



**Dear Readers,**

The employment market facing veterans and military spouses is tightening—and fast. Artificial intelligence is already reducing entry-level and middle-skill roles, while simultaneously raising the bar for hiring across nearly every industry. At the exact moment when transitioning service members and spouses need more support, the market is becoming less forgiving, more technical, and more competitive. Meanwhile, the system meant to support you remains fragmented and difficult to navigate. The result is simple: going it alone is no longer a viable strategy.

That is precisely why VetJobs and Military Spouse Jobs exist—and why their role is more urgent than ever. In 2025 alone, we facilitated 10,143 confirmed job placements at an average starting salary of \$88,500. Behind those numbers is something even more important: a system that knows how to translate military experience into civilian success at scale.

### **So what should you do—right now—to succeed in this market?**

First, plug into a system that is already working. The data is overwhelming: thousands of veterans and spouses are getting hired through structured pipelines every year, including targeted placements, training pathways, and direct employer connections. Trying to navigate this market independently is inefficient; leveraging a proven network dramatically increases your odds.

Second, translate your experience into what employers actually understand—and need. The labor market is shifting toward skills, not titles. Whether through resume translation, job matching, or targeted training, VetJobs helps convert military experience into language and competencies that align with current demand—including roles evolving alongside AI, logistics, operations, and skilled trades. We highlight these in-demand opportunities in our Hot Jobs, released bimonthly, so you can stay focused on where the market is moving and where you fit.

Third, move faster than the market changes. The individuals who succeed in the next 3–5 years will not be those who wait—they will be those who adapt early. That means actively engaging in training, pursuing AI literacy where appropriate, and positioning yourself inside networks that see hiring trends in real time. We are already doing this work with employers across the country.

For veterans and military spouses, the message is simple: the path to success exists, but it requires action. The market is changing. The opportunity is still there; but you have to step into the system that is already delivering results. For donors and partners, the conclusion is equally clear: VetJobs is not charity—it is high-efficiency, high ROI, capital allocation into one of the most efficient and effective workforce systems in the world.

Very Respectfully,

**Dan Kloeppe**

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