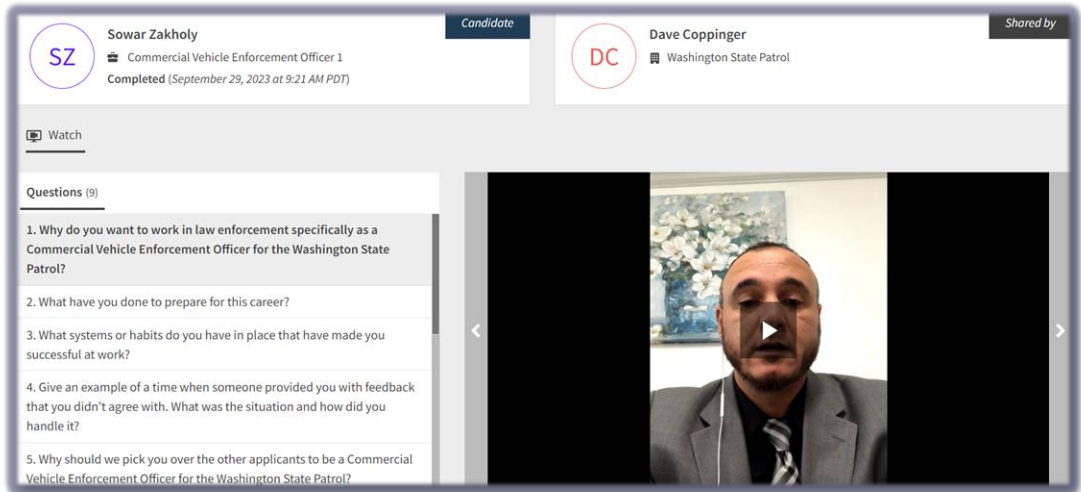
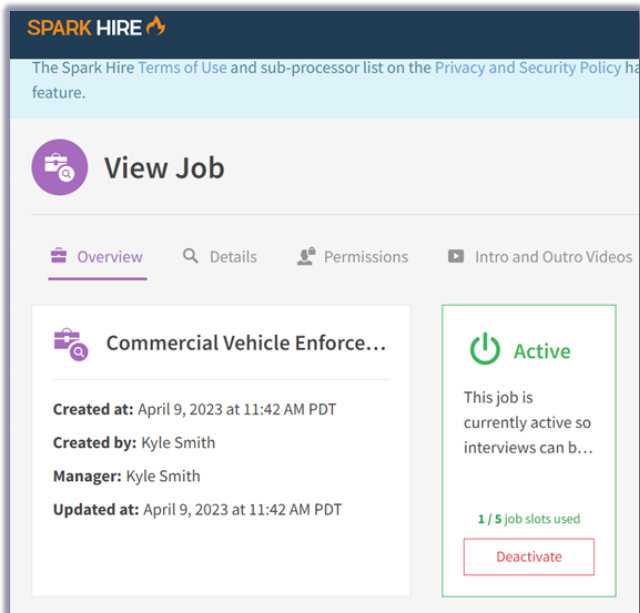


Creating an Elite Work Force and Innovation



- **Spark Hire went live on July 25, 2023**
- **764 applicants interviewed (as of 11/26/2024)**
  - **7/2022 - 7/2023: 342 applicants**
- **2017-2019: average application took 7.2 months from intake to hire**
- **Today – average application takes 4.5 months**
- **Biggest delay in the process is polygraph (5 - 6 weeks), background (8 weeks)**

More Accessible and Inclusive Hiring Process

- **19<sup>th</sup> CVEO – 10 Graduates**
- **20<sup>th</sup> CVEO – 12 Graduates**
- **15 recruits assigned to the 21<sup>st</sup> CVEO Basic starting January 2025**
- **Today – 34 currently in background/poly/conditional offers**

