

## Exploring the veterans's pipeline

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A known collateral damage of the Covid19 pandemic has been the great resignation of 2021. This phenomenon was exacerbated in New York City, and more particularly in Manhattan where our institute, Memorial Sloan Kettering Cancer Center (MSK), resides. At the end of 2021, the number of unfilled positions in core facilities reached an all-time record (up to 37% in some cores). As a potential solution to this problem, our Talent Acquisition and Core Facilities Operations teams explored partnerships with organizations helping military affiliates (veterans, current service members at the end of their commitment, their spouses) find a career. Some attributes of the military personnel are perfectly aligned with core facilities staff: ability to adhere to a strict protocol, meticulousness, manual agility and enhanced work ethic. Two parallel paths were identified: 1- the Department of Defense (DoD) Skillbridge program and 2-University recruiting. For the latter, Rutgers University (large veterans' community and over 50 STEM majors) was identified as a formal partner. So far this pilot project has received unequivocal commitment, from our leadership down to the support staff. Though our efforts are at their inception, in less than 2 months, virtual information sessions followed by on campus visits have been received by the military community with enthusiasm. Candidates have gone onto interviews and offers have been made. Veterans are interested in joining MSK, their past military and present educational training make them an excellent fit for core facilities