



theASCENDcollective.org/vanguard-rising

Get Work Done. See Talent in Action. Hire with Greater Confidence.

Vanguard Rising is a skills-first, experiential learning lab where employers can bring real work into a structured six-week team environment.

Teams of veterans and military spouses work on employer-aligned projects, giving businesses the opportunity to move important work forward while also observing talent in action before making a hiring decision.

Why Vanguard Rising?

Most programs introduce talent. Vanguard Rising helps prepare talent and produce work at the same time.

Instead of relying only on résumés and interviews, employers gain visibility into how participants:

- communicate
- collaborate
- solve problems
- respond to feedback
- manage workflow
- produce real deliverables

At the same time, the sponsored team is contributing to actual business priorities.



Employer Talent Needs Defined

Employers define role requirements, skills need, alignment outputs. Interact with the team, provide feedback.



Candidates Experience Translated to Skills

With proprietary AI-assisted technology, candidates' experience is translated to a skills profile. Their skills are then aligned with career tracks in Vanguard Rising.



Experiential Learning Begins

LEAF Lab is the primary experiential learning partner delivering project-based training aligned to business priorities.

How It Works

1. Define the Work

The employer identifies the business need, project scope, skills needed, and desired outputs.

2. Build the Team

Veterans and military spouses are matched to the work through skills translation and alignment.

3. Work Happens in the Lab

The team operates in a structured Agile environment with coaching, accountability, and regular progress.

4. Review Results and Talent

The employer receives work product, observes performance, and gains visibility into who may be a fit for hire.

**Vanguard Rising is not temporary staffing.
It is a smarter way to get work done while building access to workforce-ready talent.**

What Work Can Be Done in the Lab?

Employers can sponsor a team to work on meaningful projects such as:

- process improvement
- workflow mapping
- SOP and documentation development
- onboarding and training materials
- reporting and data analysis
- project coordination support
- HR and people operations tools
- software and product support
- finance/accounting process support
- operations and logistics projects
- cybersecurity assessments, training, and process improvements

This is not hypothetical work.

Teams work on real business challenges aligned to employer needs.



Agile Immersion

Teams are immersed in Agile workflow. Tasks are managed in KanbanZone and executed individually or collaboratively.



Work Completed

Work is completed, presented and approved through the guidance of coaches and employer contact.



Talent Reviewed

Employer receives work product, observes performance, and gains visibility into who may be a fit for hire.

What Employers Gain

Real Work Completed

Move projects forward, even when internal teams are stretched thin.

Reduced Hiring Risk

Evaluate talent through demonstrated performance, not just interviews.

Better Hiring Signal

See communication, reliability, teamwork, problem-solving, and execution in motion.

A Scalable Model

Start with one team, validate the value, and scale from there.

**Bring the work into the lab. See talent in action.
Build confidence before you hire.**



TheASCENDcollective.org



Email us at talentsuccess@theascendcollective.org
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Schedule workforce consultation