

VETJOBS



2023

**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 2023, 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 40,000 military-affiliated registrants, successfully transitioning 10,549 of them into full-time, sustainable jobs. Additionally, 10,996 individuals completed 42,983 career development courses; many of which resulted in industry certification.

We have made substantial strides in creating and expanding specialized areas of support for female veterans and members of the reserve components, ensuring that our services meet the unique needs of these communities.

Our engagement with college ROTC programs has further strengthened our mission to support service members at every stage of their journey, from their initial training to their transition into civilian careers. These partnerships are vital in fostering a seamless transition for our future leaders.

These remarkable achievements underscore our unwavering commitment to supporting those who have bravely served our nation. They highlight our dedication to equipping veterans and military spouses with the support they need to thrive in the civilian workforce. As we move into 2024, we will continue to break barriers and attain new levels of support.

Thank you for your continued support and partnership. Together, we will continue to make a profound difference in the lives of those who have served and their families. We look forward to another year of growth, success, and impactful service.

Warm regards - Deb and Dan Kloeppel



VETJOBS LEADERSHIP



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VETJOBS LEADERSHIP



EXECUTIVE TEAM

Deb Kloeppel - Founder & President

Dan Kloeppel - Founder & CEO

Stacy Bayton - Executive Vice President

Jennifer Quimby - Chief of Finance and Administration

Danielle Trosclair - Chief Operations Officer

Amy Rossi - Director Training

Jamie Dale - Director Technology

Denise Lewis - Director of Diversity, Equity, Inclusion & Accessibility Initiatives

Bianca Nafpliotis - Director of Team Engagement

Harry Trosclair - Executive Project Officer



“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

2023 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 **95,000** military-affiliated job seekers with meaningful employment.



Over 44,000

New Applicants



8,942

Confirmed Job
Placements



42,000+

Training
Courses
Completed



700-1000

New Registrations
a Week



3.5 Million

Available Jobs from
Employment Partners
and DirectEmployers



73k

Average Salary for
military and veterans
placed.

**\$6.5 Billion in
Estimated Economic Impact**

as a result of job-placement

CANDIDATE ANALYSIS



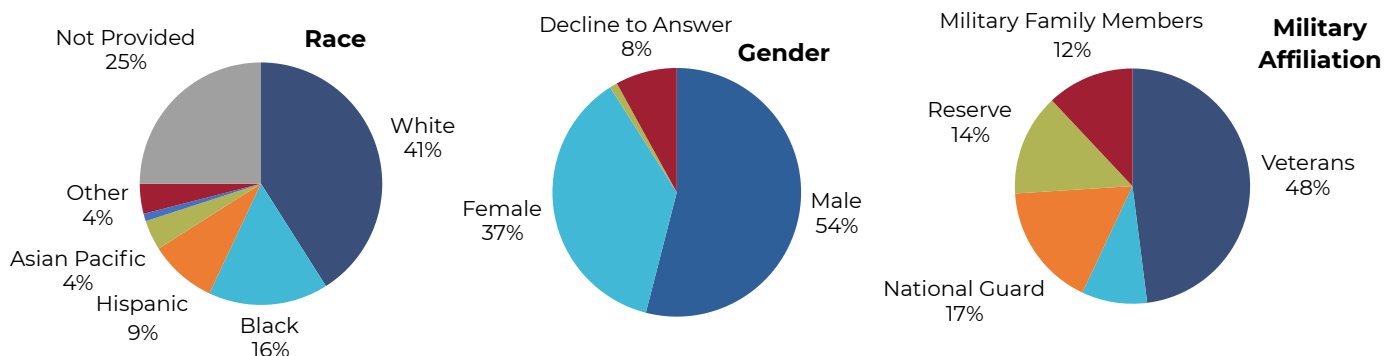
Recognizing the significance of diversity in every company, it's crucial to highlight that the military constitutes the most diverse workforce in the United States. Our commitment to diversity is evidenced by our meticulous tracking and reporting of metrics on the individuals we serve. In 2023, our organizations facilitated the connection of over 8,942 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.

- 37 – Average Age (of those disclosed)
- 66% - reported unemployed or underemployed.
- 34% - reported employed fulltime – looking for new opportunity or advancement.
- 93% of individuals placed stayed on the job for over 6 months after employment.
- 69% of individuals placed stayed on the job for over 12 months after placement (continuing to increase back to pre-COVID rate)
- 6% reported having to return to work after their personal business failed (due to the pandemic and impact on the market after).
- 36% reported having a disability.

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





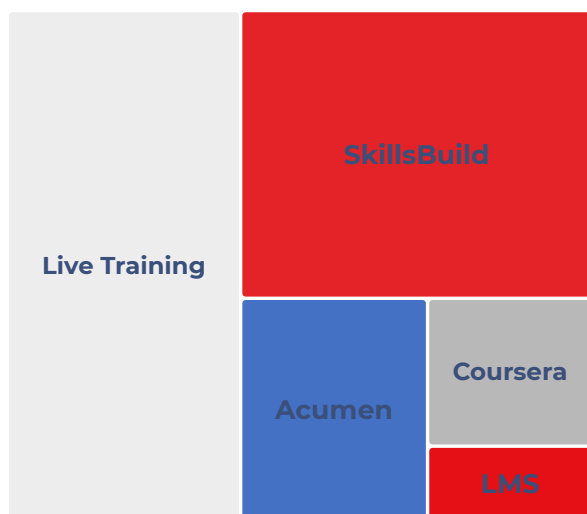
ADJUSTING TO NEEDS - 2022 TO 2023

In 2023 we began to see a shift in post-pandemic trends. These trends were coupled with a return in mass layoffs. The result - an increase in return candidates or “re-treads”.

Throughout 2023 we dove deeper into why individuals connect with us. Return business resulting from layoffs allowed us to also explore why candidates return to us outside of the obvious need for employment. “Growth” took on a new look.

Over 2023 we experienced a 10% increase in candidates returning to us as the result of a layoff. Multiple industries were impacted, but IT took the biggest hit. Individuals who had worked with us before returned to upskill or reskill in search of new or better employment.

Interest in our career development training and credentialing/certification pathways continued to increase dramatically. This prompted us to shift our support focus for job seekers and expand our training course availability and industry pathways.



2023 Training Stats

Classes Completed: 42,983
- Completed by 10,996 Students

TRAINING PLATFORMS

300%

*Average Increase in
Training Course Participation*

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 2023, various strategies were implemented to enhance employer engagement and recruiting education.

Registration and Engagement

Total Registrations

A total of **634** company Points of Contact (POCs) registered through our organization to engage with candidates. Additionally, 95 companies connected via the National Guard Employment Network.

State Registrations

The states with the highest number of registered employers were:

- California
- Texas
- Florida
- Virginia

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
- Logistics/Supply Chain/Transportation
- IT/Cyber





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 2023, 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





2023 STATEMENTS OF FINANCIAL POSITION

FINANCIALS

ASSETS

	2023
Current assets	
Cash and cash equivalents	\$ 172,829
Certificates of deposit	2,751,037
Investments	<u>6,043,054</u>
TOTAL ASSETS	<u>\$ 8,966,920</u>

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES	
Accounts payable	\$ 283,210
Accrued expenses	<u>17,218</u>
TOTAL LIABILITIES	<u>300,428</u>
NET ASSETS	
Without donor restrictions	4,934,581
With donor restrictions	<u>3,731,911</u>
TOTAL NET ASSETS	<u>8,666,492</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 8,966,920</u>



STATEMENTS OF ACTIVITIES

	2023		
	Without Donor Restrictions	With Donor Restrictions	Total
REVENUES AND SUPPORT			
Contributions and grants	\$ 395,985	4,230,653	\$ 4,626,638
Program service fees	18,460	-	18,460
Contributed nonfinancial assets		-	
Investment income, net	360,999	-	360,999
Net assets released from restrictions	1,274,000	(1,274,000)	-
TOTAL REVENUES AND SUPPORT	2,049,444	2,956,653	5,006,097
EXPENSES			
Program services	3,726,781	-	3,726,781
Administration	87,361	-	87,361
Fundraising	39,998	-	39,998
TOTAL EXPENSES	3,854,140	-	3,854,140
CHANGE IN NET ASSETS	(1,804,696)	2,956,653	1,151,957
NET ASSETS, BEGINNING OF YEAR	6,739,277	775,258	7,514,535
NET ASSETS, END OF YEAR	\$ 4,934,581	\$ 3,731,911	\$ 8,666,492

**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 2024, 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 2024

"[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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