

# Skills-Based Hiring in the Age of AI

## Unlocking Veteran and Military Spouse Talent

Thursday, November 12, 2026

1:00 PM – 6:30 PM

Solar Energy Industries Association

1425 K St. NW, Suite 1000, Washington, DC 20005

**Registration:** SHRM Washington DC Members \$15.00 | Non-members \$35.00

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### EVENT OVERVIEW

As artificial intelligence reshapes how work gets done, employers are rethinking how they identify talent. Traditional hiring methods often overlook the very capabilities that matter most in an AI-driven workplace: adaptability, problem-solving, leadership, resilience, collaboration, and continuous learning.

Veterans and military spouses have spent years developing these competencies in dynamic, high-pressure environments. This event will help HR leaders and hiring managers understand why military talent is uniquely positioned to succeed in the future of work — and how skills-based hiring can unlock that potential.

### AGENDA

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1:30 PM – 1:45 PM

#### Welcome & Veterans Day Recognition

*Opening Remarks*

*The workforce is changing faster than job descriptions can keep up, making transferable skills more valuable than ever.*

1:45 PM – 2:30 PM

#### The Future of Work: Skills-Based Hiring in the Age of AI

**Kris Saling**, Director of Workforce Transformation, IBR

2:30 PM – 3:15 PM

#### Panel Discussion

*Mission Ready: Why Veterans Thrive in an AI-Enabled Workforce*

**David Sontag**, Founder, VetAnvil

**Stephen Hudson**, CEO & Founder, AI Ready Veteran

Followed by audience Q&A

3:15 PM – 3:30 PM

#### Networking Break

3:30 PM – 4:15 PM

#### Spotlight Session

*Military Spouses: The Most Adaptable Talent Pool You're Not Hiring*

**Nicole Pallai Green**, Outreach Representative, American Corporate Partners

**Adrianne Huls**, The COMMIT Foundation

4:15 PM – 5:00 PM

### Keynote Address

**JC Glick**, Chief Executive Officer, The COMMIT Foundation

4:15–4:45 PM Keynote | 4:45–5:00 PM Audience Q&A

5:00 PM – 5:20 PM

### Closing Remarks

*Beyond the Resume: Creating Opportunity Through Skills*

5:20 PM – 6:30 PM

### Veterans Day Networking Happy Hour

Presentation of the **SHRM Washington DC Military Community Workforce Impact Award**

*Raise a Glass to Service and Opportunity*

## SPEAKER BIOS

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### Kris Saling

*Director of Workforce Transformation, IBR*

Kris Saling is Director of Workforce Transformation at IBR, where she helps government agencies modernize how they find, develop, and keep talent. She spent a decade leading federal talent modernization and innovation before departing military service. A retired Army colonel and two-time founder, she built the Army's data literacy program before launching Data for the C-Suite (D4C) LLC to continue executive education in data, analytics, and AI and the Navigator Foundation, a nonprofit whose Veteran Resource Navigator helps veterans find and rate the organizations that can actually help them. She is the author of *Data-Driven Talent Management* (Kogan Page, 2024) and writes *The Talent Code*.

### JC Glick

*Chief Executive Officer, The COMMIT Foundation*

JC Glick is the Chief Executive Officer of The COMMIT Foundation, where he draws on two decades of Army service and a decade of leadership consulting to support veterans in their transition journey. A career Army officer, he spent more than seven years in the Ranger Regiment and logged over seven and a half years of command time across 11 combat deployments. Since leaving the military in 2015, he has been a founder and partner of two leadership companies, advising Fortune 500 companies, government agencies, the NFL, and multiple NBA and NCAA programs. He is the author of two books, a 2017 TEDx speaker, an adjunct professor at St. John's University, and a Liberty Fellow with the Aspen Institute.

**REGISTER HERE**

Agenda subject to change.