

2025 IMPACT REPORT



Assess. Align. ACCELERATE.

More than 118,000 veterans and military spouses placed into quality jobs, including 30,000 from the National Guard and 5,300 reservists, since 2010!





MISSION BEHIND THE BRAND

VetJobs is a leading 501(c)(3) nonprofit dedicated to connecting veterans, transitioning military service members, National Guardsmen, and Reservists with meaningful employment opportunities. To date, we have placed more than 100k from this valued talent community into meaningful careers, and over 75k registrants have completed VetJobs' online training courses. At VetJobs, we provide comprehensive resources including job postings, resume assistance, 1x1 career counseling, access to courses and other training opportunities.

Our organization partners with a wide range of employers across various industries to promote veteran hiring, and we're an unwavering advocate for the value that veterans bring to the civilian workforce. We partner with fellow organizations, government representatives, agencies and other advocates to support the military community with career opportunities and reduce veteran unemployment rates nationwide.

Our employment and training services are at no cost to both employers and employees. VetJobs operates solely on the generosity of its grantors and donors.

BARRIERS TO BREAKTHROUGH

Today's military-community jobseekers, particularly Veterans, face many challenges in connecting to quality employment. Veterans bring invaluable skills and experiences to the workforce, but systemic barriers often impede their access to gainful employment.

Addressing these challenges requires a collaborative effort from employers, government agencies, and support organizations. Most importantly, working with veterans in a way that is meaningful and productive is key, to connect them to the best outcomes for employment.



THE PROBLEM

STEREOTYPES

Misconceptions about adaptability, communication, and transferable skills can dissuade employers from military-community engagement.

SKILL TRANSLATION BARRIERS

Veterans often have difficulty with how their military experience aligns with civilian job requirements. Employers mis-interpret as well.

NETWORKING & JOB SEARCH BARRIERS

Veterans struggle to navigate hiring processes that rely on connections and personal branding.

THE SOLUTION

EDUCATE EMPLOYERS

Awareness about the value of military experience helps employers better connect with Veterans' skills and leadership relative to their requirements.

PARTNERSHIP

Public/private partnerships, along with engaged employers, help increase effectiveness in established Veteran employment programs.

CONNECTING VETERANS TO RESOURCES

Leveraging resources from other veteran service organizations ensures more support and opportunities for meaningful employment.

CONNECTIONS & **OPPORTUNITIES**

In 2025, almost **800 new employers registered with us**, with opportunities for both veterans and military spouses. Our skilled staff works with employers and candidates 1x1 to help foster the best in employment connections.

Our Virtual Job Fairs:

SMASH HIT: 20 in-demand employers joined each fair

500 Candidates

attended our job fairs throughout the year

800 New Employers

registered for our services

In addition, we hosted several job fairs to connect candidates to some of the best companies in the most in-demand industries. **Nearly 20 companies joined us to present their career opportunities and guidance to more than 500 candidates.**

A focused effort in 2025 with the BuildSubmarines efforts, yielded more than 100 jobs across the country, as the manufacturing sector produces maritime vessels.



Partner Spotlight: Maritime Hiring Efforts

100 JOBS

FILLED WITH ONE PARTNERSHIP



TRAINING

A CRUCIAL PART OF THE EMPLOYMENT SOLUTION

Our services focus on employment success for transitioning military, Guard, Reserve, and Veterans. The result is quality employment with pay, benefits, and the ability for advancement that makes a positive difference for them and their families.

Coursera and IBM Skillsbuild are the two main platforms offering thousands of courses. Candidates spend additional time in one-to-one counseling with our trainers, as they help guide candidates to the right training, for the right roles.*

Since our inception, Over 190k courses have been completed.

LAST YEAR TO Q1 2026 MEASURING OUR MOMENTUM

Numbers from 2025	Numbers from 1Q 2026
Professional Development & Upskilling	
3,500+ Coursera Courses Completed	600+ Coursera Courses Completed
Learning Platform Breakdown	
28k+ Coursera Courses Completed	5k+ Coursera Courses Completed
11k+ IBM Skillsbuild Courses Completed	453 IBM Skillsbuild Courses Completed
Total Engagement & Completed Hours	
5k+ Engaged Learners	2k Engaged Learners
42k+ Hours of Learning	6,318 Hours of Learning

*Numbers represent training courses and hours for both VetJobs and Military Spouse Jobs.

The Value of **VETJOBS**



People

VetJobs leverages its history and its power with its partner organization, Military Spouse Jobs. Together, almost 90 top professionals are working to help nearly 1,000 candidates per week with employment guidance, training and connection to career opportunities.

Transparency

We stand by our results, and we're proud of the success that we bring to candidates. VetJobs is one of the most transparent and fiscally responsible nonprofits in the United States. We have been vetted by the Call of Duty Endowment; audited by Deloitte, and recognized by several of the most prestigious organizations in the industry

THREE-STAGE MODEL **CANDIDATE SUCCESS**

1

Assess

In 2025 we worked directly with more than 42k candidates to assess their needs for job placement and career readiness. Career Specialists are professionals who work with candidates to evaluate and assess each individual's career needs.

2

Align

Career Specialists work closely with Recruiter Connect Specialists to align candidates with employer partners. Additionally, job seekers are matched and have access to more than 2 million jobs on the DirectEmployers job board.

3

Accelerate

Individuals can accelerate their abilities with a robust training platform, which includes in-demand and industry-specific certifications, thousands of courses from Coursera and IBM Skillsbuild, and more. Professional trainers who are skilled in developing candidates work one-to-one with individuals to drive more success.

How We Drive Real **IMPACT**

Our Team



Career Specialists

Helps job seekers overcome hiring obstacles and secure employment.



Our Training Team

Provides upskilling and career development pathways to help job seekers build in-demand skills.



Recruiter Connect Specialists

Works 1-on-1 with corporate recruiters to expand employment opportunities for military-affiliated individuals.

OUR CANDIDATE JOURNEY

STEP 1: THE CLOCK STARTS

Candidate Registers or is Referred for Assistance



STEP 2: IN 24 BUSINESS HOURS

Candidate Receives Welcome Email and Assigned Based on Intake Assessment



STEP 3: IN 48 BUSINESS HOURS

Candidate is Contacted by a Team Member and We Get to Work



Three steps. One outcome: A mission-ready candidate preparing for their next career move. That's the VetJobs difference.

BY THE NUMBERS

Our work and our results are points of pride and a diligent focus. We are proud to track, analyze and report our performance. We not only stand by this critical data; we post it on our website and other outlets for all to review, especially for the benefit those who we serve and those who invest in us.

We're especially proud of our efficiency. For every dollar donated to our organization, 0.96 cents is spent directly on our mission.*



ORGANIZATION AT A GLANCE

117K+

Military service members, Vets, and their families placed since 2010

\$0.96

Amount of every dollar donated on the mission

425K+

Candidates currently in database

\$7.5B

Overall economic impact since 2010.

2025 STAND-OUT STATISTICS

16K+

New Candidates Sourced to Career Specialists. More than 300 per week!*

38K+

Candidates registrations YTD 2025

8.5K+

Hired, including more than 800 from the National Guard and Reserves!

43.5K+

New Veterans, Guardsmen, Reservists, ROTC and Active Duty Candidates Registered

EFFICIENCY & TRANSPARENCY

We stand by our results, and we're proud of the success that we bring to candidates. For those who support our mission and invest in our efforts, we are highly efficient and cost effective. We ensure integrity and openly report our performance.



VetJobs is evaluated, audited and fully transparent.

In fact, at \$0.96 of donated dollar, VetJobs is one of the most transparent and fiscally responsible nonprofits in the United States. We have been vetted, and continue an open evaluation by the Call of Duty Endowment; we're audited by Deloitte every two years, and we are recognized by several of the most prestigious organizations in the industry.



Founder & CEO, VetJobs RADM (ret) Dan Kloeppe, USN and Founder & President of Military Spouse Jobs Deb Kloeppe were Recipient of Hiring Our Heroes U.S. Chamber Foundation's 2023 Nonprofit Leadership Award



AWARDS & RECOGNITION

A MISSION THAT **MATTERS**

VetJobs has grown and evolved for more than two decades to meet the demands and employment pressures that the military community faces. **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.

Join Us

Your support and partnership helps us to improve and continue this critical mission--please join us!



Donate



Partner





DUTY CALLS, WE DELIVER ©



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