

# Outsource to Incredible People



Outsource to America® (O2A™) is committed to positively impacting both communities and the workforce, and this commitment extends to the Outsource to Incredible People (O2IP) program. O2IP, which stands for Outsource to Incredible People, is an integral part of O2A™ that seeks to expand its impact further by embracing individuals with cognitive disabilities. O2IP aims to provide meaningful employment opportunities to these individuals, bringing them into the O2A™ program and fostering an environment of inclusivity and empowerment.

In response to the challenges posed by traditional offshore models, marked by issues like disruption of business operations, security concerns, time zone differences, and logistical constraints, O2A™ was developed to champion the onshoring of work. The program redirects IT investments toward redeveloping the technology workforce and promoting diversity & inclusion within targeted cities. By extending its mission to include O2IP, O2A™ demonstrates its dedication to broadening access to employment and creating a workplace that celebrates all individuals' unique talents.

O2A™'s commitment to positively impacting communities and the workforce remains steadfast. Addressing the tech skills gap in specific US cities, O2A™ strives to drive economic growth and establish sustainable pathways for realizing the American dream. This is achieved by investing in local talent and fostering their growth, contributing not only to individual success but also to the expansion of businesses. The program operates through collaborative efforts involving public-private partnerships with customers, educational institutions, and government bodies. Notably, O2A™ places a key emphasis on diversity, equity, and inclusion (DE&I) by ensuring that over 50% of job opportunities are extended to individuals from under-represented communities, including those with cognitive disabilities through O2IP.

Through strategic partnerships with GalaxE, core customers, state authorities, educational establishments, and local and federal governments, O2A™ effectively addresses the multifaceted challenges of the industry. By integrating the O2IP initiative into its framework, O2A™ takes a significant step toward fostering a more prosperous, inclusive, and equitable future where the incredible potential of every individual is recognized and valued.

