







WHAT PAYS FOR FREE

Veterans Day is a day for thanks. Here is ours, and an invitation to carry it a little further.

This Veterans Day, thank you.

Thank you to the veterans, transitioning service members, Guard and Reserve members, and military spouses who trust us with one of the biggest decisions of their lives. And thank you to the employers who hire them and the partners who make this work possible.

Behind every one of those thank-yous is a conversation. Somewhere this week, a career specialist is connecting with a Navy veteran who separated in September, talking through a résumé, an interview, or a first civilian salary offer. That conversation costs the veteran nothing, and it never will.



Since 2010, VetJobs and Military Spouse Jobs have served more than 380,000 candidates at no cost to any of them. That is possible because people chose to give: foundations and corporate partners who believe in this work, along with a growing circle of individual donors. We have never met many of them in person. Each one is part of the answer when someone asks how a free service stays free.

November is when the country gathers around its veterans, and generosity follows the same calendar. More than a third of a year's charitable giving in the U.S. arrives between October and December, with nearly a fifth landing in December alone (Blackbaud Institute, 2025 Trends in Giving, March 2026).

A job search runs on a longer clock. In a national study of nearly 10,000 newly separated veterans, 27 percent were still looking for work about three months after leaving the service (The Veterans Metrics Initiative, Penn State/HJF, 2017). Three years out, 61 percent were underemployed (Perkins, IVMF policy brief, December 2021).

That is why the support people offer in November matters so much. It travels well past the holiday, into the connection made in February and the second interview in April.

So this Veterans Day, say thank you. Post the photo, call the friend who served, shake the hand. If you would like your thank-you to keep working after November 11, vetjobs.org/donate is a simple place to start.

A gift of any size goes toward the parts of this work that no single grant covers, and it reaches someone who is still searching long after the flags come down.

Thank you for being part of it.



WRITTEN BY REGINA LEVALLEY
Senior Director of Development and Donor Relations, MSJ/VJ

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