
2. Military service impacts the individual and the family. A “military family” can include a service member or veteran, their spouse/significant other and children, as well as parents, siblings, extended family and friends.
3. The military is a distinct culture. While service members, veterans and their families experience the same life circumstances and events as civilians, both positive and negative, they also have a unique set of life experiences relating to service, deployment and reintegration that are distinct from civilian life.
4. As a community, we are committed to providing the best care and support to all those who serve. Since changes in military status affect eligibility for programs, resources and benefits, we seek to build a continuum of care that addresses the needs of the entire military, veteran and family population.
5. No one organization can meet all needs for the entire military and veteran population. Stronger collaboration between military, government and community partners supports service members, veterans and their families in connecting to the right program, resource and/or benefit at the right time. Organizations should also focus on collaboration to maximize available resources and minimize duplication of effort.
6. There should be no wrong door to which a service member, veteran or family member goes to for help. Each individual and organization should have at least the basic knowledge on the military/veteran systems of care to assist in connecting that individual or family to a more appropriate resource so that no one is turned away.
7. As a network of individuals and organizations who provide care and support to the military and veteran population, our goal is to assist service members, veterans and family members in being informed consumers who are empowered to make decisions to access those programs, resources & benefits that will meet their needs.
8. Every service member, veteran and family member has an individual experience and perspective which should be acknowledged and incorporated into the provision of care and support.

**Our organization understands and agrees to the following Ethical Considerations:**

1. The interest of the service member, veteran and family member should come first, above the interest of the provider or organization, financial or otherwise.
2. Any potential conflicts of interest should be disclosed up front.
3. Respect the service member, veteran and/or family member by providing accurate information that will assist them in making informed decisions about the care and support they access.
4. Organizations should only offer programs, services and resources that they are equipped or trained to deliver. Outreach and engagement of the military and veteran population should be within the scope of the role and function of the individual (training & experience) and the organization (policies, practices, procedures).
5. Organizations that outreach to the military/veteran population have an obligation to equip their personnel and organizations with the training necessary to understand: a) the unique aspects of the military experience b) the issues affecting these individuals and their families and c) the specific military/government programs and benefits available to this population. Organizations should consult with subject matter experts when necessary.
6. Outreach and messaging to the military and veteran population should be truthful, not misleading nor designed to incite fear, should always accurately and appropriately cite sources and present information in context.
7. Organizations should be cautious about promising outcomes. Information should clearly state if a program or service is evidence-based or independently documented to be effective. Statements about the effectiveness of programs or services should include information on success rates and the documented source of this information.
8. Coordination of care and follow up is essential when service members, veterans and family members are accessing multiple systems of care. Partners need to be actively engaging with other providers and systems as appropriate, while still respecting the confidentiality of the individual or family.

**Key personnel (leadership, management, human resources, recruiters, etc.) have basic knowledge and/or training related to:**

The military, veteran and family population and unique aspects of military/veteran culture.  
The effects of military service, deployment, reintegration and transition on service members, veterans and their families.

**Please describe the knowledge and/or training of key personnel in these areas?**

Edgeneering's Chief Technology Officer is scheduled to attend the Military/Veteran Resource Navigator Training on September 29, 2015.

**Identify employees with a military background or affiliation. Form a committee or advisory group of service members, veterans, family members and other interested personnel to provide input on how to strengthen the organization's hiring and retention of military-affiliated employees.**

Edgeneering does not currently have a committee or advisory group specific to service members, veterans and their families, but wants to be connected to that population within the community.

**Employees and leadership participate in training and events to increase connection to military/veteran community (e.g. ESGR "Boss lifts", training, etc.).**

Edgeneering is going to begin increasing their connection to the military/veteran community by attending the Military/Veteran Resource Navigator Training and staying in contact with the Arizona Coalition for Military Families.

**Additional detail on how our organization CONNECTS to the culture relating to the above areas, as well as any other relevant information:**

Edgeneering believes service members, veterans and their families could be a great fit as employees within their business because the military/veteran population has the skill set to thrive in an intense, fast-paced, challenging and hard working environment.

**Communications (print, web, etc.), content and messaging focused on the military and veteran population:**

Uses appropriate terminology and imagery  
Describes the type and nature of positions available and how to apply.  
Clearly identifies if your organization has a veteran preference in hiring.

**Approximate number of employees in organization:**

15

**Number of individuals trained as Military/Veteran Resource Navigators within organization:**

1

**Titles/roles of individuals trained as Navigators:**

Chief Technology Officer

**If employees are referred out to an external navigator, please describe how this is communicated to personnel:**

Edgeneering will have an internal Military/Veteran Resource Navigator that can guide employees to an external navigator if needed.

**Our organization tracks the following:**

Number of service members employed

**Post information for service members, veterans & families on intranet, in breakrooms, etc.**

No

**Additional detail on how our organization ASKS the right questions at the right time relating to the above areas, as well as any other relevant information::**

Edgeneering is not only looking to recruit and hire service members, veterans and their families, but will work hard to retain them as well. Edgeneering will have a Military/Veteran Resource Navigator available to assist service members and veteran employees if an issue arises.

**Our organization has designated one or more employees as the internal contact point(s) for military-affiliated employees.**

Yes

**Key staff in leadership, management, human resources, recruiting, etc. have training relevant to their specific roles around recruiting, hiring, managing and retaining military-affiliated employees. Please mark areas of training provided:**

Best practices for effectively engaging their experience and talent in the workplace.  
Relevant laws.  
Hiring benefits and incentives.  
Military, government and community employment programs and systems.

**Please describe training provided:**

Training is a pivotal aspect of Edgeneering. Much like the military, Edgeneering puts a distinct emphasis on training new and current employees consistently.

**If your organization has tailored recruiting strategies and programs to the military, veteran and family population, please describe:**

Edgeneering has a relationship with Arizona State University and University of Arizona to recruit graduates, but would like to specifically begin tailoring strategies toward service members and veterans. Edgeneering is interested in working with active duty bases such as Luke Air Force Base during job clubs or Transition Assistance Programs to discuss their company and opportunities. Also, Edgeneering is interested in attending Job Fairs tailored for service members and veterans.

**Additional detail on how our organization RESPONDS effectively relating to the above areas, as well as any other relevant information::**

Edgeneering is strategizing different ways to connect with and hire service members, veterans and their families.

**We have one or more individuals designated as points of contact (POCs) for the Military/Veteran Resource Network and the military/veteran community:**

Yes

**Our organization partners as appropriate and needed with public and private sector organizations to coordinate hiring and retention efforts specific to service members, veterans and family members.**

Yes

**Training on the military, veteran and family population is incorporated into organizational training.**

No

**Our organizations participates in relevant events, trainings and initiatives in the military/veteran community (e.g. continuing education, employee volunteer programs, sponsorship, etc.).**

Yes

**Additional detail on how our organization ENGAGES relating to the above areas, as well as any other relevant information:**

Edgeneering is scheduled to attend the Military/Veteran Resource Navigator Training on September 29th, and would like to work with military installations to hire service members who are leaving the service as well as attend Job Fairs and events within the military/veteran community.