


Inc.

Inc.
REGIONALS
2024

Meet the
1,132 Fastest-
Growing
Startups in
the Country

A group of five people are walking on a wooden basketball court. In the center is Stephen Curry, wearing a blue suit, holding a basketball. To his left are two men, and to his right are a woman and another man. They are all smiling and looking towards the camera.

STEPHEN CURRY

HOW THE BASKETBALL
STAR HAS TURNED
ENTREPRENEURSHIP
INTO A TEAM SPORT

AIRBNB'S
JOE GEBBIA:
SMART ADVICE
ON CREATIVITY
AND DESIGN

SHUT UP ALREADY!
WHY MEGALO-
MANIACS
AREN'T BETTER
LEADERS

WHAT'S YOUR NEXT MOVE?



CATEGORY WINNER:
CLOUD COMPUTING/SAAS, CRM



KEY CLIENTS: U.S.
GOVERNMENT AGENCIES



YEAR FOUNDED:
1992



HQ:
PALM HARBOR, FL

The Software Company That Helps Individuals Find Meaningful Employment

With cutting-edge software, Geographic Solutions enables government entities to offer free resources for businesses and job seekers.

GEOGRAPHICSOLUTIONS.COM

For employers and job seekers, searching for the right talent or role can be exhausting. However, unbeknownst to most, states offer free resources to make this process easier for employers and job seekers, says Paul Toomey, president of Geographic Solutions, a leading provider of public employment software in more than 40 states and U.S. territories.

Employ Florida, CalJOBS, and WorkInTexas are just a few examples of Geographic Solutions systems, which are accessible to more than 200 million individuals. These solutions are more than a traditional job board; they combine labor exchange and education resources with labor market data to help job seekers advance their careers. "We don't just show you a list of jobs; we show you jobs that, based on your skills and background, you should be qualified for," Toomey explains.



→ Paul Toomey, founder and president, Geographic Solutions

Innovation that drives value

Since its founding in 1992, Geographic Solutions has continually improved its software offerings, drawing on client and user input obtained via monthly meetings and feedback mechanisms built into the software. "You won't be surprised to hear our latest innovations revolve around AI [artificial intelligence]," Toomey says. Using a ChatGPT-based tool, users can easily enhance or build a résumé. AI improves the system for employers, too: they can now create quality job descriptions and generate interview questions based on a candidate's experience.

On the employer side, Geographic Solutions provides unemployment insurance systems for 10 states and territories and paid out more than \$60 billion in benefits during the pandemic. The company even offers a solution for correctional facilities to assist individuals approaching parole with job placement. "If they don't line up employment prior to release, recidivism rates will remain extremely high," Toomey says.

The real power is people

Depth of industry experience and quality software are part of what make Geographic Solutions an Inc. Power Partner honoree. Toomey stresses that people truly set the company apart, though. "Most of our business analysts and project managers have worked for a state or local entity. They bring their subject matter expertise with them," he explains. Employees view clients as partners, rolling out software enhancements that reflect their true needs. "It's important for us to work hand-in-hand with clients, because things change so rapidly in this environment," Toomey explains.

Employee and client retention speak to the company's leading role in its space—a quarter of its employees and more than 20 clients having been with the company for more than a decade. "We have 460 dedicated professionals committed to the idea of helping individuals find quality, good-paying jobs," Toomey says.