

Q: How would an employer gain access to meet with current military who are set to be discharged from the service? I know they attend a class on their base called “pre-separation class” whereby we can coach and examine skills and transition them right into a corporate position.

A: In terms of reaching exiting military, you need to define which military you are talking about. There are three military groups:

Transitioning active duty
National Guard
Reserve

Then you break the three groups into Enlisted and Officer.

The exit from active duty class/program to which you refer is the Transition Assistance Program, commonly referred to as TAP. The Army had to be different so they call theirs the Army Career Alumni Program, or ACAP. Only about 40% (if that many) transitioning off active duty go through the program. Last year @ 184,000 people transitioned off active duty. 30% or more went to school, @ 10% totally retired, the rest went looking for a job. The problem with these numbers is no one really knows exactly the split, and if they claim they do, be careful!

To reach transitioning military, employers can send information to the 206 bases that have TAP/ACAP offices. Employers can also advertise on military related employment sites. VetJobs lists the major sites in our Employment Assistance (<http://www.vetjobs.com/vetEmpAssistance.htm>) section in the Niche Job Board Sites article (<http://vetjobs.com/media/niche-job-board-sites/>) . Below is a list of the better known players. The major sites in terms of traffic are VetJobs, Military Hire and Military.com (a Monster property).

Veteran Job Sites

Civilian Jobs www.civilianjobs.com

Corporate Gray www.corporategray.com

Defense Jobs www.defensejobs.com

GI Jobs www.gijobs.comQ: How would an employer gain access to meet with current military who are set to be discharged from the service? I know they attend a class on their base called “pre-separation class” whereby we can coach and examine skills and transition them right into a corporate position.

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GI Jobs www.gijobs.com
Helmets to Hardhats www.helmetstohardhats.com
Hire Veterans www.hireveterans.com
Jobs2Vets www.jobs2vets.com
Jobs4Vets www.jobs4vets.com
Marine Executive Association www.marineea.org
Military.com www.military.com
Military Connection www.militaryconnection.com
Military Hire www.militaryhire.com
Military Job Zone www.militaryjobzone.com
Military Officers Association of America
www.moaa.org/Main_Menu/Access_Member_Benefits/Careers/Careers.html
Military Spouse Corporate Career Network www.msccn.org
Military to Medicine www.militarytomedicine.org
Transition Assistance Online www.taonline.com
Transition Careers www.transitioncareers.com
VetJobs www.vetjobs.com

Employers can also advertise in print using GI Jobs and the Military Times.

The largest number of military coming back looking for work are members of the National Guard and Reserve (NG&R). Many employers do not want to hire NG&R due to the constant call ups. Since 1991, there have been over 30 full call ups of the NG&R! Here in Georgia, our NG has been called up six (6) times in ten years. Makes a little difficult to keep a job when you are being called up so frequently. The NG is affected more than the Reserves because the NG reports to state governors and when there is a state emergency, then the governor calls up the state NG. That REALLY makes it hard to keep a job.

To reach the NG&R you would again advertise on the military sites. Employers can also send information to their state's National Guard HQ.

Another key piece is to get the information to the various LVER/DVOP/Veteran representatives at the local workforce centers. They work with both transitioning military and NG&R.

DOD, VA and DOL are getting into the military job board business since it is now politically hot to "help" veterans, and have launched sites like TurboTap.org, H2H.jobs and VetSuccess.gov.

I hope this information is of assistance.

When you read news reports of veteran unemployment the real problem is in the young veterans active in the NG&R, not those coming off active duty. FYI, the unemployment rate in November for ALL veterans was only 7.4%, a total of 832,000 veterans. However, the unemployment rate for the 18 to 24 is 37.9%, made up of 95,000 people.

Give me a call if you have any questions.

Best regards,

Ted

VetJobs
P. O. Box 71445
Marietta, GA 30007-1445

o 877.838.5627 (877-Vet-Jobs)
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Veterans make the best employees!
Freedom Is Never Free - Support Our Armed Forces and Veterans!

Sic Vis Pacem, Para Bellum

VetJobs is an appropriate employment service delivery system for EEOC, VEVRAA/JVA and OFCCP compliance support!

Eight year recipient of WEDDLE's User's Choice Award
Eight year recipient of AIRS Top Recruiting Site
Four year recipient of Workforce Management Top 10 Recruiting Sites
Only military job board selected by Reader's Digest and BusinessWeek
2010 AOL Hot Job Site Award

VetJobs is a Service Disabled Veteran Owned Small Business

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Marine Executive Association www.marineea.org
Military.com www.military.com
Military Connection www.militaryconnection.com
Military Hire www.militaryhire.com
Military Job Zone www.militaryjobzone.com
Military Officers Association of America
www.moaa.org/Main_Menu/Access_Member_Benefits/Careers/Careers.html
Military Spouse Corporate Career Network www.msccn.org
Military to Medicine www.militarytomedicine.org
Transition Assistance Online www.taonline.com
Transition Careers www.transitioncareers.com
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