

Duty Called - They Answered - They Deserve A Career

MSEJ

Military Services Employment Journal

Truth & Transparency are Cornerstones for
VetJobs and Military Spouse Jobs

84,949 verified hires since 2010



VetJobs & Military Spouse Jobs
have been leaders in employment for the
Military and Veteran Communities since 2004

Inside this Issue

- USAR & VetJobs Longtime Trusted Partnership
- DOD & Hiring our Heroes Military Spouse Internship Program at No-Cost to Employers
- How We Serve Employers & Job Seeking Candidates

January, 2023

A vertical graphic of the American flag, showing the stars and stripes, is positioned on the left side of the page. The stars are white on a blue background, and the stripes are red and white.

Table of Contents

3. VetJobs and Military Spouse Jobs Senior Leadership
4. Numbers Don't lie
5. Why We LOVE Audits, Vetting Procedures, the IRS and Ratings from Charity Guardians of Truth & Transparency
6. Call of Duty
7. Better Business Bureau "Best in Practice"
8. Compliance is Key
10. Approved Partners
11. VetJobs & USAR P3 Partnership / Years of Collaboration
12. Train2Hire
13. Salute to Industry
14. eLuma- Employer Partner Highlight
15. Hiring Our Heroes MilSpouse Internship Program at No-Cost to Employers
16. Rosie Network
17. VetJobs Impact Statement
18. Military Spouse Jobs Impact Statement
19. How We Work with Employers
20. VetJobs and Military Spouse Job Metrics
21. Diversity Metrics
22. VetJobs & Military Spouse Jobs RecruiterConnect Network Highlight
23. Milinda Rau's "New Year - New Career Plan"
24. Candidate Connections to Your Job
25. How We Work with Our Candidates
26. Candidate Highlight- Wayne Lacey
27. VJ Success Story
28. MSJ Success Story
29. Hot Jobs!
30. \$2,000 Monthly MSEJ Sponsorship
31. Thank you to our supporters and funders!

VetJobs and Military Spouse Jobs Senior Leaders



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



Deb Kloeppe
Founder & President



Stacy Bayton
Executive Vice President



Danielle Trosclair
Chief Operations Officer



Amy Rossi
Co-Founder,
Director of Training



Jennifer Quimby
Chief of Finance &
Administration



Jamie Dale
Director of Technology



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



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 Kloeppe, Founder & President, VetJobs and Military Spouse Jobs

NUMBERS DON'T LIE



84,949

of Military Service Members, Vets, and their Families Placed since 2010

3.5 Million

Total Jobs Available from Direct Employers and All Employer Partners

500 - 700

New registrants a week

10 Million

VA Outreach

250,000+

Active Registrants
Currently in the Database

27,000+

Training Classes Completed in 2022

300 %

Average Increase in
Training Course Participation Post-COVID

63,000+

of Training Classes Completed Since
2010

\$4.7 Million

Donation Dollars in 2022

\$5.5 Billion

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

\$0.96

Amount of Every Dollar Donated Spent on
the Mission



www.vetjobs.org

www.militaryspousejobs.org





Why We LOVE Audits, Vetting Procedures, the IRS and Ratings from Charity Guardians of Truth & Transparency

*By Deb Kloeppe, Founder and President
VetJobs and Military Spouse Jobs*

We at VetJobs and Military Spouse Jobs are well known to the military and government communities. We are proven performers in the areas of production, efficiency, and compliance. As such, we are grateful for any opportunity to validate our financial and legal records, as well as our processes and procedures.

Being audited and vetted by the IRS, the Better Business Bureau's Wise Giving Alliance, and the Corporate and Family Foundation, causes us no worry. Our compliance policies are sound. We simply approach each audit as a learning opportunity - an chance for us to become more transparent productive, efficient, and capable fiscal managers.

We NEVER consider ourselves owners of the funds we take in, rather responsible custodians. Every penny we take in is committed as it was intended - as a GIFT to our military family.

For over 19 years, we have never budged from our pledge to commit 96 cents of every donated dollar directly to our mission. Think about that for a moment. We literally spend 96 cents of EVERY dollar on our mission, and we're extremely proud that has been validated by the Better Business Bureau's Wise Giving Alliance, the IRS, and the Call of Duty Endowment (CODE).

Every year, CODE subjects us to a rigorous week-long review that inspects EVERY penny and EVERY hire we report - every one! And, for over nine years, we have never had a single negative finding. How many nonprofits can claim the same?

Because we believe that everything we do must be backed up by documented data, we invite anyone to examine our unmatched fiscal responsibility, financial oversight, corporate governance and mission transparency.



The Call of Duty Endowment Weeklong Audit, via Deloitte 2022 Results: No Findings

Call of Duty Endowment (CODE) for VetJobs — FY2022

Assessment Areas	Risk	Results	Recommendations
1. Administrative expenses and human resources/payroll costs	●	<p>Administrative expenses and human resources/payroll costs appear reasonable:</p> <ul style="list-style-type: none"> In reviewing the FYE 12/31/21 and year-to-date 2022 financial records, Deloitte determined that VetJobs' administrative expenses were 1.4% and 1.8% and program expenses were 97.5% and 96.8%, respectively. The expense line items were compared to that of three other similar organizations and found to be in line with industry guidance. Deloitte noted an overall high quality of accounting processes, as expenditures are tracked in QuickBooks, and processes are well-documented and detailed. Deloitte also confirmed that all payroll and timesheets undergo an approval process before implementation. Deloitte obtained the FYE 12/31/21 and year-to-date 2022 Payroll Reports. These were analyzed using the year-to-date expense disbursement report and accompanying bank records. All human resources and payroll costs appear reasonable for the employees and executives of the organization. Deloitte tested the accuracy of payroll by haphazardly selecting 4 biweekly payrolls with invoices reports and reconciled it to the payments made for the biweekly period in contractor payments and payroll summary reports. The total pay for each period in the payroll matched the payments made. Further, the contractor's rate and/or bonus and employee salaries were appropriate. All human resources and payroll costs appear reasonable for the employees and executives of the organization. <ul style="list-style-type: none"> Recommendation: Deloitte noted independent contractor invoices included MSCCN, their sister company, although VetJobs now documents all services provided by contractors separately from MSCCN. Given the contractor invoices and payments made only affected VetJobs' financials this did not result in an exception. 	<p>Recommendation: Ensure all documentation related to VetJobs is separated from documentation for MSCCN as the entities are now completely independent of each other.</p> <p>No exceptions.</p>
2. Key metrics, performance indicator or other objectives deemed significant under the program's guidelines/requirement in evaluating program effectiveness	●	<p>The nature of services provided by the programs appears to be in line with the organization's mission statement. Services are provided to eligible veterans only, and services are measured against established key performance indicators:</p> <ul style="list-style-type: none"> VetJobs provides free employment readiness, vocational training, skills assessment, and gap skills solutions to veterans and one-on-one job placement services for all transitioning service members, National Guard, Reserves, and veterans. The organization provides its core services virtually, eliminating the need for brick-and-mortar locations. Confirmation of eligibility for VetJobs offered trainings and programs is verified through the BrassRing system built by IBM. In an initial survey, candidates are required to provide military rank, branch of service, status, military installation, and unit. As VetJobs staff are military affiliated, there's an understanding of whether the candidates are eligible and monitor branch of service and military status to ensure that all placements are veterans. Long-term expansion plans to continue increasing the number of veterans and employees through further partnerships and fundings. Further, VetJobs have secured funding from a local foundation in Chicago to have a small team there and expand their services to the Chicago area. In FYE 12/31/21, 5,229 veterans were hired, and program expenses were \$ 3,519,656. As such, cost per veteran hired was \$673. From 1/1/2022 to 7/3/2022, VetJobs placed 2,779 veterans were hired with \$1,682,968 in program expenditures. As such, cost per veteran hired was \$606. 	No exceptions or recommendations noted.
3. Background Checks, Policies and Procedures & Training	●	<ul style="list-style-type: none"> Background checks for key executives were performed with no risk factors identified. Policies and procedures are well-defined and communicated, and human resource policies including onboarding are well-defined. VetJobs starts all new hires with a one-week onboarding period, where all new hires sign paperwork and obtains trainings in administrative processes, PII, working from home etiquette, and learning systems used at the organization. 	No exceptions or recommendations noted.
4. Financial stability of the organization	●	<ul style="list-style-type: none"> In reviewing the FYE 12/31/21 and year-to-date 2022 financials, Deloitte determined CODE's grant comprised 51.7% and 79.2% of VetJobs' donations, respectively. Other major funders during the 2021-2022 period include Schultz and Wells Fargo with donations of \$1,500,000 and \$150,000, respectively. VetJobs had mostly unrestricted donations in FYE 2021 with total unrestricted funds being \$4,329,175 and restricted funds at \$510,784 (ratio about 8.48:1). In YTD 2022, total unrestricted funds are \$2,600,166.97 and restricted funds are \$681,500 (ratio about 3.82:1). VetJobs hired an independent auditor to audit the organization's financial statements for FYE 12/31/21 and will continue audits annually as required for grant applications. In FYE 12/31/21 and YTD 2022, VetJobs was operating at a net gain of \$1,222,784 and \$1,434,971, respectively. 	No exceptions or recommendations noted.

January 15, 2023

LEGEND: ● The organization should consider recommendations for internal improvement
 ● CODE should perform incremental assessments of the organization
 ● CODE should evaluate observations prior to providing donations

For 9 years in a row, VetJobs has remained the NUMBER ONE nonprofit success for the Call of Duty Endowment, with ZERO findings each year of the arduous week-long audits. We remain their most efficient, productive and transparent nonprofit.

Better Business Bureau, Wise Giving Alliance, Selects VetJobs and Military Spouse Jobs as "Best in Practice" via BBB WGA's Building Trust Series

[Dan Kloeppe BBB WGA Building Trust Video](#)

[Click Here](#)

[Deb Kloeppe BBB WGA Building Trust Video](#)

[Click Here](#)

[MSCCN's accreditation](#)



**ACCREDITED
CHARITY**

[CASY's accreditation](#)

[Click here](#)

[Click here](#)



[For Charities](#) [For Donors](#) [How](#) [Q](#)

[Support Giving](#)

Helping Donors Give Wisely

Helping charities build trust. [Learn more](#) about the free accreditation process.

Which charity report are you looking for?

Enter a charity name...



[A-Z National Charity List](#)

Compliance is Key

To us, the organizations on the right are the guardians of truth and transparency for the nonprofit organizations which serve our nation's military. They are to be commended for calling out unscrupulous business practices against our nation's military outreach.

If you don't see any of these emblems listed on the Charity you wish to donate to, STOP and consider charities which have earned their endorsement. We are humbled and honored to hold the seals of distinction from each of these guardians of truth and transparency.

Deb Kloeppe



[Click here](#)



[Click here](#)



[Click here](#)



[Click here](#)

We are held to rigorous standards by aligning VetJobs and Military Spouse Jobs with the programs listed on the right. We operate as a significant personnel support augmentee with the National Guard, Veterans Administration, USAR P3 program, as well as, the Army, Navy, Marine Corps, Air Force, Coast Guard and Space Force.

View our Memorandums of Understanding (MOU) from each Branch of the Armed Forces

[Click Here.](#)



VA



U.S. Department of Veterans Affairs





“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.



Our Longtime Partnership with the USAR P3 Program



Danette Hayes

Danette Hayes, VetJobs Senior Program Manager for the VetJobs Reserve Component Program, and Melissa Hein, VetJobs Director of Community Engagement, recently travelled to San Antonio, Texas to talk with Employment Counselors from the USAR Private Public Partnership (P3) about "A Day in the Life of a VetJobs and Military Spouse Jobs Career Specialist."

VetJobs and Military Spouse Jobs have successfully partnered with the USAR P3 program for over six years.



Melissa Hein

During their trip, Danette and Melissa gave a comprehensive briefing and conducted training on the newest updates to the VetJobs' and Military Spouse Jobs' technology platform. They also reviewed past processes and gave the USAR P3 team some winning strategies for professional and technical development. VetJobs and Military Spouse Jobs support the USAR P3 Partnership with Infinite technology, which equips Employment Counselors with powerful tools to successfully manage candidates from registration to hire.



PRIVATE PUBLIC PARTNERSHIP
U.S. ARMY RESERVE



Six Years of Trusted Partnership

Melissa Whitaker, USAR P3 Counselor, Left

Melissa Hein, VetJobs Director, Community Engagement, Right



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 and Military Spouse Jobs have created a series to highlight our Employer Partners. The Salute2Industry video series is a way for us to promote our vetted employers and share their opportunities with our candidates. We understand the difficulties our transitioning veterans and military spouses face while trying to find the right career path. We hope this series becomes a good resource to help keep them moving forward on their employment journey.

Follow us on social media for our latest episodes and check out our website for a look at all the available videos.

www.vetjobs.org and www.militaryspousejobs.org

The Salute2Industry videos are also available on our [YouTube channel](#)

eLuma

Stress-Free Solutions for K-12 Schools

eLuma partners with school districts to help all students reach their full potential by providing online therapy services and seamless software solutions in the most effective, cost-efficient, and dependable way.

eLuma is your most dependable online therapy services solution with a track record of over 38,000 students served. Every year, we deliver thousands of online Speech Therapy, Occupational Therapy, School Psychology, and Mental Health Services sessions to K-12 schools across the nation.

“We believe blending online and onsite therapy can tremendously increase the quality of therapy in your K-12 education program – even to the tune of increasing productivity by 10-15%, connecting your students with specialized and credentialed therapists, and staffing with great precision. The districts we work with have realized thousands of dollars in savings, and we believe most districts have this same potential. We don’t partner with districts who we don’t know for a fact will benefit from online therapy services and our blended solutions.”

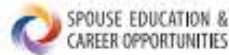
Jeremy Glauser
Founder/CEO

For additional information please visit [eLuma's website](#).

Nonprofit Partner Highlight

HIRING OUR HEROES

Hiring our Heroes and Military Spouse Jobs Honors our Employers!



Become a Military Spouse Fellowship Host

Is your company looking for qualified candidates?

Look no further than the **Military Spouse Career Accelerator Pilot** program.

The Military Spouse Career Accelerator Pilot is a paid fellowship program for spouses of active-duty service members. The program places select military spouses across a variety of industries and locations where they receive professional training, mentoring, networking and hands-on experience.

Participating employers gain access to a pipeline of highly skilled military spouse talent, who are equipped with education, transferable skills and experience in a variety of roles and industries. Once the military spouse fellow completes the 12-week program, you have the opportunity to bring them onto your team full time.

Sign up at <https://www.hiringourheroes.org/employers/hosting-a-fellow/mscap-host-interest-form/> or contact mscap@uschamber.com to learn more.



Join Us in Expanding Career Opportunities for MilSpouses

Candidates of the fellowship will be evaluated and matched with organizations based on their skill set.

Once matched with a host company, fellows undergo exclusive on-the-job training at their host company, gaining firsthand experience in the private sector.

Eligible Fellows	Spouses of currently serving members of the U.S. Army, Navy, Marine Corps, Air Force and Space Force to include active, reserve and National Guard components
Duration	12 weeks
Job Locations	In-person or remote

Benefits of being a host employer

- Early access to a highly skilled, educated and diverse workforce.
- Opportunity to host military spouses at no cost. This pilot program is fully subsidized by the Defense Department.
- Recognition through promotional activities and social media engagement.

By joining the pilot program, you can support the Spouse Education and Career Opportunities program's mission of providing information, tools and resources to assist military spouses in finding meaningful career opportunities.



EMPLOYERS
NO COST
Internship
Program

To Learn More
or Register as
an Employer
Click Here

DOD Press
Release to
Employers

The Rosie Network



Serving Active Duty, Veteran & Military Spouse Entrepreneurs around the Globe!

The Rosie Network's mission is to build stronger military families through entrepreneurial programs and support services that empower military spouses, transitioning service members and veterans, increasing the financial stability and self-sufficiency of American families who serve.



For additional information about the Rosie Network or to read Stephanie Brown's bio, please visit [their website](#).

Stephanie Brown
Founder and CEO

VetJobs Impact Statement



ACCREDITED
CHARITY



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

[DONATE](#)



Military Spouse Jobs Impact Statement



ACCREDITED
CHARITY



Charity
Navigator



✦ FOUR-STAR ✦



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

[DONATE](#)





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 Kloeppel, President@casym-scen.org
636.357.7524

Significant Candidate Pipelines of VetJobs & Military Spouse Jobs

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



Federal Tax ID 20-1130152

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



Federal Tax ID 20-3071552

Additional Applicant Pipelines for VetJobs



Additional Applicant Pipelines for Military Spouse Jobs

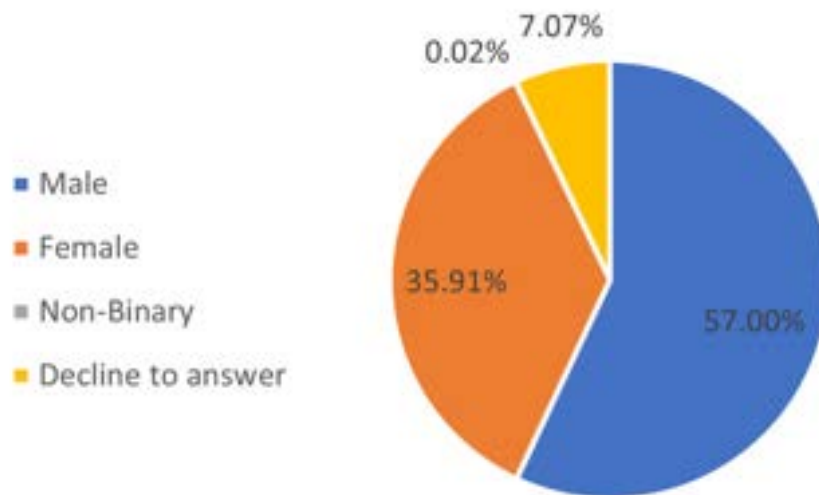


- VetJobs serves all Military Members, Guard, Reserves and Veterans
- Military Spouse Jobs serves all Military Spouses, Extended Military Families, Caregivers, Survivors, and Military Youth of working age.
- ReC3ON for Cadets
- National Guard Employment Network (NGEN)
- P3 Public Private Partnerships 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

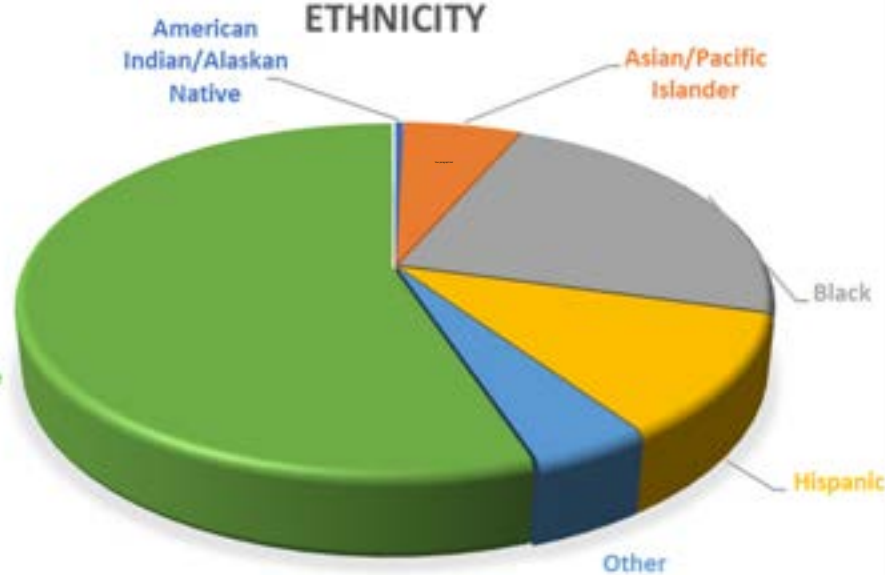


VetJobs & Military Spouse Jobs Job Diversity Metrics

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 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.

[Click Here for Employer Packages Donations](#)



VetJobs & Military Spouse Jobs RecruiterConnect Network

copyright, 2023

Jennifer Lynn Delatte - Recruiter
for Cedars-Sinai Medical Center
Los Angeles, California, Army
Reservist and Military Spouse



"It is very important for me to help Veterans and Military Spouses find gainful employment. As an Army Reservist and military spouse, I know first hand the struggles we face to find work due to the lack of knowledge recruiters have when it comes to understanding their transferrable skills. I have the pleasure of running the Veteran Talent Program to be a different kind of recruiter that offers our candidates the support they need in order to be positioned for success during the applicant process."

Job Seekers!

New Year – New Career Plan!



Milinda Rau, Master Trainer
VetJobs
Military Spouse Jobs
Career Training &
Advancement Division

Like many job seekers, you have set New Year Resolutions (career goals) for 2023. But for many, New Year Resolutions don't make it through the end of the month of January, with only 8% able to stick with their resolutions through the year. But you can build a strategy that will increase your chances for successfully achieving your career goals with some basic steps.

First, where are you now? Setting goals is like putting directions into a GPS. It starts with where you are right now and what you need to do to get where you want to go, your DREAM job, for example. Keep in mind that the average time it takes to find employment is 22 weeks. Reverse engineer your goals with that timeline in mind.

Are You Ready to Be Better?

Next, create a plan. Think of your New Year's Resolution as a fresh start. This approach will allow you to renew your commitment to your career goals. Using the reengineered timeline, working backwards, create manageable benchmarks in your plan. Do some research on your career goals and what you may need to do to work in your chosen field. Build your plan to include any certifications or credentials you may need and where to take that training. You may want to include strategic volunteering to build skills you may need. Build into your plan measurable goals that you can easily track to assess your success. Work with your Career Specialist to set benchmarks you want to meet. If you are working with a mentor or a career coach, go over your plan with them.

Finally, set up accountability for your goals. Keep track of your progress and share that success. Document what is working and getting you noticed by employers and what is not working. Actively engage with career resources. Working with some accountability is one way to maintain your motivation and be successful.

The purpose of setting resolutions for yourself at the beginning of a new year is to create an intentional goal for moving forward. It demonstrates a hopeful and optimistic view of the future and what the future holds for you as well as a focus on you and your personal and professional growth. Follow these simple guidelines and you are more likely to achieve your goals. We look forward to hearing some amazing success stories from our candidates.

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.

VETJOBS CANDIDATE HIGHLIGHT

Wayne Lacey

Military Affiliation: US Army (Ret), 26 years

New Job: Planner at Space Operations Command



"I went through a months-long stretch where I was applying to positions that I believed were a great fit for me, yet I wasn't hearing back from any of the companies. I realized the problem might be how I was presenting myself, so I asked VetJobs for help.

My VetJobs Career Specialist (Kimberly Garner) provided an unflinching review of my resume, specifically highlighting areas where I might be sabotaging my own success. She guided me through the process of revising and polishing my resume to more accurately and succinctly reflect my work history and professional skills. She also instructed me on techniques I should use to target my resume for each position I applied to.

Within weeks of putting the new resume to work, my positive response rate from companies went from near zero to over 70%. Within a month I was having conversations with three great companies who eagerly wanted me on their rolls and within two months I had accepted an offer from one of them.

VetJobs was pivotal in helping me market myself more effectively and is a direct contributor to my current status: I have a rewarding job that I love doing, with great pay, solid benefits, and a stable future.

The VetJobs Career Specialist who worked with me was amazing - full of great insights and knowledge about what would get the attention of recruiters - and she was incredibly patient, persistent, and responsive while coaching me through the process. Asking for help from the VetJobs team is the single most impactful career choice I've made in the past few years, and I wish I'd done it earlier. "



"We Got You Chris!"



"I appreciate the support from CASY and Call of Duty Endowment because their stellar Pittsburgh team provided me the care, attentiveness, and resources I needed to break into a dream career field

**CHRIS
NEAL**

**Veteran
Success Story**



*Together
We Can!*

We've been there Yashica!
We are here for you!



SUCCESS STORIES

Yashica Inman
Military Spouse

“

I am pleased with the process. It's all about how we reach our goals! Initially I assumed that I would send the framework from my resume and MSCCN would magically "fix it Jesus". I was taken back by the work I was required to do for myself but THIS made the experience priceless. Now I have the tools required to move forward in my career path and can help someone else who may need it. The process allowed me to reach a dream job!

”



Hot Jobs!



This is a small sample of the jobs available to our Job Seekers! Join the over 84,000 job seekers who have found employment with the help of VetJobs Career Specialists since 2004.

[Click here to view](#)



This is a small sample of the jobs available to our Job Seekers! Join the over 84,000 job seekers who have found employment with the help of Military Spouse Jobs Career Specialists since 2004.

[Click here to view](#)

It's NOT the job that makes you fabulous.
It's what YOU make of YOURSELF with every job assigned
to you – That's what makes you fabulous.

Deb Kloeppe

\$2,000 Monthly MSEJ Sponsorship



Over 1M
Readership
since 2004



VETJOBS
& MILITARY
SPOUSE JOBS

MSEJ

Military Service
Employment Journal

Veterans Transition Edition

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

314.749.9099

dan.kloeppe@vetjobs.org