

MSEJ

MILITARY SERVICES EMPLOYMENT JOURNAL

Over 84,000 verified hires since 2010

Employer funded partnership packages



OUTREACH - A YEAR OF IMPACT!

Salute2Industry with UPS

Employer Highlight: Trust Consulting Services

DECEMBER 2022





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Employers: You are the Gift that Keeps Giving

The workplace changed significantly in 2022 and quite honestly, in some very confusing ways. Remote work took the headlines, as corporations and small businesses struggled to bring workers back to their onsite locations.

In short, many workers didn't want to return to the office. Why? Many of them found they were more productive when working from home.

Since 2004, our teams here at VetJobs and Military Spouse Jobs, have always worked from home as Independent Contractors. I tried to make them employees in 2016, and almost had a mass resignation for doing so.

My Team wanted to remain as Independent Contractors; giving them the choice mattered to them greatly. I cannot think of a better way to balance the home life and work life of our paid professionals, when building a work culture that demands peak performance - THEIR way. Therein lies the secret sauce of our 19 year successful track record: Dan and I demand peak performance from our Team, and allowing them to find their success in our organization - their way. Trustworthiness is EVERYTHING in our organization.

In 2023, I'm going to share the tried and true ways to build a team, such as ours. A Team that knows how to perform INDEPENDENTLY of constant supervision and micro management. Believe me, I tried to micro manage my team in 2004, and it was a disaster! Lesson learned. My monthly articles will show employers how to create, maintain, then retain peak performers who need to work remotely and independent of constant daily directives and management. View the next page to see for yourself the magnificent VERIFIED metrics performed by our team of independent contractors who work remotely from home. Retaining great talent is our specialty. Through experience, we learned what never to do when retaining GREAT talent. We are THE experts in peak performance and retention in a remote work environment. We are second to none.

by: Deb Kloepfel, Founder and President, VetJobs & Military Spouse Jobs



84,000 Verified Hires
SINCE 2010

10M VA OUTREACH
Our Weekly Jobs Highlighted in VA Newsletter

4.5 MILLION
Jobs Available on our JobBoard

258,230
Candidates in Databases as of December 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

235,000+
Following on Social Media



VetJobs and Military Spouse Jobs Senior Leaders



Rear Admiral Dan Kloepfel
USN (Ret.), Founder & CEO



Deb Kloepfel
Founder & President



Stacy Bayton
Sr. Executive Vice President



Denise M. Lewis, MSML
Director of Diversity, Equity,
Inclusion & Accessibility Initiatives



Amy Rossi
Co-Founder,
Director of Training



Jennifer Quimby
Director of Finance & Administration



Jamie Dale
Director of Technology



Danielle Trosclair
Director of Community Engagement



Bianca Nafpliotis
Director of Human Resources



"We believe in powerful impact and verified metrics. 2022 proved to be a pivotal year for impact and program sustainability" Deb Kloepfel, Founder & President, VetJobs and Military Spouse Jobs



OUTREACH 2022

WHAT A YEAR IT HAS BEEN!

Outreach is an activity of providing services to any populations who might not otherwise have access to those services. A key component of outreach is that the groups providing it are not stationary, but mobile; in other words, they are meeting those in need of outreach services at the locations where those in need are to be found.

It has been a crazy past few years but we are happy to be out again, sharing the mission of Vet Jobs and Military Spouse jobs. Over the past year, our outreach teams have attended over 150 events nationally - from Montana to DC and everywhere in between! Our teams are reaching those in need and sharing the tools and resources necessary for successful job placement and career progression. Please enjoy a collage of photos we put together to recap the year of events we attended.



1486th Drill Weekend
V2I monthly Networking
Onward to Opportunity
Pittsburgh Cohort
Meet and Greet Richmond
Recruiting Battalion
63rd RD Yellow Ribbon
99th YRB

Military Spouse Night
P30 Brief to 716th QM
Dog Tag VSO Event
FedEx Ground Hiring
SEA AIR SPACE
(NAVY LEAGUE)
Indiana State
Association Meeting
Air National Guard
Senior Leader
Conference
Onward 2 Opportunity
Employer Panel
Ignite and Unite Milspo
Fest
Cornerstone
Commander's
Spouses Workshop

Transition Luncheon
Modern Day Marine
Hiring our Heroes
Military Spouse
Employment Summit
Pittsburgh Veteran
Employment Summit
28th Annual National
Military Survivors
Seminar
AAFMAA Annual
Meeting
Veterans ASCEND
Ft Knox Advance Camp
FL State Association
VA National Guard 2022
State Conference
Disney Institute
Veterans Summit
VJM 10th Anniversary
Indiana State
Association Meeting
Food Truck Battle at the
Yellowstone Veteran
Fundraiser

NGAUS briefing at CAP
Meeting
Association of the
United States Army
Chicago Veterans 247th
Navy Birthday
Celebration
WRNMMC OWF
Federal Internship and
Employment Fair
MSEP/SAN
Fall into Readiness
NG Resource Event
Women Veterans
Resource Fair
Wounded Warrior Care
Beyond Duty
IL National Guard Career
Fair
Global Landscape &
Geopolitics of Space
Duquesne University -
Student veterans
gathering
Career & Volunteer Fair

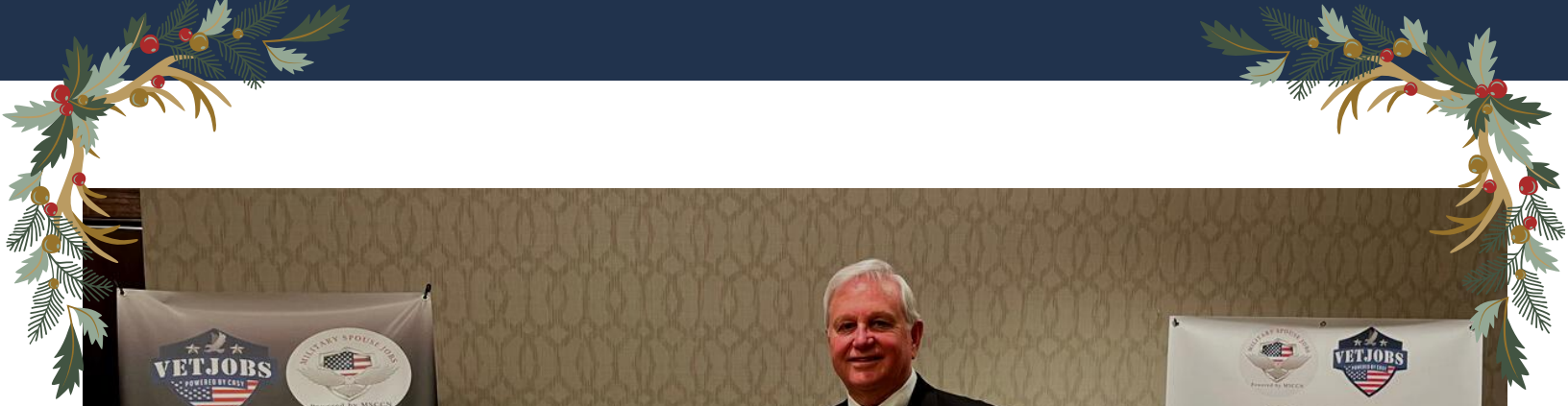


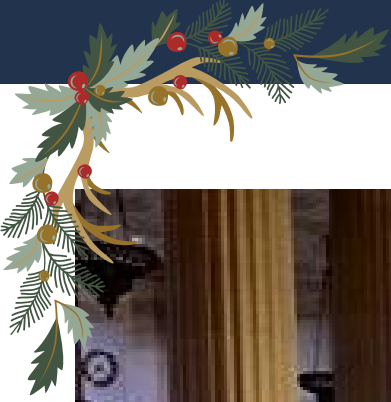
2022 OUTREACH EVENTS

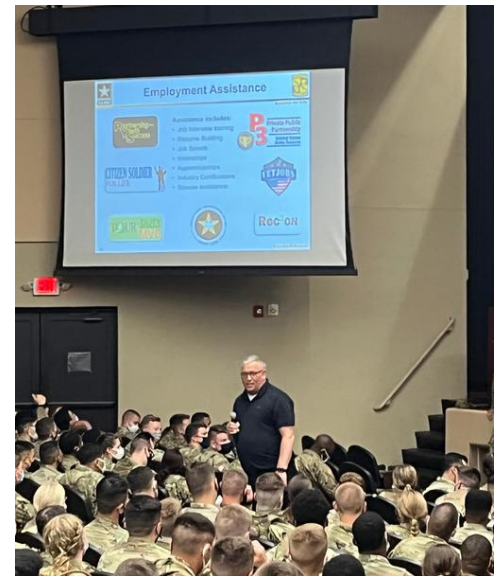


VETJOBS & MILITARY SPOUSE JOBS
2022 OUTREACH IMPACT!











Salute2Industry



Sandy Artman and Stacy Bayton have a candid discussion with Rosemary Hughes and Damion Hunter from UPS. Rosemary and Damion will share how they came to work for UPS, what they have achieved within the company, and the career benefits that UPS provides to its employees both internally and externally. UPS has so much more to offer beyond driving the big brown truck! At a time when so many companies are starting to layoff employees, UPS is ramping up hiring, and not just for the holidays!



Stacy Bayton, Sr. Executive Vice President at Vet Jobs & Military Spouse Jobs

Watch Here



Sandy Artman, VetJobs National Employer Engagement Senior Manager



Rosemary Hughes Community Relations contact for the Chesapeake and Mid Atlantic Districts under Corporate Affairs, UPS



Damion Hunter, Package Division Manager at UPS

Trust Consulting Services

trust
consulting services

Trust Consulting Services, Inc. (Trust) provides cost-effective, customer-focused, and scalable solutions to a wide range of government organizations. Their staff is made up of highly qualified individuals that provide on-site assistance as well as reach-back services from corporate headquarters. Commercial, local, state and federal government entities are among their clients.

Trust Consulting Services have the necessary training and understand your expectations. Trust presently employs approximately 500 seasoned experts who serve 17 different government entities. This expertise has provided them with a comprehensive understanding of the federal market and what it takes to be a government contractor. With their seamless, low-risk services, Trust is well-positioned to use our experience and talents for other organizations.

Trust delivers a unique experience, with skilled and thoughtful advisors as well as flexible, customizable techniques, all focused on the proper outcomes for your organization to give you excellent management services. With their current delivery techniques, accelerators, and technologies, they improve the quality and speed of our work to give you the best management services.

To learn more about this company go to their [website](#).

Non Profit Partners



Curtis Drafton

Founder and Chaplin, US Veterans Hall of Fame

"America's greatest assets are the men and women who looked at our Constitution, then looked at our communities, and pledged to valiantly defend the values and morals of our nation. Now, and forever, the nation will owe these brave individuals a debt for their sacrifice... some of which gave the ultimate sacrifice. So, with smiles on our faces and spirit in our steps, let's make the world better for our veterans by helping them with the things they need after they have hung up the uniform! Let's truly welcome them home by making every square inch of the nation look and feel like the land they are so proud to have defended!" - Curtis Drafton

The mission of the US Veterans Hall of Fame is to pay public tribute to the men and women of prior military service who exemplify great character and service.

For more about their mission and organization please visit [their website here.](#)





We would like to send a huge holiday THANK YOU to Meta and TechSoup for the donation of 15 Portal Plus devices. Their generous donation will assist our mission by allowing our remote teams to connect more efficiently and seamlessly while attending community events, and so much more!



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 Spouse Jobs Impact Statement



MILITARY SPOUSE CORPORATE CAREER NETWORK



**MILITARY SPOUSES
IN THE WORKFORCE**
- 2021 IMPACT STATEMENT -

MILITARYSPOUSEJOBS.ORG

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

[DONATE](#)



VetJobs Impact Statement



CORPORATE AMERICA SUPPORTS YOU



MILITARY COMMUNITY IMPACT STATEMENT

2021



www.vetjobs.org 1-877-696-7226

[Click here to view VJ Impact Statement](#)



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





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

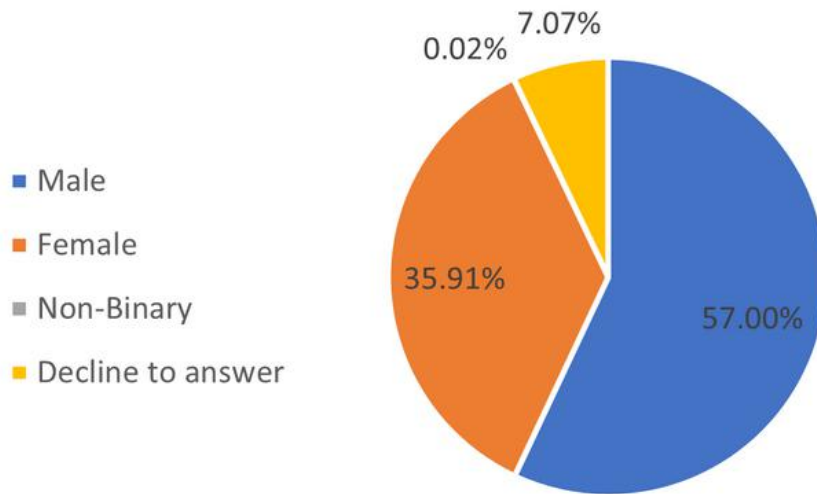
DONATE



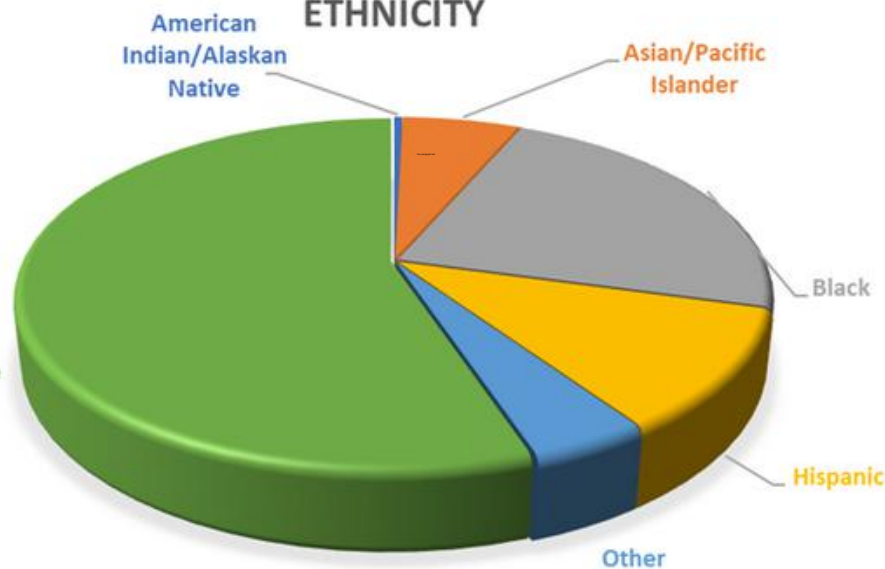
VetJobs & Military Spouse Jobs Job Diversity Metrics



Gender



ETHNICITY



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 for our recruiters. 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@casy-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.

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

MSEJ

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!



Pernod Ricard



Deloitte.



DirectEmployers



BOB WOODRUFF FOUNDATION



Prudential

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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