



# Production Leaders for Military Talent



DUTY CALLS - WE DELIVER

Some partnerships are built on strategy. Others are built on trust, shared experience, and the people behind the mission. The partnership between VetJobs, Military Spouse Jobs, and Hiring Our Heroes reflects both, and at the center of that connection are Elizabeth O'Brien and Deb Kloepfel.

Both Elizabeth and Deb are military spouses who understand firsthand the realities of building a career while navigating military life. Frequent moves, disrupted career paths, changing professional licenses, and the uncertainty that often comes with service are not theoretical challenges to them. They are lived experiences. That perspective has shaped a shared commitment to ensuring military spouses have access to meaningful careers, long-term stability, and economic opportunity.

Their connection is more than professional. It is personal. Both leaders have dedicated their work to helping military spouses move beyond temporary employment and into careers with growth potential, flexibility, and lasting impact. That shared purpose has helped strengthen the relationship between VetJobs and Hiring Our Heroes, transforming aligned values into measurable outcomes for families across the country.

A clear example of that partnership in action is the Collective, an initiative launched by Hiring Our Heroes in 2025 to create a stronger, more connected employment ecosystem for the military community. As more programs and services entered the space over time, finding the right support often became more difficult for the very people those resources were designed to help. The Collective was built to change that.



## **The Collective Founding Partners**

*Image sourced from Hiring Our Heroes, 2025 Annual Report*

Instead of organizations working in silos, the Collective brings together proven nonprofits, employers, and training partners to coordinate efforts and maximize impact. By sharing knowledge, aligning services, and reducing overlap, the initiative creates a smoother path for veterans and military spouses seeking career support. The result is a more effective system where individuals can access the right opportunities, guidance, and resources without having to navigate the process alone.

Members of the Collective include AWP, FourBlock, Hiring Our Heroes, NextOp, Syracuse University's D'Aniello Institute for Veterans and Military Families, Hire Heroes USA, and VetJobs. Together, these organizations represent a united commitment to helping military-connected talent thrive in the workforce.

For more than 22 years, VetJobs and Military Spouse Jobs have built a high-impact model centered on results. Recognized by the Call of Duty Endowment as the nation's most efficient nonprofit since 2014, the organization continues to connect employers with military-affiliated talent through zero-cost services and one of the nation's largest military talent databases.

Hiring Our Heroes has earned a similar reputation for leadership and innovation, particularly in military spouse employment. Its programs continue to open doors for families seeking flexible, meaningful, and sustainable career opportunities.

Together, Elizabeth O'Brien and Deb Kloepfel represent what is possible when leaders with shared experiences and shared values choose collaboration over competition. Their work is creating meaningful change in the lives of military spouses every day.

Because when women who understand the challenge lead the mission, the impact is real.

# Looking for Career Assistance?

Connect with our career coaches at [militaryspousejobs.org](https://militaryspousejobs.org) or [vetjobs.org](https://vetjobs.org).