

Red River's workforce development program takes our mission to heart. With extensive training programs, new career opportunities and dedicated partnerships, we're set on making a positive impact on employees, customers and communities.

We believe our people are our greatest asset, and we will continue to make investments to enable their success. We cultivate skills, encourage curiosity and growth, and support career exploration. Our program is a mix of traditional employee development opportunities, community outreach and targeted programs.



Red River is a veteran-friendly workplace, and we take pride in helping warfighters find their next career path. Representing nearly 10% of our workforce and at all levels of the company, veterans are at the heart of Red River.



RED RIVER ACADEMY PROGRAM

The cornerstone of our workforce development initiative is our Red River Academy Program. The program provides new hires a head start in their Red River careers by exposing them to leaders, mentors, projects and divisions before settling into their individual roles.

The Academy begins with a 12-week immersive training experience, designed to give participants a hands-on look at all major divisions across Red River. From inside sales to finance, from devops to IT, from managed services to project management – participants walk away with a broad view of how we do business. After the 12-week period, participants receive mentorship, training and ongoing support to round out their professional and technical skill sets.

Academy graduates settle into their career path at Red River with knowledge and relationships most take years to acquire. They understand how customers influence different components of our business and take a wholistic view of Red River's projects and processes.

Academy participants are competitively chosen and may be recruited from colleges and universities across the U.S and from our many partner programs including Hiring our Heroes, AWS Educate, Cisco Networking Academy, and Microsoft Software & Systems Academy.



"I transitioned out of the United States Army after 5 years as a Commissioned Officer during the COVID-19 pandemic. I chose Red River as my next employer because of the culture, values, and people. I was welcomed aboard and able to immediately get back to work in a familiar field with a great organization despite the turmoil going on."

– Rhett Williams, PM

"The Academy Program not only educated me on the business units of Red River, it gave me exposure to the great culture of this company. They not only made a financial investment in me, but also a personal investment by exposing me to the most senior levels of the organization."

– Zachary Miller, BSA

COMMUNITY OUTREACH

Red River partners with state and local governments, colleges and universities to help cultivate the country's next generation of leaders and innovators. We've gone into classrooms, providing direction for capstone projects at the university level. Our extensive internship program for college students gives a first-hand view of our business, and offers career mentorship and professional skill development. Our leaders have collaborated with professors on curricula and served as lecturers. Alumni have returned to their Alma Mater to present at Career Speaker Series. Many of our team participate in Girls Technology Day, Robotics Clubs and other activities. We are constantly on the lookout for new opportunities to engage with community and school programs to help foster curiosity and develop talent.

In our four major hub locations – Claremont, NH; Reston, VA; Austin, TX; and Sacramento, CA, Red River is available to lead training sessions, in collaboration with our technology partners. Leverage our talent and best practices we've developed over our 25 years of doing business – to strengthen your organization's own technology workforce. Our team of seasoned professionals can guide your team in the latest trends or equipment, tailored to individual needs.



Red River Charitable Foundation (RRCF) has been supporting career development for veterans and students since 2008. Its annual scholarship program offers scholarships to high school seniors pursuing college degrees related to computer science or IT. The Jeff Sessions Memorial Scholarship supports soldiers transitioning to civilian IT careers. The Claremont MakerSpace Veteran & Military Spouse Scholarship supports veterans and military spouses in need of a Scholarship to become a member or take classes at the Claremont MakerSpace. Learn more at redrivercharitablefoundation.com

This collaborative program for high school students focuses on cultivating the next generation of technology experts. Red River's Think SMART curriculum takes a holistic approach, offering IT training alongside leadership skill development, interview coaching and presentation skills. The program lays the foundation for students to be successful in a professional work environment.



INTERESTED IN PARTICIPATING IN ONE OF OUR WORKFORCE DEVELOPMENT PROGRAMS?

Whether you're a professor with a talented student, a university with a partnership opportunity, or looking for your next career move, we want to hear from you.

Please contact education@redriver.com

