

VETJOBS



2022

Annual REPORT

WWW.VETJOBS.ORG

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

For over 19 years, our organizations have stayed dedicated to two primary purposes: break through the barriers and obstacles that keep our military community from gainful employment and build a model that directly connects them with the hiring managers and recruiters responsible for that job.

It's these two, simple goals that have remained the pillar of our efforts, and established VetJobs as one of *the most effective and efficient nonprofit organizations across the United States.*

Over the past 19 years, our organizations have *placed over 86,000* military-affiliated jobseekers into industry-leading & high-earning careers. Additionally, *over 63,000 of our candidates have taken and completed various career development and industry-specific certification courses* to advance their careers to the next level.

Our impact in the military community has positioned us as a sine qua non for military-affiliated employment. However, our work is far from done. Through our One Central Employment & Advancement Network (OCEAN), we have created a village of support with like-minded partners to continue to expand and develop avenues to high-earning careers and no-cost critical industry certification.

As we continue to grow, we look forward to reaching our goal of 100,000 military-affiliated career placements by 2024.



VetJobs has over 19 years of proven success with sustained growth and a legacy mindset.

VETJOBS LEADERSHIP

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VETJOBS LEADERSHIP

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Executive Director,
DirectEmployers Association



Beth Conlin

Amazon
Military Spouse Advocate
Strategic Business Development
Program Manager



Jack Detzel

Performance With Purpose
Sr Director Supply Chain
Planning & Systems Capability

Financial Statements

STATEMENTS OF FINANCIAL POSITION

DECEMBER 31, 2022 AND 2021

	2022	2021
Assets		
Current Assets		
Cash	\$ 181,595	\$ 194,791
Grant receivable	--	156,500
Certificates of deposit	400,151	--
Investments	7,099,851	6,835,363
Other current assets	47	47
Total Assets	<u>\$ 7,681,644</u>	<u>\$ 7,186,701</u>
Liabilities and Net Assets		
Current Liabilities		
Accounts payable	\$ 159,181	\$ 148,305
Accrued expenses	7,928	9,954
Total Liabilities	<u>167,109</u>	<u>158,259</u>
Net Assets		
Net assets without donor restrictions	6,739,277	6,688,409
Net assets with donor restrictions	775,258	340,033
Total Net Assets	<u>7,514,535</u>	<u>7,028,442</u>
Total Liabilities and Net Assets	<u>\$ 7,681,644</u>	<u>\$ 7,186,701</u>

THE NUMBERS DON'T LIE

We tirelessly track and analyze our performance and success. This helps us to constantly improve the effectiveness of our programs and services provided to our service members and military families. In 2022, \$0.96 of every dollar was spent on the mission, with a cost per hire averaging \$500.

2022 IMPACTS AND STATS



Over 30,000

New Applicants



9,796

Confirmed Job
Placements



28,000+

Training
Courses
Completed



500-700

New Registrations
a Week



3.5 Million

Available Jobs from
Employment Partners
and DirectEmployers



300%

Average Increase in
Training Course
Participation Post COVID

100%

Of our services are provided at no-cost
to the military-affiliated job seeker.

THE "KEYS" TO OUR SUCCESS

Keys open doors, and that is exactly what we have been doing for over 19 years - Opening Career Opportunity Doors for Our Military Community.

Though our *"Keys to Candidate Success"* approach, we have learned how to effectively connect candidates to the right resources, at the right time.

01

ASSESS

In 2022 we *Assessed over 30,000 new candidates* for job placement and career readiness assistance. Career Specialist evaluate and assess each individuals unique career needs. Individuals on the hunt for a new career are *Aligned* with applicable career readiness tools and open career opportunities. Individuals looking to gain additional skills or certifications to advance their career will also be connected with our training department to *Accelerate* their career path with a personalized, no-cost training plan.

02

ALIGN

For job seekers ready to launch into a new career, Career Specialist work in tandem with our Recruiter Connect Specialist to *Align* the job seeker to open opportunities with our Employment Partners. Additionally, job seekers are talent matched to the over 3.5 million jobs found on the DirectEmployers national job board. This approach contributed to *9,796 individuals being placed into high earning jobs in 2022.*

03

ACCELERATE

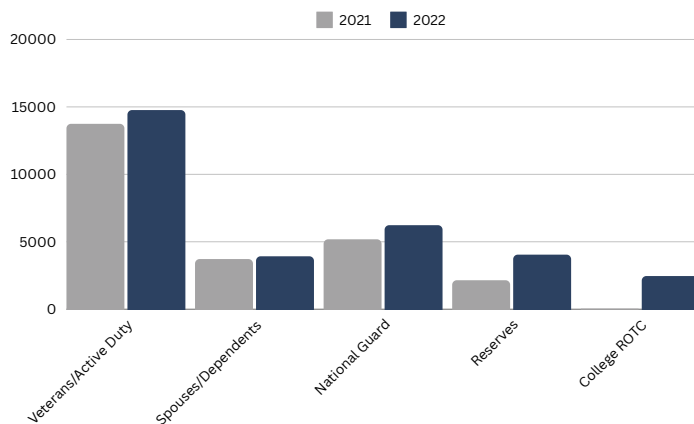
Over 28,000 training courses were completed in 2022 by individuals looking to *Accelerate* their career via our three-tiered training platform. From in-demand and industry-specific certifications, to career development and professional training programs, individuals looking to expand their skills can connect with our training team for the right no-cost training to meet their career goals.

MEASURING GROWTH - 2021 TO 2022

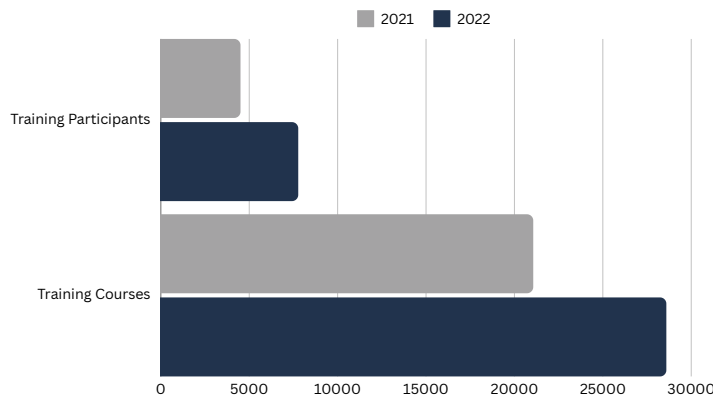
In 2021 the job market continued to feel the impacts of the pandemic. However, as we moved into 2022 we began to see a shift in pandemic trends.

The largest increase in new job seeker registration was from National Guard and Reserve affiliated jobseekers, as well as college ROTC cadets.

Additionally, registrations via our three-tiered training platform increased dramatically. During and following the pandemic, we noticed an overall **300% increase in training participation**. This prompted us to shift our support focus for job seekers and expand our training course availability and industry pathways.



2021 to 2022
New Registration
Comparison



2021 to 2022
Training Comparison

300%

Average Increase in Training Course
Participation Post COVID

CANDIDATE ANALYSIS

In 2022, Military Spouse Jobs and VetJobs connected 9,796 military-affiliated job seekers to a meaningful career.

Moreover, at the close of 2022 the following data points were noted:

- 37 – Average Age (of those disclosed)
- 20% - reported over/under employed
- 33% - reported unemployed
- 24% - reported employed fulltime – looking for new opportunity
- 3% - registered while deployed
- 93% of individuals placed stayed on the job for over 6 months after employment
- 66% of individuals placed stayed on the job for over 12 months after placement
- The average starting salary was \$75k

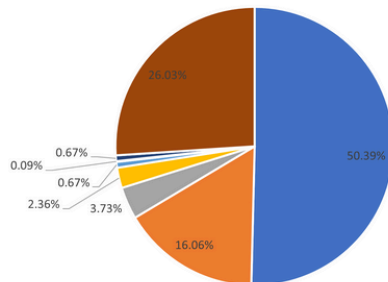
Candidate Diversity Statistics

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

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

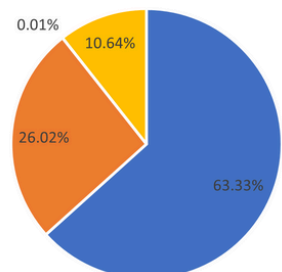
Race

- White
- African American/Black
- Asian
- 2 or more races
- American Indian/Alaskan Native
- Middle Eastern
- Native Hawaiian or other Pacific Islander
- Decline to Answer



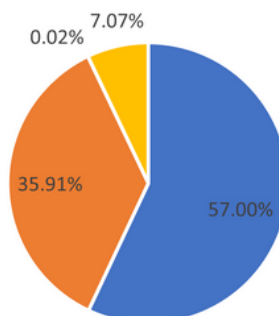
Ethnicity

- Hispanic/Latino
- Non-Hispanic/Non-Latino
- Multiethnic
- Decline to Answer



Gender

- Male
- Female
- Non-Binary
- Decline to answer



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



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 2022, 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



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 2023, 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 2023



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