

Michael Hein of VetJobs Training Session

TRAIN2HIRE EDITION

WE TRAIN WHERE YOU ARE

MSEJ

MILITARY SERVICE
EMPLOYMENT JOURNAL



September 2022 Edition

Table of Contents

3. Introducing Our New Donor Partner
4. Hot Job - Java Developer
5. Approved Partners Department of Labor
6. Numbers Don't Lie
7. Current Metrics
8. External Referrals / Pipeline of Highly Qualified Military Affiliated Candidates
9. Internal Pipeline of Highly Qualified Military Affiliated Candidates
10. Impact Statement
11. Not Qualified= Gap in Skills: Amy Rossi
13. Train 2 Hire program Tier 3
14. Train 2 Hire program Tier 2
15. Train 2 Hire program Tier 3
16. The Transition of Who You Can Be: Stacy Bayton
17. How We Work with Our Candidates
18. Our Career Specialists
19. Our Recruiter Connect Specialists
20. IBM Skillsbuild is Building Competitive Skills for a Job Market: Misty Henderson
21. Veteran Success Story
22. Making Time For Your Professional Development: Milinda Rau
23. Candid Career
24. Diversity Pledge
25. Industry breakout metrics
26. Industry Breakout
27. VJ & MSJ Surpass 80,000 Verified Hires
28. \$2,000 MSEJ Monthly Scholarship
29. Board Member page
32. Thank you to our Funders and Supporters

Introducing our NEW Donor Partner

Josh Weinstein,
Founder and COO,
GeoYeti




For more than 25 years, Josh Weinstein has supported the IC and DoD with analysis (GEOINT, OSINT, All-Source, Predictive), data science, and management/leadership at multiple levels. Josh earned a doctorate in GeoInformation from GMU and has certifications in PMP, PgMP, and ASPRS Mapping Scientist. Josh co-founded GeoYeti in 2020.

GeoYeti is a small business supporting multiple IC agencies with advanced analysis, data science, and development of the applications that support such work.

GeoYeti offers highly competitive pay and a best-in-class benefits package.





Java Developer TS/SCI Hiring Immediately! \$120-170K - Springfield, VA

On behalf of VetJobs/Military Spouse Jobs, thank you for your interest. This position is open to Veterans, Transitioning Military, National Guard Members, Military Spouses and Caregivers of War Wounded. To be considered, please click the submit button and follow the instructions.

GeoYeti, an advanced analytics company, seeks a Java Developer to support analytic modernization on an Intelligence Community contract at a client site in Springfield, VA.

The role requires experience with Java and Python, and an understanding of the multi-INT analytical process. The developer will engage directly with other elements of the client enterprise to support data automation and analytic modernization, and to drive efficiencies as it pertains to data identification, collection, normalization, correlation, etc.

GeoYeti offers highly competitive pay, amazing benefits, and a sign-on bonus for all positions. Benefits include up to 10 percent company contribution into your 401k; 100 percent company paid premiums for medical (to include 100 percent of your deductible), dental, vision, life, and short- and long-term disabilities; tuition reimbursement; gym stipend; commuter stipend; and many other benefits. A \$7.5K sign-on bonus or relocation bonus is provided.

Interested? [Apply here now.](#)

VetJobs & Military Spouse Jobs
are Approved Partners to the Department of Labor's
Military Candidate Referral Program

APPROVED PARTNER
EMPLOYMENT NAVIGATOR AND PARTNERSHIP PILOT

We assist transitioning service members and their spouses with employment related services and resources.



NUMBERS DON'T LIE

WWW.VETJOBS.ORG
WWW.MILITARYSPOUSEJOBS.ORG

81,838

of Military Service
Members, Vets and Their
Families Placed
Since 2010

63,000+

of Training Classes
Completed Since 2010

21,000+

Training Courses
Completed in 2021

4.5 MILLION

Total Jobs Available from
DirectEmployers, and All
Employer Partners

300%

Average Increase in
Training Course
Participation Post-COVID

\$4.8 BILLION

ANNUALLY in Economic
Impact "We are Unmatched
in Our Space"

\$5 MILLION

Donation Dollars in 2021

250,000+

Active Registrants
Currently in the Database

\$0.96

Amount of Every Dollar
Donated Spent on the
Mission

500-700

New Registrants a Week



2022 Statistics Flyer

2022 VetJobs & Military Spouse Jobs Statistics

Over 81,000 Verified Hires
SINCE 2010

.....

10M VA OUTREACH
Our Weekly Jobs Highlighted in VA Newsletter

4.5 MILLION
Jobs Available on our JobBoard

250,459
Candidates in Databases as of Sept 2022

500-700
New Registrants a Week

\$0.96
96 cents of EVERY dollar is spent on the mission as audited by BBB-WGA & Deloitte

21,000+
Training Courses Completed in 2022 YTD

205,000+
Following on Social Media



Largest External Referrals of Military Affiliated Candidates in the Nation



Pipelines of Highly
Qualified Military
Affiliated Candidates



- Veterans Administration Candidate Referrals
- Nationwide USO Candidate Referrals
- HOH U.S. Chamber Candidate Referrals
- Wounded Warrior Project Candidate Referrals
- USAR P3 Candidate Referrals
- National Guard Employment Network Candidate Referrals: this is our VetJobs Program
- Blue Star Families Candidate Referrals
- IVMF Candidate Referrals
- Navy League Candidate Referral
- Reserve Officer Association Candidate Referral
- VetJobs & Military Spouse Jobs Training Partner's Referral Program

Largest Internal Database of Military Affiliated Candidates in the Nation



Pipelines of Highly
Qualified Military
Affiliated Candidates



Our Internal Pipelines Include:

- VetJobs
- Military Spouse Jobs
- Cadet Commands
- Army Spouse Employment Network
- Survivor Employment Network
- Women's Workforce Reentry Program
- National Guard Employment Network
- Military Youth Jobs Network

350K Active Resumes / 500 to 700 NEW Resumes A week



CORPORATE AMERICA SUPPORTS YOU



MILITARY COMMUNITY IMPACT STATEMENT

2021



[Link Here](#)



AMY ROSSI

VETJOBS/MILITARY SPOUSE JOBS
DIRECTOR OF TRAINING



NOT QUALIFIED = GAPS IN SKILLS

You got another “rejection” letter saying they had better candidates or that you were unqualified. You feel frustrated that they didn’t even give you a shot at an interview. You know that if you had a chance to talk to them, they would see you as the “perfect” candidate.

Pause. Consider this from another point of view. The employer is looking for skills based on the role that they need you to fill. Most employers adhere to “Fair Hiring Practices” based on the candidate's merits, meaning candidates likely have to meet minimum qualifications.

Not qualified or moving forward with other candidates usually indicates that other candidates meet more of the merits or qualifications listed in the job description.

Try focusing on the solution vs. the problem, and focus on better results. Everything can be figured out if you know what you are trying to achieve.

NOT QUALIFIED = GAP IN SKILLS



Step 1. Identify an Ideal Position.

The first and most crucial step is identifying the position you want to target. The gap between where you are and where you want to be is knowing where you are going; this will identify potential barriers and skill gaps. To do this, specify the location, function (or occupational title), and industry. Locate five positions that you are interested in applying for.

Step 2. Do a Gap Skills Analysis

Put the job you are interested in into a word document, and print it. Lay it next to your resume and compare. Read each qualification on the job description. When you find the qualification put an x1 on both the job qualification and where it is in your resume. If you are missing it, circle the skill you are missing. When you get through all of the qualifications, the circles you have are your “skill gap.”

Step 3. Filling the Skills Gap

Missing skills are much easier to tackle when you know what you are missing and how you fill those gaps. Hard skills are technical skills you need for a role; typically, this will require a class to demonstrate knowledge. Soft skills are the communication of ability and demonstration of skills. Those are a little trickier and may require working with a career coach or taking a job search skills class.

If you need help with any of the steps above, the VetJobs Career Counselors and Training Team are available to assist you. We have training courses designed to help you identify gaps and target your materials. We even have the ability to enroll you in courses to fill hard skill gaps.



VetJobs Train2Hire Program

Tier 1 Training

Job Readiness / Employment Training

Job Readiness / Employment Training

Choose from Live, In-Person (Virtual), or Self-Paced Trainings

Live, Virtual Trainings

Live Training is designed to help job seekers learn, upskill, and reskill by meeting them where they are. Our training and development programs help job seekers grow, become more competitive, and gain an edge in job placement and with progression in your career. Live individualized training that covers targeted resume writing, the federal application process, interview skills, job search skill, and including a weekly series and special topics.

[Learn More →](#)

Learning Management System (LMS)

The LMS provides self-paced courses, available 24/7, that allow candidates to refresh or learn new skills that organizations both want and need in today's modern job market. Whether you are looking to freshen up some skills after a recent career pause or you're looking to change job fields, the LMS has something for everyone.

[Learn More →](#)

Tier 1



VetJobs Train2Hire Program

Tier 2 Training

IBM Skillsbuild / Up-skilling & Re-skilling

Tier 2

IBM SkillsBuild

SkillsBuild is a unique learning experience designed to be a launch pad to create the next chapter in your career through learning, experience, and community. All the materials in SkillsBuild are curated to help you reach your goals and are backed by an ecosystem of experts. We are proud to be among IBM's collaboration of partners who bring leading-edge passion to your learning experience. Start earning credentials that demonstrate your skill, expertise, and experiences while also helping you to stand out from other job seekers and advancing your career.

[Learn More →](#)

Coursera

Break into a new field or gain skills to grow in your current career industry. Learn in demand skills that are important in today's corporate environment. Coursera cruises through educational content based around an array of topics to include math and logic, creative, tech and personal development courses, and more, from over 200 universities. In each of these course you will be able to learn from top professors as well as network with fellow students and peers.

[Learn More →](#)



Tier 3 Training

Industry Skills Training & Certifications & Technical Training with Partner Organizations

Industry Skills Training + Certification & Technical Training With Partner Organizations

Cyber & IT Training

Work with a member of our team to identify industry specific credentialing needs and connect with vetted partners to obtain the certifications you need to advance your career.

[Learn More →](#)



Through our partnership with Swift Transportation Military Service Members, Veterans, National Guard and Reservists are trained and provided a CDL at NO COST and then placed into a job.

[Learn More →](#)

Tier 3

STACY BAYTON

VETJOBS/MILITARY SPOUSE JOBS
SENIOR EXECUTIVE VICE PRESIDENT



"No one
will work
harder
than you
to help
yourself."

-STACY BAYTON

THE TRANSITION OF WHO YOU ARE AND WHO YOU CAN BE

It may seem that the word transition exists just in the military community, but that is not the case. Millions of people face transition each year as they move into new career paths, return to work after a career break, or are forced to transition due to company closure or loss of job.

I share this with you to even the playing field in your mind, reassuring you that you are not alone and that transition is not a dirty word employers will hold against you just because you are a veteran or a military spouse. This does not mean that transition is not challenging, but you can make it through successfully as long as you invest the time in yourself and do everything you can to ensure your transition is successful.

Many people will be willing to assist you in your transition, and thousands of "how to" articles are available, all full of good information that will most certainly help you. However, there is one thing that you need to get right in your mind from the start.

No one will work harder than you to help yourself.

As you transition, many people, like your Career Specialist, will step up to assist you, but this is your life, and you should be fully vested in the work that needs to be done. Do not sit back and rely on others to do this work for you. Instead, take charge of your transition and work with those willing to assist so that you secure a position that meets your needs.

Transition is personal. It is your journey from who you are to who you can be, so whom better to lead this journey than you?

How We Work With Our Candidates



Transitioning service members, veterans, National Guardsmen, Reservists, military spouses, and TAPS candidates complete their initial registration form

Career Specialists review profiles and deliver personalized services to ensure:

Career Readiness

Job Placement

Career Progression

Life-Long Earnings

Recruiter Connect Specialists work one-on-one with partner recruiters to match competitive and diverse candidates with employers or job training opportunities

Our Career Specialists

The VetJobs and Military Spouse Jobs Career Specialists meet each job candidate "where they are" in their job search journey. They are experts, helping candidates secure employment through every step in the process. These highly skilled and experienced individuals provide comprehensive employment assistance, which includes:

Resume Assistance

Need to update your resume? Don't have a resume? Need help targeting your resume? Career Specialists can help.

Job Prep Interviews

Have an interview coming up? Career Specialists can help you prepare. They'll even conduct mock interviews to help you prepare.

LinkedIn Optimization

Is your LinkedIn profile outdated? Career Specialists can help you create a stand-out profile to maximize your exposure and interest.

Job Search Strategies

Are you not having any luck with the job boards or employment websites? Career Specialists can help you think outside the box and identify productive resources for job opportunities.

Referral to Training Opportunities

Need to fill a gap in your skills or need some additional training? Career Specialists can refer you to the VetJobs Training Team, which can help you acquire the right skills and certifications.

Our Recruiter Connect Specialists

The VetJobs & Military Spouse Jobs Recruiter Connect Specialists work with hundreds of employers to ensure all candidate applications and resumes receive prompt and thorough attention. Whenever a candidate submits for a job opportunity through the RC Jobs Board, located at: <https://vetjobs.org/explore-jobs>, a Recruiter Connect Specialist is instantly notified.

To Our Valuable Employers

We receive between 500-700 new resumes weekly and offer the most diverse and extensive pool of military-affiliated employees anywhere (250-300K active candidates). Like other nonprofits, we do not charge 18-20% or more of a year's salary for our services. Our costs are the lowest in the industry, so explore our package options and let us help you hire the very best talent for your organization.

MISTY HENDERSON

VETJOBS & MILITARY SPOUSE JOBS TRAINING



IBM SKILLSBUILD IS BUILDING COMPETITIVE SKILLS FOR A NEW JOB MARKET

Skillsbuild is a training platform built by IBM and gifted to various disadvantaged job seekers trying to navigate this new job market. Fair hiring practices encourage employers to identify and qualify candidates by knowledge, skills, and abilities. They are typically broken into categories of soft skills (abilities) and hard skills (knowledge and skills).

IBM Skillsbuild platform is a unique learning experience designed to launch a job seeker to the next chapter of their professional development journey.

Through IBM Skillsbuild, you will:

- Learn essential workplace skills, such as leadership, communication, programming, problem-solving, and writing.
- Gain Core technology skills.
- Earn digital credentials essential in high-demand industries.



ALL of these skills are designed to create a more marketable and competitive candidate.

Job seekers must demonstrate hard skills required for the job field, such as, Microsoft Office and digital professionals. Popular courses like cybersecurity fundamentals; ComptiaSkills and Red Hat were built to prepare jobseekers for a new career field. Once you complete these skills, you earn a digital badge that can be displayed in your digital networking accounts, such as LinkedIn.

This time-effective platform is the perfect learning environment for any learner. Whether you have 5 minutes or longer, SkillsBuild helps you develop competitive skills for various career fields.

Once you complete a few basic skills badges in SkillsBuild, you can enroll in Udemy for a deeper level of learning.

WE Honor our Candidates Everyday

“

Thanks to CASY
and the Call of
Duty Endowment,
I am able to land
my first tech
position after
military life

**LLOYD
WILLIS**

Veteran
Success Story



MILINDA RAU

VETJOBS & MILITARY SPOUSE JOBS TRAINING & OUTREACH
SPECIALIST



MAKING TIME FOR YOUR PROFESSIONAL DEVELOPMENT



Busy lives leave little room for extras. We all have hectic lives with many demands on our time. The key to setting up your life for professional development is to reorient your thinking. It is not, “How can you make time for this?”. Instead, it should be, “How can you NOT make time for this?” What you learned in the past has gotten you to where you are today. What you learn today will help you achieve a goal for career advancement and leadership in the future. This is about building your tomorrow!

Clarify what your goals are. What are your ambitions, plans for advancement, or the next level you aspire to? For many, creating a list of priorities and determining what is most relevant to your goals is the first step to making the time to meet your goals.

Set aside some structured time for learning. You can do this just like you would plan out work tasks. Incorporate it into your life in a way that works for you. Set up a regular schedule, like you need to schedule other needs such as appointments and household chores.

Set up an environment that increases productivity and separates personal from professional. Use tools and resources that are readily available to you. Shared workspaces are now available in many locations, many at no cost (USO Centers, local libraries, etc.). Set up a regular time to use these resources.

Make every minute of learning count. Research shows that we learn just as much in well-organized short chunks as we learn in large blocks of time. Choose wisely and maximize every learning minute you have available.

Give it your best energy. At the end of the day, when your energy is low, it may be harder to “get into the zone” for your learning goals. Find a time when your energy is higher, and your attention can be focused on your learning goals.

Remember, this is about your goals and building your future. Refer to your goals regularly to keep your motivation in front of you.

You are only as successful as you schedule yourself to be...

Deb Kloeppe



Candid Career.com

Welcome to Candid Career!

For the job seeker trying to explore career options, sometimes it can be overwhelming to narrow down your search. For the new job seeker, the job seeker looking to change careers, or the job seeker looking on-ramp after an extended absence from the workforce, Candid Career is a tool you can use to explore your options. Candid Career offers insights into industries and occupations from those currently working in those fields. Using a video platform, real people share honest career information to help users choose their career paths. In addition, Candid Career offers career planning tools breaking down the daunting task of choosing your career path. Military Spouse Jobs and Vet Jobs are working with Candid Career to provide this tool for our job seekers at no cost. Candid Career covers the nuances of today's job search ins and outs. Candid Career allows candidates to learn more about how to get into the industries and occupations of their choosing. All this information is shared by those who have had the experiences and worked through the obstacles from their perspective. Each video is 2-5 minutes, and candidates can explore all the videos they choose while we cover the subscription costs. Candid Career is available through our unique portal. Take advantage of this excellent tool for exploring your interests and your passions!

With the help of Military Spouse Jobs, Vet Jobs, and Candid Career, **YOUR SUCCESS STARTS HERE!**

[Military Spouses click here.](#)

[Veterans click here.](#)



Our Diversity, Equality, Inclusion and Accessibility Pledge



Our Commitment

We are committed to attracting and empowering ALL members of the military community, those in uniform and their families, who have sacrificed so much to serve and protect our great nation. We cherish their uniqueness, creativity and human spirit.

Diversity, Equity, Inclusion and Accessibility

We embrace Diversity, Equity, Inclusion and Accessibility, constantly working to ensure each of our clients, employees and partners is treated with dignity and respect.

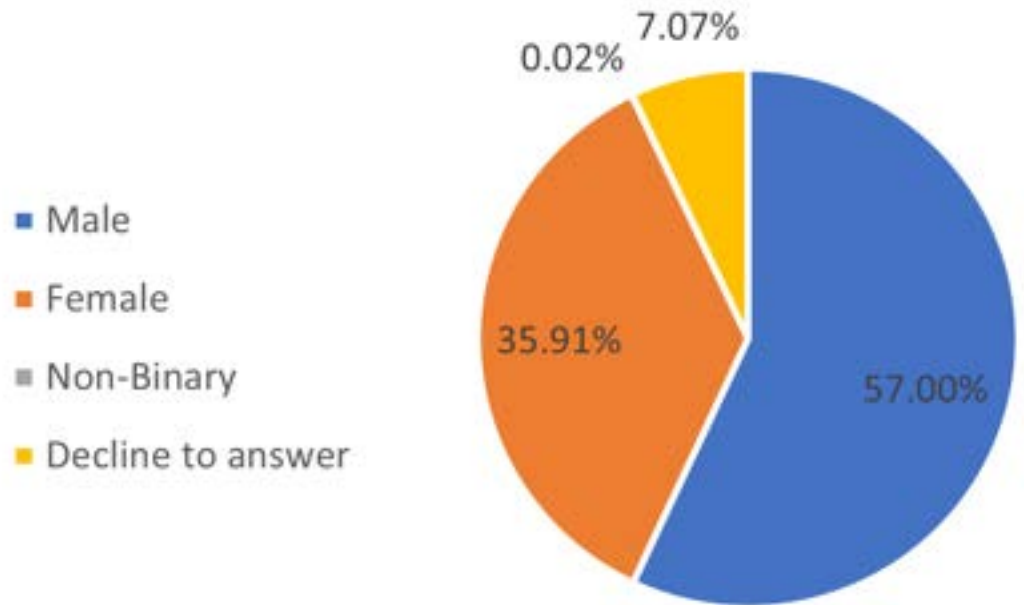
We foster a positive work environment in which individual perspectives, accomplishments, and contributions are recognized and celebrated.

Denise M. Lewis, MSML - Army (Retired) Spouse
Diversity, Equity, Inclusion, and Accessibility Senior Manager,
Employer Engagement and Community Outreach Coordinator
P: (252)621-3690 | E: dlewis@militaryspousejobs.org
www.MilitarySpouseJobs.org or www.Vetjobs.org

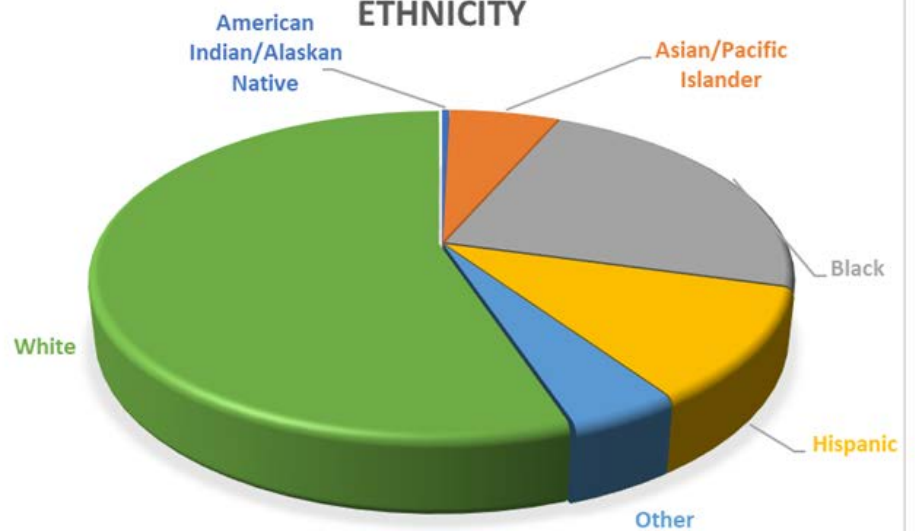
VetJobs & Military Spouse Jobs Diversity Metrics



Gender

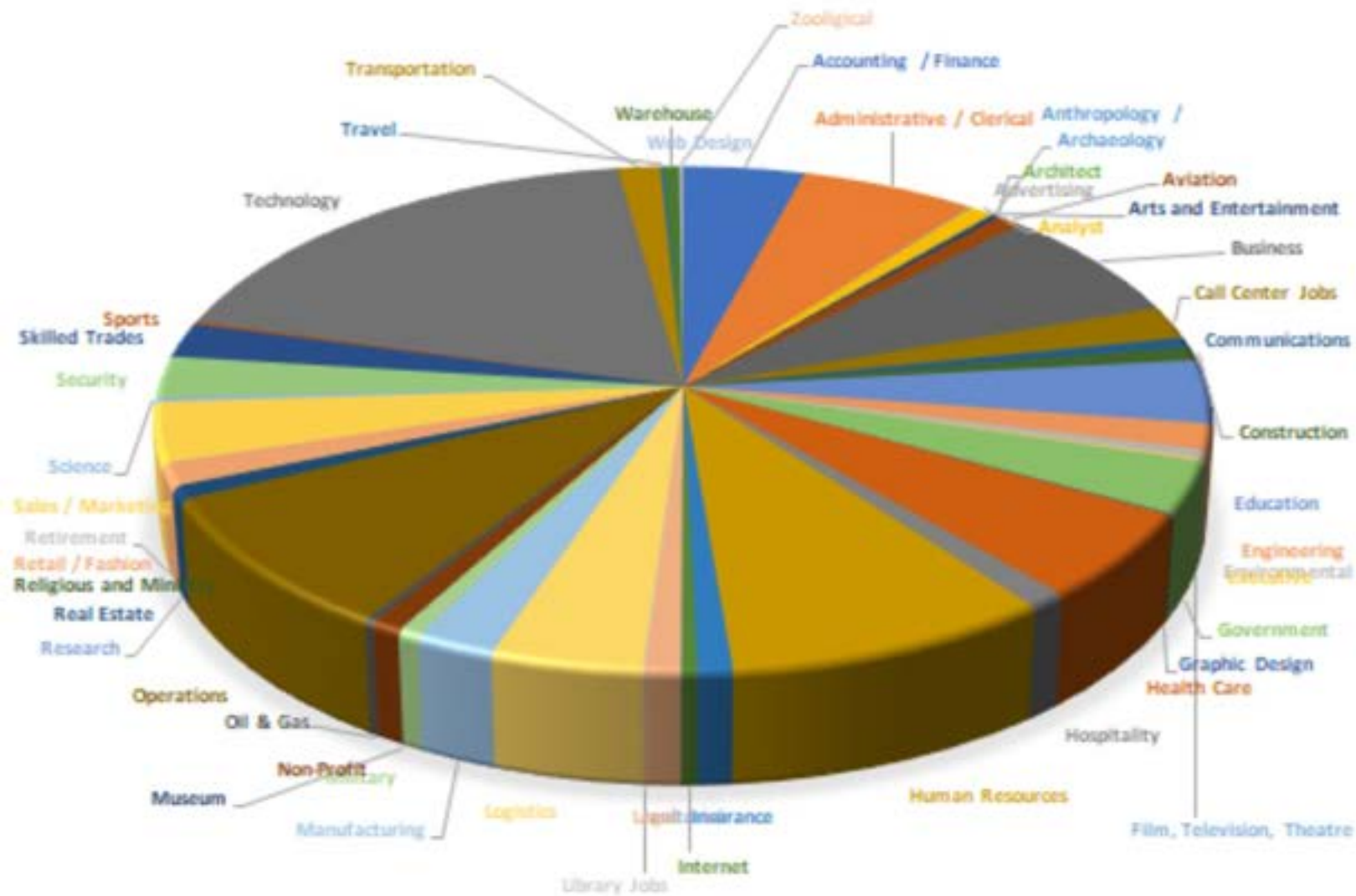


ETHNICITY



VetJobs & Military Spouse Jobs Industry Break-out

INDUSTRY



VetJobs and Military Spouse Jobs Surpass Eighty-Thousand Confirmed Job Hires for America's Military-Affiliated Job Seekers!

Ft Myers, FL, August 2022 – VetJobs (AKA Corporate America Supports You – CASY) and its sister organization, Military Spouse Jobs (AKA Military Spouse Corporate Career Network – MSCCN), are proud to announce the verified placement of over eighty-thousand transitioning service members, military veterans, retirees, National Guardsmen, Reservists, and military spouses.

"Dan Goldenberg, Executive Director for the Call of Duty Endowment, framed for me the best way to describe our historic successful job placements, said Deb Kloepfel, Founder and President, VetJobs and Military Spouse Jobs. "He said, 'Eighty-thousand verified hires could fill Yankee Stadium – TWICE!', and that's when it hit me. Looking around Yankee Stadium in my mind and filling it twice with our job placement candidates is truly historic. Eighty-thousand military families now have a fighting chance to earn a lifetime of income from our job placement services, which are also lifetime services to them."

The nonprofit 501(C)(3) organizations, chartered in 2010, were first awarded the Call of Duty Endowment Seal of Distinction in 2013. Since then, The Call of Duty Endowment has been a consistent and staunch supporter, recognizing VetJobs and Military Spouse Jobs for their outstanding work and quantifiable results each year.

VetJobs and Military Spouse Jobs operate solely through corporate grants and charitable donations at no cost to the military community they support. Furthermore, they spend ninety-six cents of every dollar in direct support of their military employment mission, making them some of the most, if not THE MOST, efficient and highest performing nonprofits in their segment.

The VetJobs and Military Spouse Jobs team consists of a highly skilled group of training personnel, career advisors, and employer liaisons, most of whom are former military members or military spouses. These hard-charging folks daily engage their employer contacts and job candidates to find the most beneficial connections for everyone involved. Their high-touch personalized style is a hallmark of the organization's success. They don't just plug open positions. They're committed to making career dreams happen.

To learn more about these wonderful organizations and their military employment mission, visit them at www.vetjobs.org and www.militaryspousejobs.org.

\$2,000 Monthly MSEJ Sponsorship



Over 1M
Readership
since 2004



VETJOBS
& MILITARY
SPOUSE JOBS

The Largest
Reader Audience
in our Military
Community

Contact Deb Kloeppel
636.357.7524
president@easy-msccn.org

MSEJ
Military Service
Employment Journal
Veterans Transition Edition

**Be A Part of the
Employment
Solution!**



Military Spouse Jobs Donation



VetJobs Donation

81,838 Verified Hires / \$500 Cost Per Hire

**\$0.96 of Every Dollar Is Spent On Mission,
as Verified by Deloitte, Via The Call of Duty Endowment**

21K Training Courses Taken By Our Candidates In 2021!

Meet our New Board of Directors

Here are the VJ & MSJ New Board Members and Advisors - We are BLESSED!



Sean Passmore

HEAD OF MILITARY TALENT
STRATEGIC SOURCING & ENTERPRISE
MILITARY & VETERAN INITIATIVES
WELLS FARGO & COMPANY

MEMBER, BOARD OF DIRECTORS
VETJOBS & MILITARY SPOUSE JOBS



Shaun Broeker, Esq

PARTNER AT THOMPSON COBURN LLP

BOARD OF DIRECTORS VETJOBS &
MILITARY SPOUSE JOBS

Meet our New Board of Directors

Here are the New VJ & MSJ Board Members and Advisors - We are BLESSED!



Angel L. Torres

SENIOR BUSINESS CONSULTANT
BOARD OF DIRECTORS VETJOBS &
MILITARY SPOUSE JOBS



Brian Cook

U.S. ARMY (RET) COLONEL / IBM AFC &
TRADOC CLIENT LEAD, AFC & FORSCOM
ACCOUNT MANAGER,
VICE PRESIDENT OF THE UNITED STATES
ARMY ASSOCIATION OF THE UNITED
STATES, AUSTIN, TEXAS CHAPTER

SENIOR LEAD ADVISOR, VETJOBS &
MILITARY SPOUSE JOBS

www.vetjobs.org
www.militaryspousejobs.org

Without Your Support, None of this Would be Possible!



MSCCN's accreditation



ACCREDITED CHARITY

CASY's accreditation

18-year 501C(3) Public Charity in Good Standing

Rear Admiral (ret) Dan Kloeppe, USN

314.749.9099

dan.kloeppe@vetjobs.org