

22 Years of Service to our Military Community



RAISING THE STANDARD

March Newsletter

VetJobs
Federal Tax ID: 20-1130252



Committed to Purposeful Employment & Career Progression: **Let's Talk**

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. The job market is becoming less forgiving, more technical, and more competitive at a time when transitioning service members need more support. Meanwhile, many of the systems meant to support employment candidates remain fragmented and difficult to navigate. Yet, 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 important than ever.

Behind our numbers is a proven system that's extremely effective in translating military experience to civilian employment success.



Dan Kloeppe

Rear Admiral USN (Ret.)
CEO, VetJobs and Military
Spouse Jobs

[Read More](#)

THE VETJOBS DIFFERENCE

Details That Matter

PROVEN PERFORMANCE

- 22 years of sustainable growth
- Recognized by the [Call of Duty Endowment](#) as the nation's most efficient nonprofit since 2014
- [Recipient of The Better Business Bureau Wise Giving Alliance Seal of Distinction](#)

ZERO-COST EMPLOYER SERVICES

- No placement fees
- No service fees
- No hidden costs
- Vetted candidates delivered directly to hiring managers

MILITARY-AFFILIATED TEAM

- 88 team members - 100% military-affiliated
- Located throughout the U.S. and overseas
- Experts in military-to-civilian career transitions, job placement and career progression

DEDICATED TO GUARD & RESERVE

- Specialized staff and resources to support National Guard and Reserve employment needs

NATION'S LARGEST TALENT DATABASE

- Largest pool of military-affiliated, ready-to-hire candidates
- Approximately 1,000 new applicant registrations added weekly
- All candidates vetted and prepared for immediate placement

HIGH-EFFICIENCY OPERATION

- Zero overhead - 100% funded by grants and donations
- Fully remote, enthusiastic, and high-performance workforce



Deb Kloeppe

Founder, VetJobs
Founder and President, Military Spouse Jobs



Donor Dollars, Decoded

A donation to VetJobs is not traditional charity - it is highly efficient



Andrew Sandoe (Marine Corps Veteran)

VetJobs Government Affairs Consultant and leading subject-matter-expert on non-profit sustainability

capital allocation.

In 2025, VetJobs and Military Spouse Jobs facilitated 10,143 confirmed job placements at an average starting salary of \$88,500, generating \$897,655,500 in first-year wages.

With an annual operating budget of approximately \$4.5 million, this equates to \$199.48 of economic impact for every \$1 donated (~200x).

This level of efficiency is rare in any sector and reflects a scalable, measurable approach to economic mobility for veterans and military families.

[Read More](#)

We Are Techies

VetJobs' Best-in-class Technologies

When you work with VetJobs to discover your next career, you'll soon notice there's a lot happening behind the scenes.

Our VetJobs leading-edge, state-of-the-art technology ecosystem makes your experience faster, safer, and more connected to opportunities.

To learn more about our amazing technology, please click the button below

[Learn More](#)



Jamie Dale

Senior Director of Technology and Digital Infrastructure

**EMPLOYERS THAT GET YOU,
JOBS THAT NEED YOU**

[View All Available Jobs](#)

Looking for your next mission? Browse our online job boards and discover the latest career opportunities available to all current and former military members and spouses.

Your service deserves a rewarding career. Create your profile, get paired with a Career Specialist who understands your background, and start applying for top positions in all industries.

[Create Job Seeker Profile](#)

Discover Roles with Companies Hiring Right Now!

[View Hot Jobs Here](#)

EMPLOYER HIGHLIGHT: BAE SYSTEMS

Military Experience Valued

BAE Systems, Inc. is a defense, aerospace and security company headquartered in Falls Church, VA with more than 30,000 employees worldwide.

They deliver a full range of products and services for air, land and naval forces, as well as advanced electronics, security, information technology solutions, and customer support services.

To learn more about BAE's career opportunities, please click the button below.

[Read More](#)



**VETJOBS EMPLOYER ENGAGEMENT PROGRAM
(EEP)**

"We Don't Send You Hundreds of Candidates:



Angie Fair
Senior Director of Strategic
Partnerships, VetJobs and Military
Spouse Jobs

Please email afair@vetjobs.org to
join EEP.

EEP's No-Cost Services Include:

- Job Postings
- Mass marketing approach to showcase job opportunities
- Furnishing qualified candidates – 100% Vetted
- Direct recruitment through our RecruiterConnect™ Specialists
- Targeted training to increase military and veteran hiring
- Programs tailored to meet employer hiring requirements
- RecruiterConnect™ Community (RCC) Program support for former military, Guard, Reserve, and Military Spouses working as corporate recruiters

[Read More About EEP](#)

FORMER MILITARY WORKING IN CIVILIAN RECRUITMENT



Are you former military working as a recruiter inside corporate America, or small business, bringing in military talent? If so, you qualify for our no-cost RecruiterConnect (tm) Community Program.

The **RecruiterConnect™ Community (RCC)** brings together a powerful network of military-focused recruiters who are committed to strengthening veteran hiring.

Through collaboration, shared insights, and meaningful connections, RCC members support one another while advancing opportunities for the military community.

Discover how this growing network is shaping the future of veteran recruitment and how you can be part of it.

Please contact Angie Fair, Senior Director Strategic Partnerships, VetJobs and Military Spouse Jobs, at afair@vetjobs.org to join RCC.

GUARD AND RESERVE EMPLOYMENT POWERED BY VETJOBS

Our Growing Commitment to the Guard & Reserve

"I am thrilled to share that we are significantly expanding our support for the National Guard and Reserve.

In my view, this mission has never been more critical to the readiness of our total force. The drilling and part-time population of the U.S. Armed Forces—especially when combined with their resilient military spouses—is much larger than most people realize.

Numbering nearly one million strong, this group is as vital as it is dispersed."



[Read More](#)

Maj. Gen. (Ret.) David May
Vice President of Military Partnerships,
VetJobs

VetJobs wishes to thank [Reserve and National Guard Magazine](#)
for the article written by Will Martin.

FROM TRAINED TO HIRED: OUR ULTIMATE GOAL AT VETJOBS



Amy Rossi

Vice President of Client Services
and Co-Founder,
VetJobs & Military Spouse Jobs

Build While You Job Search

Job searching can feel like you're standing still, but you're not. Every new skill you build moves you forward. Whether it's completing a short course, refining your resume, or learning a new tool, the small wins add up.

Even learning one new thing a day can build momentum, boosts confidence, and **keep you moving forward** in today's skills-driven hiring market.

What you demonstrate with your skills matters more than ever, and AI is rapidly becoming one of the most in-demand skills across all industries.

Try learning AI through IBM SkillsBuild. Register here:

[Enroll in IBM Skills Build](#)

Register for VetJobs Training Courses:

[View Training Calendar](#)

ASSESS, ALIGN & ACCELERATE™



Amelia C.

United States Air Force Veteran,

Amelia's Career Journey as a Veteran: From Transition to Leadership

After serving in the United States Air Force, Amelia turned a career transition into a rise to leadership, demonstrating how strategy, resilience, and the right support can transform ambition into long-term success.

Kim Garner, VetJobs Career Specialist, writes about a recent job seeker's powerful employment journey:

UPCOMING EVENTS

MILITARY SPOUSE JOBS

VETJOBS

NATIONAL GUARD & RESERVE EMPLOYMENT SUMMIT

MAY
05-07, 2026
ORLANDO, FL

**LIMITED SPACE!
REGISTER TODAY**

VetJobs is proud to reintroduce this Day 3 Career Readiness and Hiring Fair focused on the employment needs of the National Guard and Reserve Community and companies looking to connect with them.

VetJobs and Military Spouse Jobs National Guard & Reserve Employment Summit

May 5th - 7th, 2026 | Orlando, FL

The **VetJobs and Military Spouse Jobs National Guard & Reserve Employment Summit** returns bigger and more impactful than ever. Join community leaders, employers, and government partners for three dynamic days focused on connection, insight, and real career outcomes for those who serve.

This year's expanded format features two days of powerful sessions and networking, followed by a dedicated Career Readiness & Hiring Fair on Day 3, all designed to turn conversations into opportunities.

Be part of the movement to strengthen career pathways for National Guard/Reserve members and the communities they serve.

[Register for Event](#)



MAJ. GEN. (RET)
DAVID MAY

FEATURED SPEAKER

MAJ. GEN. (RET.) DAVID MAY

VICE PRESIDENT OF MILITARY PARTNERSHIPS, VETJOBS

- Decades of Guard & Reserve leadership experience
- Advocate for the military-connected workforce
- Expert on the value of hiring service members
- Representing a VetJobs as a VETS Indexes 5-Star Employer
- Bridging employer needs with Guard and Reserve strengths



Employing U.S. Vets Conference hosted by VETS Indexes

April 9th, 2026 | New York, NY

VetJobs is proud to participate in the **Employing U.S. Vets Conference**, a national event dedicated to advancing veteran employment and strengthening connections between employers and the military community.

Representing VetJobs at this year's conference is David May, Major General (Ret.) and Vice President of Military Partnerships at VetJobs. As a featured speaker, David brings decades of military leadership and workforce expertise to conversations focused on expanding career opportunities for veterans and helping employers better engage military-connected talent.

[Register for Event](#)

VETJOBS BOARD MEMBER

SHANNON OFFORD

VICE PRESIDENT OF STRATEGIC PARTNERSHIPS AND ALLIANCES AT DIRECTEMPLOYERS ASSOCIATION

- 25+ years of expertise in HR and online recruitment across technology, veteran, disability, and government sectors
- Named a Top 100 Most Influential Thought Leader in Talent Acquisition by TATech (2022)
- Dedicated to community impact, serving on the EARN Inclusion @Work Leadership Council and the Advisory Council of the Youth Opportunity Foundation

DEAMcon26
by DirectEmployers

APRIL 15-17, 2026
THE WESTIN INDIANAPOLIS, IN



DEAMCon26

April 15th - 17th, 2026 | Indianapolis, IN

Shannon Offord, Vice President of Strategic Partnerships & Alliances at **DirectEmployers Association**, has been a valued member of the VetJobs Board of Directors for many years. His leadership and insight have helped guide our organization forward, and he has played a key role in strengthening the long-standing partnership between VetJobs and DirectEmployers. Through Shannon's efforts, this collaboration continues to create meaningful opportunities for veterans.

That partnership is also reflected at **DirectEmployers Annual Meeting & Conference (DEAMcon)**, a premier HR conference focused on real-world education, collaboration, and professional development. VetJobs is proud to be part of this community and to use the conference as an opportunity to advocate for military-connected talent while building partnerships that open doors to meaningful careers.

[Register for Event](#)



VETJOBS

KKR JOB FAIR

May 28th, 2026 | Remote
To Register, Email afair@vetjobs.org

Leading global investment firm, **KKR (Kohlberg Kravis Roberts & Co.)**, is partnering with VetJobs to connect military-connected talent with companies and employers for real-time recruiting.

POWERED BY VETJOBS

KKR Job Fair

May 28th, 2026 | Remote

KKR (Kohlberg Kravis Roberts & Co.), a leading global investment firm, is partnering with VetJobs for a virtual career fair for Veterans and transitioning service members. This initiative connects military-connected talent with companies and employers for real-time recruiting.

To register for this hiring event, email us using the button below.

[Register for Event](#)

WE LOVE AUDITS

Need more information?

Contact RADM (Ret.) Dan Kloeppe, USN at dan.kloeppe@vetjobs.org.



give.org

OUR FOUNDERS' COMMITMENT TO DONORS

Full transparency is important to us.

Our finances are independently audited by Deloitte, with 96 cents of every dollar going directly to our mission.

To review our finances, click below:

[VetJobs Finances](#)

LOOKING AHEAD



VETJOBS **Pathways 250**
Duty Called. They Answered. They Deserve a Job.

\$17.76/month connects career services, and employer engagement

\$25/month provides job training, placement, and career progression

\$50/month ensures one-on-one high-touch job placement services

[Set Up Monthly Donation](#)

 **ACCREDITED CHARITY**

The Next 250 Years Start with Opportunity

As America approaches its 250th anniversary, how do we celebrate the past and how do we shape what comes next?

Pathways: Securing the Next 250 Jobs invites supporters to invest in the futures of Veterans and the larger military community who have already given so much in service to this country.

Your dedicated support opens doors to meaningful careers while strengthening military families and building a workforce that will carry our nation forward.

Click on the button below to make your contribution.

[Donate to VetJobs](#)

ONE MISSION. MANY WAYS TO GET INVOLVED.
Together We Create Impact

Candidates looking for career support [register here.](#)

Employers looking to work with us [register here.](#)

Donors looking for ways to support our cause [register here.](#)



Honor Their Sacrifice With Your Support

VetJobs is a 501(c)(3) nonprofit organization in good standing, dedicated to fully assisting the military community overcome hiring challenges and find meaningful employment with career progression. Our services are lifelong to our candidates.

Your Donation is the Impact-Factor Our Military Community Needs to Thrive in the Civilian World

Please contact Deb Kloeppe, Founder, VetJobs and Military Spouse Jobs at founder@vetjobs.org

[Donate](#)

For Media-Public Relations Communications:

Please contact Denise Lewis, Senior Director of Marketing & Outreach, at dlewis@vetjobs.org

Stay Connected and Become Part of Our VetJobs Military Community!



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