

M
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J



Over 82,000 Verified Hires Since 2010!
Between 500 and 700 NEW Resumes each week!

WE DON'T SEND YOU TONS OF CANDIDATES;
WE SEND YOU THE RIGHT CANDIDATES!

Military Affiliated Candidates
Should NOT Be Expensive
to Employers

Military Service
Employment Journal

EMPLOYER FUNDED PARTNERSHIP PACKAGES

Ask about our "Search & Fill"
Job Placement Program for Employer Funding




A vertical strip on the left side of the page shows a close-up of the American flag, with the stars and stripes visible.

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Over 82,000 Verified Hires
SINCE 2010

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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





Our Founder and President of VetJobs and Military Spouse Jobs, Rear Admiral Dan Kloeppel, USN (Ret) was inducted into the US Veterans Hall of Fame on November 5, 2022. Well deserved Admiral Kloeppel! [To see additional information click here.](#)



[To see additional information, click here](#)

Foundation Highlight

Thank You

Dan Goldenberg
EXECUTIVE DIRECTOR
CALL OF DUTY ENDOWMENT

For supporting our mission



“To say the least, the past decade has been a turbulent time for America’s job seekers – particularly those within our military community. Most transitioning service members don’t have an abundance of resources and when they leave the service, often find themselves facing immediate relocation and unemployment.” said Dan Goldenberg, Executive Director of the Call of Duty Endowment. “To them, organizations like VetJobs are essential – a true no-cost ‘one stop shop’ for skills training, resume/interview assistance, and job placement. What’s more, VetJobs has an instinctual understanding of military job seekers. Its staff consists entirely of former military members and spouses, many of whom have experienced their share of job market challenges. Their level of care, commitment and expertise is best-in-class.”

- Dan Goldenberg

Prime Group Holdings



Prime Group is a real estate owner-operator focused on acquiring and adding value to a large and growing portfolio of self storage facilities located throughout North America. The company combines a grassroots, off-market approach to acquisitions with time-tested management methods. Prime Group's entrepreneurial investment strategy yields superior performance in an inefficient, fragmented real estate asset class.

Headquartered in Saratoga Springs, New York, Prime Group owns and manages over \$3 billion of self storage properties. Its portfolio includes more than 170 self storage facilities that contain over 12.5 million rentable square feet in a geographic footprint encompassing 24 states and 1 U.S. territory.

To learn more about this company, visit their [website](#).

Partnership Highlight



“As the lead Federal agency on veteran employment,” said Margarita Devlin, Deputy Assistant Secretary for Operations and Management, US Department of Labor, Veterans’ Employment and Training Service, “VETS looks forward to working with partners like, VetJobs & Military Spouse Jobs in the Employment Navigator and Partnership Pilot to create opportunities that ensure all transitioning service members, and their spouses can start a good career with an opportunity for advancement.”

APPROVED PARTNER
EMPLOYMENT NAVIGATOR AND PARTNERSHIP PILOT

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



Military SpouseJobs Impact Statement



MILITARY SPOUSE CORPORATE CAREER NETWORK



MILITARY SPOUSE JOBS

**MILITARY SPOUSES
IN THE WORKFORCE**

- 2021 IMPACT STATEMENT -

MILITARYSPOUSEJOBS.ORG

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[Click Here for the MSJ Impact Statement](#)

VetJobs Impact Statement



CORPORATE AMERICA SUPPORTS YOU



MILITARY COMMUNITY IMPACT STATEMENT

2021



www.vetjobs.org

1-877-696-7226

**[Click here to view the
VetJobs Impact Statement](#)**



CEO OF VETJOBS EXPLAINS WHY COMPANIES SHOULD HIRE VETERANS

By Matt Gonzales October 31, 2022



Veterans Day, observed on Nov. 11, is a celebration to honor America's veterans for their willingness to serve and sacrifice to protect the United States and its freedoms. But, retired Rear Admiral Dan Kloeppe, Founder and Chief Executive Officer of VetJobs and MilitarySpouseJobs, says one of the best ways to honor former servicepeople is to hire them.

While veterans have historically had trouble securing employment, that tide is beginning to turn: Just 2.7 percent of veterans were unemployed in September 2022, according to the Department of Labor. That is down from 3.7 percent from the same time last year.

Kloeppe, who retired from the U.S. Navy in 2004, praised organizations for their willingness to hire veterans. However, he says that some employers still harbor misconceptions about them, keeping some former military personnel from finding jobs.

SHRM Online: Going from military service to the private sector is a big transition. What kinds of questions must veterans ask themselves upon leaving the service? And what kinds of obstacles do they face?

Kloeppe: Veterans endure obstacles before they even look for a job. A major obstacle for anyone leaving active duty is that they must decide where they want to live. Do they want to stay at the location where they were last stationed? Or, do they want to return to their hometown? That is a big decision.

For instance, let's say you want to stay in San Diego. You have a house, and your kids go to a good school. But, San Diego has a ton of veterans, and finding a good job is really competitive. Picking a location where there is already a large number of veterans and the unemployment rate is high can be hard for you. So, there are a myriad of location questions that must be decided around the kitchen table.

Secondly, they must decide what field they want to be in. Will they choose the field that they served in the military? If they didn't like that particular job, do they choose something else when they enter the corporate world? That is a major decision and making that decision is time-consuming. Many folks don't make that decision until it's time to leave the service, which is a little late. They've got to think about that before they get out of the military.



SHRM Online: Many veterans lack a college degree. Is that another obstacle they must combat to secure employment?

Once they decide, now, what kind of education, training or certifications do they need to get a good job in that field? One of the things we do at VetJobs and MilitarySpouseJobs is we have career specialists, who help them make those decisions. What kind of field do you want to be in? What kinds of certifications do you have? We help them get what they need to find a job in that field.

I think that having a mentor is important in anything you do, in any industry. We have mentors, who talk people through the various jobs out there, whether it is in tech, cyber or manufacturing. It helps that someone talks them through it - what they like, what they don't like. Leaning on mentor support is critical for any veteran entering the corporate world.

Kloppel: Yes, one of the impediments that veterans face when looking for a job is their lack of a degree. But, over the last few years, more and more servicemen and servicewomen are getting degrees. If you come out of military today, you probably have a degree.

In the corporate world, in the last three years, the requirement of a candidate holding a degree is starting to diminish. A lot of companies now are taking the degree requirement out of their job descriptions in exchange for skill sets. That is an advantage for veterans who might not have a degree.

It can also be a difficult transition for a youngster who deployed a lot. They might have entered the National Guard out of high school, when they were 18 or 19, then went right into training and then to deployment. Then, when they return home, they train and leave on another deployment, and so on and so forth.

Then, the next thing you know, they're ready to get out [of the service], but they don't know anything except for what they learned in high school and going to war. They probably didn't even have a summer job. Their experience with corporate America is minimal. Veterans learn a language in the military, but corporate America has its own language. They must adapt to this new language.



SHRM Online: Are there any negative stereotypes associated with veterans in the context of the workplace?

Kloeppel: One stereotype that I ran into more when we were fighting in Iraq and dealing with IEDs [Improvised Explosive Devices] and brain injuries: Companies were worried about the effects that IEDs might have on the brain. PTSD [Post-Traumatic Stress Disorder] is another big one.

But, let me tell you, I have a nephew who is an avid bike rider. He goes on races all the time. And he's experienced accidents on bikes that cause brain injuries and have given him similar episodes that PTSD does. Many bikers were never in military. And, turns out, statistically more youngsters and adults have brain injuries in bike crashes than in combat. But, employers never ask if you've been in a bike accident. If you're worried about brain injuries or PTSD in vets, then that is misguided.

There's also a worry that folks will have a hard time adapting to being back from deploying. But, that's not a big a factor for a lot of veterans. Military folks move around often enough that they figure out how to adapt. Every unit is different; every commanding officer is different. They know how to adapt.

SHRM Online: What should employers know about veterans?

Kloeppel: I'd go back to that adaptability piece. Companies must know that veterans are adaptable. That is one of their greatest strengths, and it shouldn't be an area of concern.

They also have tremendous soft skills that they gained from the military, like loyalty, integrity and honesty. Being able to pass a drug test. Showing up to work on time. Veterans tend to stay in jobs longer. They tend to progress up the ladder faster. They seem to try harder.

People of color who are veterans are particularly used to doing these things in the military to succeed. The Department of Defense led the way in having a diverse workforce. For veterans of color to succeed early in their career, they had to work harder to do it. When they come into the corporate world, they are used to it. I see them working harder and, as a result, succeed faster.



SHRM Online: In what ways can employers support veterans?

Kloeppe: If you've hired veterans, it's prudent to have an employee support group for them. It should be made up of not just other veterans, but also civilians, who want to create a better environment for vets. Companies which do that well have better retention rates and success rates than those who do not have such groups. And, the veteran is just happier. They'll adapt quicker and work up the ladder quicker.

Some of things we've found that are problems: Companies oftentimes don't take time to build job requirements. They are not necessarily written by the person who needs that skill set. These veterans go into an interview and find out that the person hiring them is looking for something totally different than the job requirement suggests. That makes them unprepared for the interview. Companies need to flesh out those requirements and ensure they're accurate.

Another thing they'll do is put a higher salary offer in a job requirement and, when they get in the interview, they talk about a lower salary. That is just being unethical. We try to help companies adapt their methodology to make sure they're giving a veteran a proper chance to get a job at good salary.

I've been supporting veterans through our companies since 2013. I remember numerous conversations where I had to talk other companies into the goodness of hiring vets. Lately, I think, partly because of unfilled jobs, I have more companies calling me and saying, "We are so happy with the six vets you gave us last month; can we have 10 more?" That makes me happy because it proves the value of veterans to corporate America.



NUMBERS DON'T LIE

WWW.VETJOBS.ORG
WWW.MILITARYSPOUSEJOBS.ORG

NUMBERS DONT LIE

www.vetjobs.org

www.militaryspousejobs.org

83,471

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



DONATE





Military Spouse Jobs Train2Hire Program

Our Impact and Success Metrics are Phenomenal!

WWW.VETJOBS.ORG
WWW.MILITARYSPOUSEJOBS.ORG

TRAIN2HIRE

Train2Hire is a comprehensive Career Training program designed to provide Employers with industry-competitive & qualified candidates FOR high Demand, high-paying career fields.



SOFT SKILLS

Tier 1: Job Readiness Training (Soft Skills):

- Soft skill training offered virtually (LIVE and On-Demand courses).
- Courses cover job search, targeted resumes, LinkedIn 101, Interviewing, and federal applications.
- Develop communication skills to get noticed and ace the interview process.



HARD SKILLS

Tier 2: Core Competency Training (Hard Skills):

- Hard Skill training through IBM SkillsBuild.
- Courses include Agile, Microsoft, Marketing, and Professional Skills.
- Develop technical skills to qualify for high-demand industries.



CONTINUING EDUCATION

Tier 3: Credentialing & Continuing Education (Certificates and Digital Credentials):

- Credentialing and continuing education offered in collaboration with industry partners.
- Courses include TESOL, Cybersecurity, Lean Sigma Six, RedHat, and Comptia.
- Earn credentials that demonstrate technical expertise in industry.

PREMIUM CAREER TRAINING DESIGNED TO INCREASE JOB SKILLS AND \$ EARNING POTENTIAL.

www.militaryspousejobs.org/training
www.vetjobs.org/training



VetJobs & Military Spouse Jobs in the Community!

Vet Jobs and Military Spouse Jobs were honored to exhibit at AUSA's Family Forums, October 10th-12th, 2022 in Washington, DC. This year's AUSA theme was 'Building the Army of 2030.' The AUSA annual meeting helps tell the Army's story and deliver key messages to a worldwide audience. The goal of the conference is to showcase the tremendous capabilities of the Army organizations and our allies, as well as the diverse innovative systems, products, and services via exhibitors. The Family Forums highlight Army Family Initiatives and showcased organizations that support those initiatives. There were over 600 exhibits and 20,000+ attendees.



Denise Lewis, Senior Lead, DEIA Initiatives(VJ and MSJ); Angie Fair, Arm-Me Up Program Manager (MSJ); James Schmeling, J.D., President and CEO of The National Defense University Foundation and Board Member for VetJobs & Military Spouse Jobs



How We Work with Employers

We receive 500-700 NEW military affiliated applicants a week. We don't send you hundreds of candidates for your jobs - We send you the RIGHT candidates for your jobs

- Job Posting
- Direct Recruitment through Recruiter Connect™
- Mass Marketing Approach to Showcase Your Jobs
- Qualified Candidates – 100% Vetted
- Training to help Your Team Increase Military & Veteran Hiring
- Training Programs Designed to Meet Hiring Demands



www.Vetjobs.org



www.militaryspousejobs.org

Deb Kloepfel, President@casy-msccn.org
636.357.7524

Significant Candidate Pipelines of VetJobs & Military Spouse Jobs

Transitioning Military, National Guard, Reserves, Retired, Veterans, Wounded Warriors



Federal Tax ID 20-1130252

Military Spouses, Active, Reserve, Guard, Retired, Caregivers, Parents of Military, Military Youth of Working Age



Federal Tax ID 20-2071552

Additional Applicant Pipelines for VetJobs



Additional Applicant Pipelines for Military Spouse Jobs



- VetJobs serves all Military Members, Guard, Reserves and Veterans
- Military Spouse Jobs serves all Military Spouses, Extended Military Families, Caregivers, Survivors, and Military Youth of working age.
- ReC3ON for Cadets
- National Guard Employment Network (NGEN)
- P3 Public Private Partnerships U.S. Army Reserve
- Survivor Employment Network with TAPS / Tragedy Assistance Program for Survivors
- Women's Workforce ReEntry Program - extended military family employment outreach
- Army Spouse Employment Pipeline
- LOVE the Guard Program

DONATE



ARMY SOLDIER FOR LIFE

STACY BAYTON

MARINE CORPS VETERAN

MILITARY SPOUSE

SENIOR VICE PRESIDENT, VETJOBS & MILITARY SPOUSE JOBS

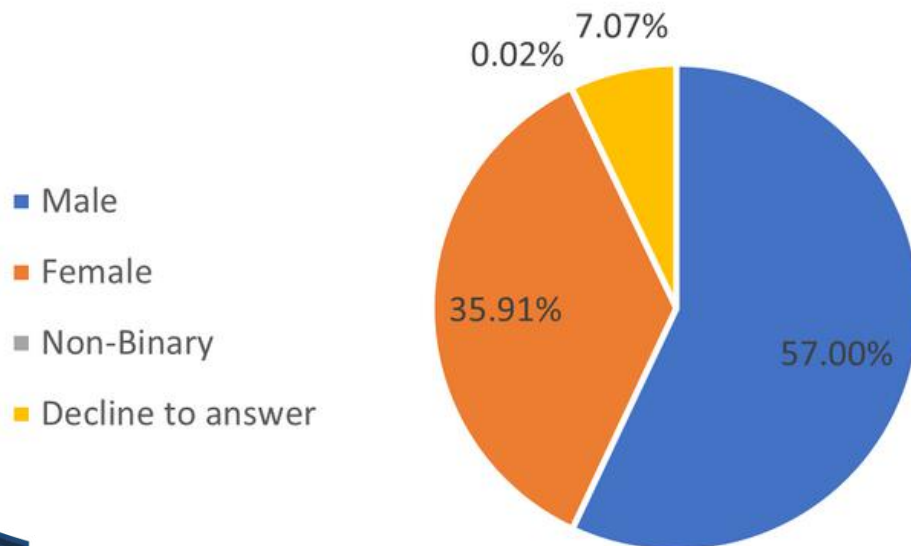


If you missed the latest U.S. Army Soldier For Life episode, "U.S. Army Soldier For Life with Stacy Bayton", here is your chance to watch it again and learn more about what VetJobs can do for you and your future.

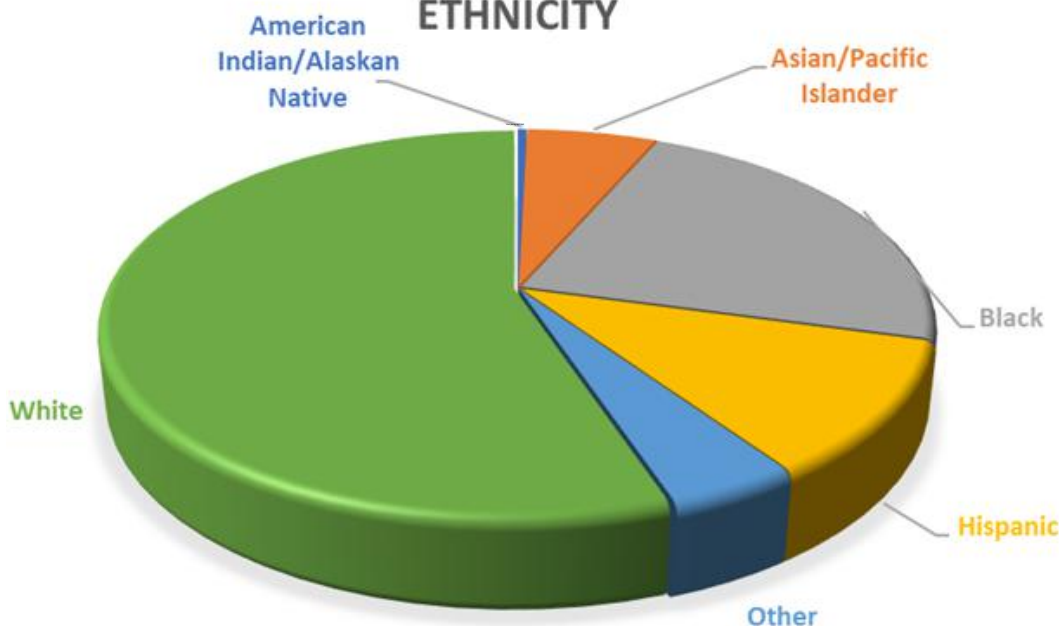
[CLICK HERE TO WATCH](#)

VetJobs & Military Spouse Jobs Job Diversity Metrics

Gender



ETHNICITY



Candidate Connection to YOUR Jobs

Employers: Our Search-and-Fill Process

VetJobs and Military Spouse Jobs offers an innovative *search-and-fill process*, which flips the normal, and EXPENSIVE, way candidates connect to recruiters. We do ALL of the heavy lifting. Our Recruiter Connect Specialists fill your jobs by acting as YOUR search "engine" when moving QUALIFIED Veterans and Military Spouses into your open job requisitions. Qualified Veterans and Military Spouses are sent directly to your recruiter's desktop.

VetJobs & Military Spouse Jobs Employer Engagement Contact:

Deb Kloeppe, 636.357.7524 / president@easy-msccn.org

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). 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.

[Click Here for Employer Packages Donations](#)

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

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.

\$2,000 Monthly MSEJ Sponsorship



Over 1M
Readership
since 2004

VETJOBS
& MILITARY
SPOUSE JOBS

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Military Service
Employment Journal
Veterans Transition Edition

The Largest
Reader Audience
in our Military
Community

Contact:
Deb Kloeppe
636.357.7524
president@casymccn.org

Thank you for your support!



MSCCN's
accreditation



**ACCREDITED
CHARITY**

CASY's
accreditation

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

Rear Admiral (Ret) Dan Kloeppe, USN

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