

Our Partnership with **General Electric**

In 2015, General Electric (GE) partnered with Workforce Opportunity Services (WOS) to recruit diverse talent for Java Developer positions for its Detroit, MI office location. Through the partnership, GE was able to overcome the challenge of finding qualified talent from its own local community, ultimately providing residents the opportunity to further their careers and better their livelihoods.

PROGRAM TIMELINE

JANUARY – MARCH **RECRUITMENT**

GE contracted the hiring of 10 participants. WOS vetted applicants through multi-day exercises evaluating their cognitive abilities, dedication, and overall fit for the role. Out of 210 applicants, **5%** were accepted into the program.

APRIL – DECEMBER **TRAINING**

Program participants took three trimesters of classes in Java Development at the University of Michigan-Dearborn. In the first trimester, participants were in class full-time; in the second and third participants took classes part-time and worked on-site at GE part-time.

JANUARY **FULL TIME WORK**

After a year of academics and part-time work, program participants began working at GE full-time as WOS consultants. After **6** months, they were eligible to be hired away as GE employees.

“Working with WOS has been inspiring and a big success for GE. The teams that worked with the WOS consultants were inspired by the mission of WOS to remove barriers and provide access to opportunities to people who didn’t previously see a path to a career in tech. The success came when we were able to hire well-trained, passionate, loyal diverse talent which is often hard to find given the shortage of software engineering talent.”

—**Camille Bryant, Executive - HR Business Partner, GE Digital**

“The WOS program helped me to become more successful than I ever could have dreamed. When I entered the program, I was working three jobs just to make ends meet. Now, I have been employed full time as a front-end software developer at GE for over a year. My future is bright with endless opportunities and I am so grateful to have found WOS!”

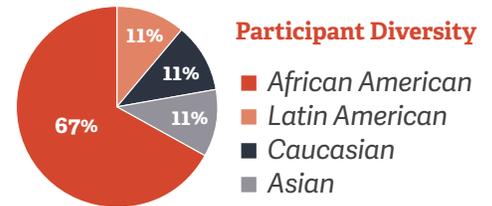
—**Sarah Hood, Software Engineering Specialist, GE**

9 out of 11

program participants were **hired full-time** by GE

100% retention

All participants were hired by summer 2016. As of spring 2018, **all 9 hires** are still at GE.



About Workforce Opportunity Services

WOS is committed to developing the skills of underserved and veteran talent through partnerships with organizations dedicated to diversifying their workforce.

About General Electric

GE is the world’s Digital Industrial Company, transforming industry with software-defined machines and solutions that are connected, responsive and predictive.