

VETJOBS



2024

**ANNUAL
REPORT**

WWW.VETJOBS.ORG

“Finding the right help is difficult. Beyond finding the right help, working with the right people that take a personal vested interest is even more difficult.

VetJobs & Military Spouse Jobs is where ‘the buck stops’ in assisting veterans and their loved ones. From day one it’s clear that they’re willing to put as much effort and energy into your career as you are.”

HIRED!

John K.

CPL, Marine Corps
Veteran



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THE MISSION BEHIND THE BRAND



VetJobs is powered by a dynamic 501(c)(3) non-profit organization - Corporate America Supports You.

WHO WE ARE

Our award-winning employment placement and support services have established us as one of the most effective and efficient military-affiliated support organizations in the United States. The staff comprises highly skilled and professional veterans and military spouses who understand military life. Since we are intimately connected to the community we serve, we know the value of working inside the military and veteran communities, collaborating with government, military, and private sector partners to increase opportunities and success for those we serve.

WHAT WE DO

Our organization provides direct placement and ongoing career development assistance to military-affiliated individuals registered or referred to us from all branches and components in any phase of their military life-cycle or service era.

Our team focuses on helping to eliminate the career barriers preventing our clients from succeeding in their job placement or career progression goals. The effort is a three-tiered approach - assess, align, and accelerate. We assess each individual who connects with us so that we can then align them with the proper employment or training opportunity to accelerate them into a career.

A MESSAGE FROM OUR FOUNDERS



Dear Friends and Supporters,

As we reflect on an incredible year of growth and impact in 2024, we are filled with immense pride and gratitude for our dedicated team, partners, and supporters.

This year, VetJobs, and its sister organization Military Spouse Jobs, served over 38,000 military-affiliated registrants, successfully transitioning 10,025 of them into full-time, sustainable jobs. Additionally, over 1,100 individuals completed career development courses and/or industry certifications that directly led to meaningful employment.

We made significant progress in expanding specialized programs for female veterans and members of the reserve components, ensuring our services continue to meet the evolving and unique needs of these vital communities

Our growing collaboration with college ROTC programs has further strengthened our ability to support service members at every stage of their journey—from initial training through transition and into meaningful civilian careers. These partnerships are instrumental in preparing and empowering the next generation of military leaders.

In 2024, VetJobs and Military Spouse Jobs proudly reached a major milestone: the successful placement of military-affiliated candidates into 100,000 verified jobs. This achievement aligns with our 20th anniversary year and stands as a powerful testament to two decades of unwavering commitment to those who serve and their families.

Thank you for your continued trust, support, and partnership. Together, we will keep advancing opportunities, strengthening pathways, and making a lasting difference in the lives of military families. We look forward to another year of growth, success, and meaningful impact.

Warm regards - Deb and Dan Kloeppel



VETJOBS LEADERSHIP



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VETJOBS LEADERSHIP



EXECUTIVE TEAM

Dan Kloeppel - Founder & CEO

Deb Kloeppel - Founder & President Emeritus

Richard Hayes - President

Stacy Bayton - Executive Vice President

Jennifer Quimby - Chief of Finance and Administration

Danielle Trosclair - Chief Operations Officer

Harry Trosclair - Chief of Staff

Amy Rossi - Director Training

Jamie Dale - Director Technology

Denise Lewis - Director of Outreach & Community Initiatives

Stacey Cummings - Director of Finance



“As a recent transitioning veteran, it is helpful to have support from organizations like VetJobs.

You feel like someone is there when needed. I found that no question is stupid or crazy and each contact was always pleasant.

I truly appreciate the assistance and support and want organizations like these to continue doing what they are doing to help other veterans.”

HIRED!

Theresa B.

LTC, U.S. Army,
Retired





IMPACTS

2024 VETERAN IMPACTS AT A GLANCE

We diligently monitor and assess our performance and achievements. This ongoing analysis allows us to continually enhance the effectiveness of the programs and services we offer to service members and military families.

Since 2010 we have been able to successfully connect over **91,000** veteran job seekers with meaningful employment.



Over 33,000

New
Candidates



8,769

Confirmed Job
Placements



1,100+

Upskilled to a
new career



800

Average New and
Returning Jobseekers
each week



3 Million

Available Jobs from
Employment Partners
and DirectEmployers



88k

Average Salary for
military and veterans
placed.

**\$1.1 Billion in Estimated
Economic Impact for 2024**

as a result of job-placement

CANDIDATE ANALYSIS



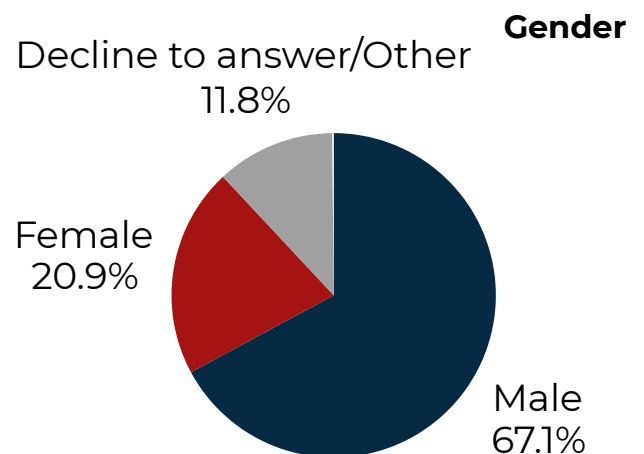
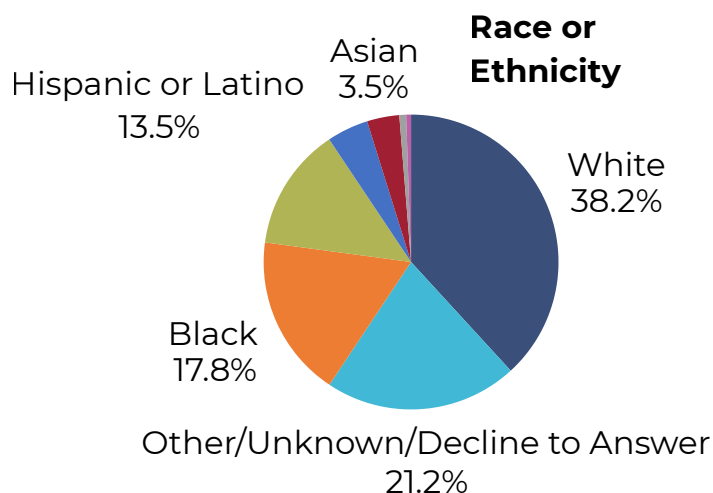
Recognizing the significance of diversity in every company, it's crucial to highlight that the military constitutes the most diverse workforce in the United States. Our commitment to diversity is evidenced by our meticulous tracking and reporting of metrics on the individuals we serve. In 2024, our organizations facilitated the connection of over 8,769 current or former servicemembers to meaningful careers, along with countless others with upskilling, reskilling, or aligning with industry standards for placement or continued career progression. The following data points capture the notable outcomes from the past year.

- 40-44 was the Average Age Range (of those disclosed)
- 83% of individuals placed stayed on the job for over 6 months after employment.
- 85% of individuals placed stayed on the job for over 12 months after placement
- 43% reported having a disability
- 78% were Active Duty Veterans

Candidate Diversity Statistics

The DOD believes diversity is the key to innovation, inclusion is imperative for cohesive teamwork, and equality is critical to Total Force readiness.

VetJobs embodies the DOD diversity ethos and are committed to empowering ALL who have served. We are proud to support a diverse, and skilled military community.





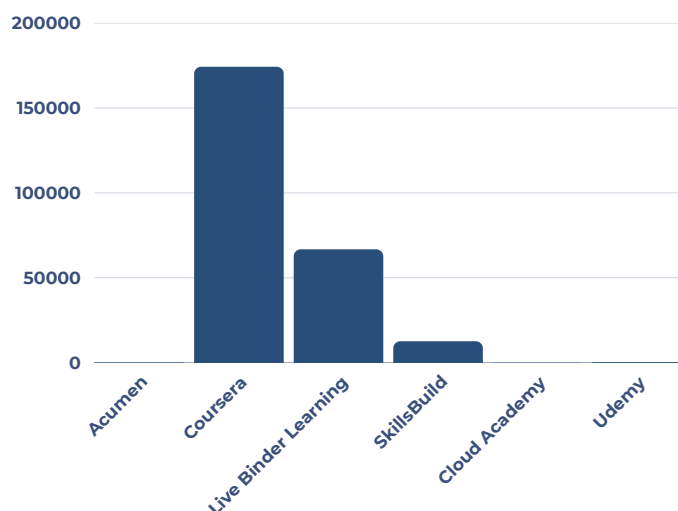
ADJUSTING TO NEEDS - 2023 TO 2024

In 2024, training programs for veterans and military-affiliated individuals have evolved significantly to meet the demands of a shifting workforce and a technology-driven economy.

A strong emphasis has been placed on skilling and reskilling initiatives, particularly in high-demand fields such as cybersecurity, healthcare, advanced manufacturing, logistics, and information technology.

Through strategic partnerships with platforms like Coursera, Google Career Certificates, IBM SkillsBuild, QA, Acumen Learning and DoD SkillBridge, service members now have greater access to industry-recognized credentials tailored to today's job market. Online and hybrid learning models continue to expand, offering flexible and accessible education options that accommodate the unpredictable nature of military life, including frequent relocations and deployments. Personalized career navigation tools have also gained traction, providing veterans with AI-driven assessments and counselor-guided pathways to civilian careers that align with their military training.

Credentialing and licensing alignment has become a priority, helping veterans bridge the gap between military occupational specialties and civilian certifications—such as project management (PMP), commercial driver's licenses (CDL), or cybersecurity credentials like CompTIA and Fortinet, and O2O.



2024 Training Stats

Classes Completed: **189,185**
- Completed by **7,888** Students

TRAINING PLATFORMS

MEASURING SUCCESS IN AN EVER-CHANGING ARENA



Our distinctive approach to employment has proven highly effective in assisting today's career-seekers. As the dynamics of the workforce evolve, we continuously adapt our support strategies to ensure the utmost success for those we serve, whether they are active-duty transitioning, unemployed, underemployed, or career-transitioning.

TOP INDUSTRIES FOR JOB PLACEMENTS

- Technology
- Operations
- Human Resources
- Business
- Health Care

TOP AREAS FOR JOB UPSKILLING

- Technology
- Operations
- Human Resources
- Business
- Health Care

TOP POSITIONS CANDIDATES PLACED

- IT/Cyber Developers & Analysts
- Program Managers
- Operations Managers & Supervisors
- Project Management
- Financial Analysts

TOP TRAINING COMPLETED

- Google Certificate Programs (Data Analytics, IT)
- Cyber Analyst
- Project Management
- IT
- Data Analyst



"I felt my Career Specialist really understood my employment search setbacks and challenges.

Working with an agency like this one helped me feel like someone was in my corner and offering support and ways to get to my employment goals.

The skills provided will stick with me throughout my career."

TRAINED & HIRED!

Brenna

O-3, U.S. Air Force
Veteran





CONNECTING WITH EMPLOYERS

While veterans possess a wealth of skills and experience, these attributes often go unrecognized or misunderstood by civilian employers. From translating military jargon to grappling with employment gaps, veterans face a tough road ahead.

In 2024, various strategies were implemented to enhance employer engagement and recruiting education.

Registration and Engagement

Total Registrations

A total of **785** company Points of Contact (POCs) registered through our organization to engage with candidates.

We expanded our efforts with our partnership with American Veterans Group (AVG) to include outreach to i Private Equity (PE) firms, expanding our strategic outreach efforts. This yielded 85 standard AVG referrals and 9 PE referrals.

State Registrations

The states with the highest number of registered employers were:

- Texas
- California
- Virginia
- New York
- Florida

Training and Development

Employer Partner Training:

We introduced training sessions for employer partners to enhance their recruiters' understanding of areas such as:

- military rank structure
- terminology
- job crosswalks

Industry Representation

The industries with the largest number of employers engaging with our organization were:

- DoD Contractors
- Manufacturing
- IT/Cyber
- Logistics





IT DOESN'T ALWAYS TAKE A VILLAGE, SOMETIMES ...

IT TAKES AN OCEAN

We believe that it takes more than one organization or agency to get things done. The One Central Employment & Advancement Network (OCEAN), brings together an "Ocean" of community resources for the overall benefit of our Military-Affiliated jobseekers.

In 2024, with other partners in the military-affiliated employment space, we worked collaboratively and complementary to lessen the stressors associated with searching for or advancing one's career. Through OCEAN, we significantly expanded our network of military employment, training, and community partnerships for accessible wrap-around referral pathways for our job seekers. Our collaborative efforts have delivered a swell in job placement impacts and positive ripple effects for ongoing career advancement training participants.

These resources include:



Training Partners

Our Training department has teamed up with specialized training partners to offer additional pathways to no-cost industry critical certification and upskilling training.



Employment Partners

Employment Partners work with our Recruiter Connect and employment team members to connect military-affiliated talent to high-earning career opportunities.



Community Partners

Through various VSOs and community organizations, jobseekers have connected with career development opportunities such as industry mentorships, internships, fellowships



"I truly appreciated the services and support from VetJobs.

We are heroes in the American people lens, VetJobs are heroes for military transitioning members.

Alison demonstrated that she cared and enjoyed helping military service members. "

HIRED!

Duy P.

MAJ, U.S. Army
Retired





2024 STATEMENTS OF FINANCIAL POSITION

VetJobs, Inc.

Statements of Financial Position
December 31, 2024 and 2023

	2024	2023
Assets		
Cash	\$ 131,925	\$ 172,829
Investments	10,214,825	8,794,091
Total assets	<u>\$ 10,346,750</u>	<u>\$ 8,966,920</u>
Liabilities and Net Assets		
Liabilities		
Accounts payable and accrued expenses	<u>\$ 112,534</u>	<u>\$ 300,428</u>
Total liabilities	<u>112,534</u>	<u>300,428</u>
Net Assets		
Without donor restrictions	5,720,106	4,934,581
With donor restrictions	<u>4,514,110</u>	<u>3,731,911</u>
Total net assets	<u>10,234,216</u>	<u>8,666,492</u>
Total liabilities and net assets	<u>\$ 10,346,750</u>	<u>\$ 8,966,920</u>

FINANCIALS



STATEMENTS OF ACTIVITIES

VetJobs, Inc.

Statement of Activities
For the Year Ended December 31, 2024

	Without Donor Restrictions	With Donor Restrictions	Total
Revenue and Support			
Contributions and grants	\$ 39,760	\$ 4,855,750	\$ 4,895,510
In-kind contributions	3,360	-	3,360
Investment income, net	559,657	-	559,657
Other income	1,658	-	1,658
Released from restrictions	4,073,551	(4,073,551)	-
Total revenue and support	4,677,986	782,199	5,460,185
Expenses			
Program services	3,737,877	-	3,737,877
Total program services	3,737,877	-	3,737,877
Supporting services:			
General and administrative	118,040	-	118,040
Fundraising	36,544	-	36,544
Total supporting services	154,584	-	154,584
Total expenses	3,892,461	-	3,892,461
Change in Net Assets	785,525	782,199	1,567,724
Net Assets, beginning of year	4,934,581	3,731,911	8,666,492
Net Assets, end of year	\$ 5,720,106	\$ 4,514,110	\$ 10,234,216

**View complete
corporate financials by
scanning the QR code**





IMPACTS THAT CHANGE LIVES

As the employment narrative shifts, so do we. By staying ahead of the latest employment trends, we can effectively and efficiently adapt to the unique employment needs of our military community.

By the end of 2025, it is our goal to increase our career readiness impacts within the veteran community by at least 25%. In order to accomplish this, we are focused on three primary areas for programmatic growth and impact.



Job Market Climate and Career Readiness:

Meet the Growing Employment Needs of the Military Community through continuous trend analysis and team capacity growth.

Training and Credentialing:

Address Career Upskilling Needs and increase candidate job readiness through Certifications, Advance Credentialing, and Targeted Training Opportunities.



Expanded Strategic Partnerships:

Continue to grow current partner relationships throughout the Military Community for greater reach and program impact.

INTO 2025

"[My CS] reviewed and edited the various resumes I was submitting.

She gave me pointers and updated my LinkedIn profile not only to have potential employers find me, but also to connect and network with other individuals in my field.

My new and improved resume showcased my talents and contributions. Now, I was the STAR of my resume ... not a supporting member!!"

HIRED!

Tametra D.

TSgt, Air Force
Reserves
Veteran





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