

AI IS CHANGING THE RULES. VETERANS STILL WIN.



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BLUF: Veterans and military spouses are uniquely qualified to THRIVE in this new AI driven employment market.

Jobs that for decades have taken place in front of a screen are rapidly being disrupted. Human-centric and leadership type roles are proving to be resilient in the face of the largest employment disruption since the industrial revolution.

The labor market is not collapsing—but it is being quietly rewired. Recent research, including Anthropic’s analysis of AI’s labor market impacts, shows that AI is rapidly reshaping hiring behavior, particularly in roles with high exposure to automation. The most immediate effect is not mass layoffs—it is a hiring slowdown, especially for entry-level and mid-level white-collar roles. Employers are redesigning jobs around AI, reducing the number of openings while increasing expectations for those that remain. The result is a more competitive, less forgiving job market—one that is especially challenging for veterans, military spouses, and transitioning service members trying to gain initial footholds in the civilian workforce.

This disruption is not evenly distributed. Five categories of work are particularly vulnerable:

- Administrative and clerical roles
- Finance and accounting
- Customer service
- Marketing and content production
- Entry-level technology roles

These jobs rely heavily on repeatable cognitive tasks—the exact functions at which AI is rapidly improving.

At the same time, five categories are proving far more resilient and, in many cases, growing:

- Healthcare and caregiving
- Skilled trades
- Logistics and supply chain
- Advanced technical and engineering roles
- Leadership and human-centered professions

The dividing line is clear: jobs that depend on routine processes are being compressed, while those requiring judgment, adaptability, and real-world execution are expanding.

For veterans and military spouses, this creates both risk and enormous opportunity. Your experience—leading teams, executing under pressure, managing logistics—is naturally aligned with the resilient side of the economy. But the market does not automatically recognize that. And the data is increasingly clear: the early impact of AI is a “squeeze” on hiring, not just a shift in skills. That means more applicants competing for fewer roles, longer job searches, and greater penalties for misalignment. Going it alone in this environment is not just inefficient—it is strategically risky.

There are three actions you should take immediately;

First, do not job hunt alone—plug into a system with direct employer access and proven placement pipelines. In a tighter market, access beats effort.

Second, translate your military experience into skills aligned with resilient industries, especially operations, logistics, leadership, and skilled trades—roles where AI augments rather than replaces human capability.

Third, build working fluency with AI tools and modern workflows, because employers are increasingly selecting for candidates who can operate in AI-enabled environments.

These are not theoretical recommendations—they are exactly what high-performing employment platforms like VetJobs and Military Spouse Jobs are already doing at scale.

The urgency here is real, but so is the solution. In 2025, VetJobs and Military Spouse Jobs facilitated more than 10,000 career placements at an average salary of \$88,500. That is over 195 confirmed hires every week of the year. That is not just impact, it is proof of execution in a changing market. As AI continues to reshape the workforce, the difference between success and struggle will come down to positioning. Veterans and military spouses who align early, move into the right sectors, and leverage proven systems will succeed. Those who don't will face a narrowing set of opportunities. In this market, success is not about working harder. It is about moving smarter, faster, and with the right support behind you.

LOOKING FOR CAREER GUIDANCE IN THE AI-CHANGED WORLD?

Connect with our career coaches at militaryspousejobs.org or vetjobs.org.