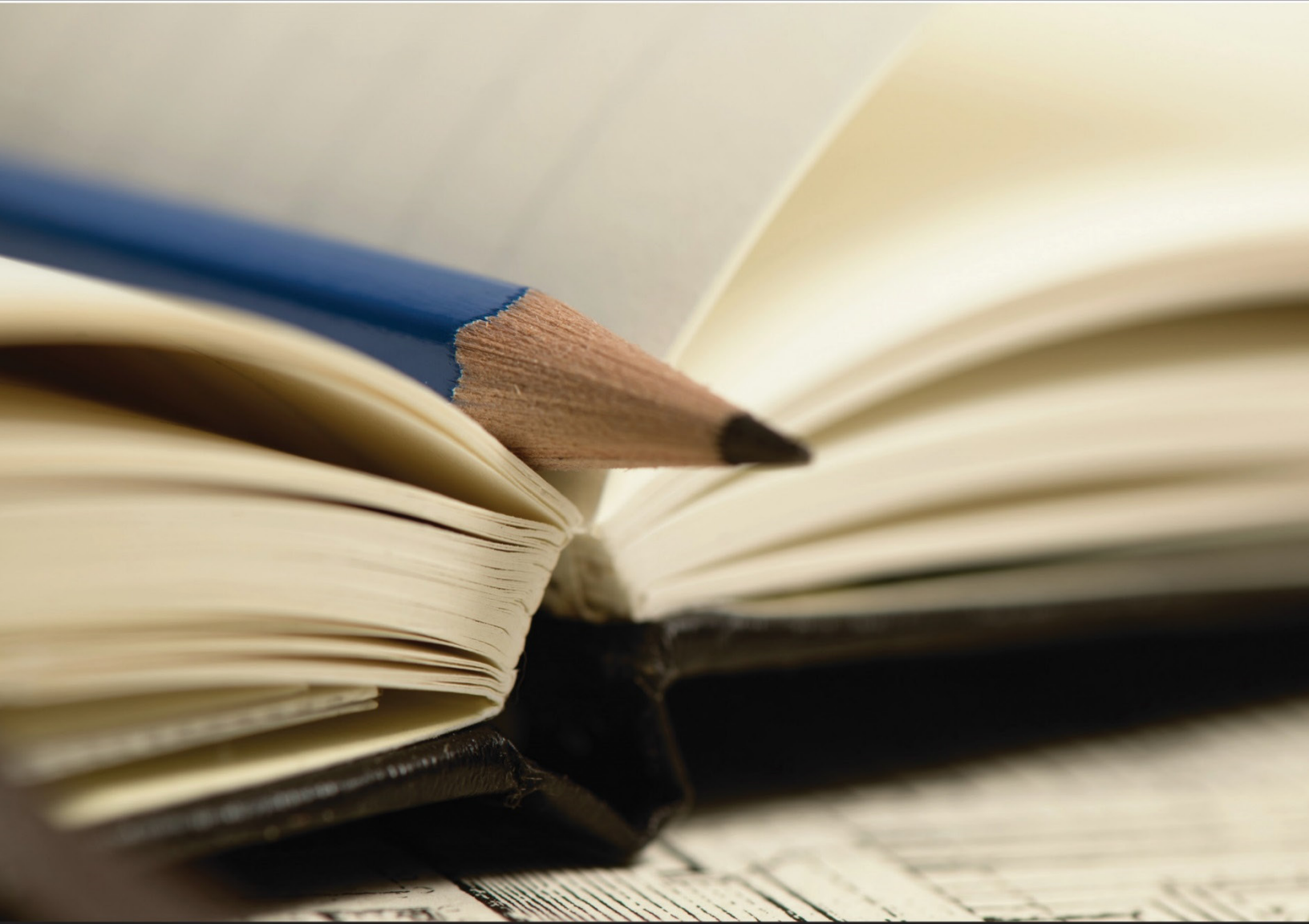


U.S. DEPARTMENT OF LABOR



VETS Resource Guide





Visit <https://www.dol.gov/agencies/vets/programs/tap> to access and download additional VETS Transition Assistance Program resources.

Disclaimer: The information provided herein does not constitute a formal endorsement of any company, its product, or services by the U.S. Department of Labor (DOL). Specifically, the appearance or use of external hyperlinks does not constitute endorsement by the DOL of the linked websites or the information, products, or services contained therein. The DOL does not exercise any editorial control over the information you may find at these locations. While this information provides informational resource materials to assist military personnel and their families in identifying or exploring resources and options, the resources provided are not exhaustive.

All websites, URLs and screen shots within this guide are active at the date of publication. However, URLs and web content are subject to change without notice, and users of this guide are advised to follow links to confirm information is the current version.

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How to Use This Guide

Welcome to the Department of Labor's Veterans' Employment and Training Service (VETS) Resource Guide!


The VETS Resource Guide (VRG) was created to support the workshops presented by the U.S. Department of Labor and the Transition Assistance Program (TAP) to transitioning service members, veterans, spouses of all branches of the military and Coast Guard, and caregivers. It will help you quickly find and access the many World Wide Web resources discussed in our workshops as well as other important transition-related resources available to our service members. It is organized alphabetically by major topic headings covered in the workshop content.

The best method to quickly find specific links related to a subject of interest:

- Use the **Search** field in the menu bar of your PDF reader.
- OR**
- Use the **Find** function by pressing "**CTRL+F**," then enter the subject-related keywords or organization names into the search field for your desired topic.

IMPORTANT:

The services listed in this guide have been reviewed by the Department of Labor as possible sources of veteran support services.

- *Inclusion in this guide **does not** indicate endorsement of services.*
 - *Criteria for inclusion in this guide is that veterans are not charged any fees for the basic services offered by the sites or organizations included in this guide.*
 - *Any software applications listed in this Guide **have not been tested** for cyberthreats or possible negative impacts on personal data or computing equipment. Testing, installation, and use are at the sole discretion of the user.*
 - *Resources marked with this symbol  are approved partners of the Employment Navigator and Partnership Program (ENPP) and have signed a Memorandum of Understanding (MOU) with DOL VETS and provide services and assistance to transitioning service members, veterans, and their spouses.*
-

Active-Duty Education Resources / Opportunities

Air University (AU), Community College of the Air Force - Transform yourself: Add credentials and college degrees to your resume. Expand your opportunities for jobs, promotions, further education inside/outside AF. We equip you with degrees and credentials you need to succeed!

www.airuniversity.af.mil/Barnes/CCAF/

Army Ignited - A tailored, intuitive resource empowering you to achieve your educational goals. Whether you're at home or deployed, you have access to education opportunities, support, and guidance throughout your education journey. <https://www.armyignited.army.mil/student/public/welcome>

Coast Guard Voluntary Education - Provides services to assist with professional growth through higher education. Services include Registrar Services for degree entry and JST updates, Course Support Testing for qualification testing, ESO designation/relief, and support for Tuition Assistance and Grant Applications. <https://www.forcecom.uscg.mil/Our-Organization/FORCECOM-UNITS/ETQC/Voluntary-Education/>

Defense Activity for Non-Traditional Education Support (DANTES) - Voluntary education information related to attending college while still on active duty. www.dantes.mil

Goarmy.com - Provides access to Army's education benefits and specific programs such as Concurrent Admissions Program (CONAP), Spouse Education & Career Opportunities (SECO), College Level Examination Program (CLEP), and Accelerated Promotion. that can help bring your education goals within reach. <https://www.goarmy.com/benefits/while-you-serve/education-training.html>

United States Naval Community College (USNCC) - Official website of the United States Naval Community College. The USNCC was introduced to support enlisted Sailors and Marines with achieving professional certificates and associate degrees that enhance operational readiness and improve warfighting capabilities, while putting Sailors and Marines on a path to lifelong learning. With the addition of the US Coast Guard, Coast Guardsmen are also able to access the USNCC.

<https://www.usncc.edu/s/>

American Job Centers (AJCs)

AJCs provide free help to job seekers for a variety of career and employment-related needs. Nearly 2,400 AJCs, funded by the U.S. Department of Labor's Employment and Training Administration, are located throughout the United States.

Find your nearest AJC using the Career One Stop locator:

<https://www.careeronestop.org/LocalHelp/AmericanJobCenters/american-job-centers.aspx>

You can also find links and contact information for your state's AJC under the VRG [State Workforce Agencies](#) topic heading.

Apprenticeship Information

ApprenticeshipUSA - Discover apprenticeships across industries, how employers start programs, and how to become an apprentice, <https://www.apprenticeship.gov/>

- **Career Seekers** - <https://www.apprenticeship.gov/career-seekers>
- **Employers** - <https://www.apprenticeship.gov/employers/explore-apprenticeship>.

Army Career Skills Program (CSP) - affords transitioning service members the opportunity to participate in employment skills training, on-the-job training, pre- apprenticeships, and internships with a high probability of employment in high-demand and highly-skills jobs.

<https://home.army.mil/imcom/index.php/customers/career-skills-program>.

DOL Employment and Training Administration - General information about apprenticeships and access to contact information for regional and local state apprenticeship agencies.

<https://www.dol.gov/agencies/eta/apprenticeship>


DoD SkillBridge - Overview of program requirements and eligibility for military members and military spouses. <https://skillbridge.osd.mil/>


U.S. Department of Labor Employment and Training Administration - Link for apprenticeships:

www.apprenticeship.gov/service-members-and-veterans


United Services Military Apprenticeship Program (USMAP) - <https://usmap.osd.mil/index.htm>

Apprenticeship Opportunities


CyberUp  - A 501c3 nonprofit created to cultivate the cybersecurity talent pipeline for today and tomorrow. They accomplish this through their nationally recognized LevelUp Apprenticeship Program and their PowerUp Youth Program. <https://wecyberup.org/>

Fastport Inc.  - DOL industry intermediary for the Transportation sector and a part of the Centers of Excellence to support apprenticeship opportunities.


- <https://www.fastport.com>
- <https://nationalapprenticeship.org/military>

Hamilton-Ryker / Talent Gro  - Offers an effective workforce development solution whose mission is to meet today's hiring challenges through apprenticeship and employment opportunities.


<https://talentgro.com/military/>

Helmets to Hardhats  - Helps military service members successfully transition back into civilian life by offering them the means to secure a quality career in the construction industry.

<https://helmetstohardhats.org/>


North Atlantic States Carpenters Training Fund  - Delivers cutting-edge training and curriculum in state-of-the-art facilities to apprentice and journey-level carpenters to provide union and other trade contractors with highly skilled, productive carpenters who exemplify the drive for excellence.

<https://www.nasctf.org/news/>

Safal Partners  - Intermediary that connects transitioning service members and their spouses to organizations with cyber and tech apprenticeship programs. cyber.safalpartners.com

Transition Overwatch  - Programs designed to launch military members into high-demand careers.

<https://transitionoverwatch.com/>

Wireless Infrastructure Association (WIA)  - Through their Telecommunications Industry Registered Apprenticeship Program (TIRAP), WIA offers former military professionals a structured pathway to earn income while learning the skills to pursue a meaningful career in a fast-paced and growing industry.

<https://tirap.wia.org/veterans>

Assessments

CareerScope® - <https://dol-vets.careerscope.net/assessment>

My Next Move O*NET Interest Profiler - www.mynextmove.org/explore/ip

Budgeting / Finances

Financial Planning for Transition - Transition Assistance Program online course. Choose the appropriate user type and complete the course registration to enter the course.

<https://www.tapevents.mil/courses/308>

Military Consumer - Official website of the joint initiative of the Federal Trade Commission, Department of Defense, and Consumer Financial Protection Bureau. Their goal is to empower active duty and retired servicemembers, military families, veterans and civilians in the military community. They offer free resources as the first line of defense against fraud and make better-informed decisions when managing your money. <https://www.militaryconsumer.gov/>

MilSpouse Money Mission - Free Financial Education Resources.

<https://www.milspousemoneymission.org/>

Military OneSource - Course Catalog, MilLife Learning. Create an account to take Finance courses such as Car Buying Basics or Consumer Credit. <https://millifelearning.militaryonesource.mil/MOS/mcftp-prod/f?p=332:8:.....>

LivingCost.org - Compare cost of living using a database with information on prices and cost of living in 9294 cities in 197 countries. Data is partly crowdsourced by users, plus aggregated from public sources such as rental websites, chain grocery stores, etc. Cost of living is calculated as a consumer cost basket of items needed to maintain a moderate lifestyle in a developed country. <https://livingcost.org/>

Yellow Ribbon Reintegration Program (YRRP) - DoD Online Courses: Learn at your own pace.

<https://www.yellowribbon.mil/courses>

Career Counseling

DoD Spouse Education & Career Opportunities (MySECO) Program - Provides cost-free Career Counseling. <https://myseco.militaryonesource.mil/portal/contact-us>

DoD's Military Spouse Transition Program (MySTeP) - Provides online education and information for spouses throughout their service member's career. <https://myseco.militaryonesource.mil/portal/mystep>

MilitaryOneSource - offers a wide range of individualized consultations, coaching and non-medical counseling for many aspects of military life. Help is available 24/7. As a member, you will be eligible to use this Department of Defense-funded program anytime, anywhere. <https://www.militaryonesource.mil/>

CareerOneStop

Your source for career exploration, training & jobs; sponsored by the U.S. Department of Labor and partner of the American job center network. Links to up-to-date industry trends, career trends, occupation profiles, and job finder tools. <https://www.careeronestop.org>

Career Research and Assistance

Bureau of Labor Statistics - Occupational Outlook Handbook. Provides occupation descriptions.
www.bls.gov/ooh/

ClearedJobs.Net - A veteran-owned career site and job fair company founded in 2001 for professionals seeking careers in the defense, intelligence and cyber security communities. <https://clearedjobs.net/>

FedsHireVets - Your single site for Federal employment information for veterans, transitioning service members, their families, and Federal hiring officials. This OPM site will be your most valuable resource for learning about special hiring authorities and overall federal employment for veterans:
<https://www.opm.gov/fedshirevets/>.

HigherEdJobs - Source for jobs and career information in academia. Comprehensive list of jobs, news and career advice in academia. <https://www.higheredjobs.com/>

Hirevets.gov - Home of the HIRE Vets Medallion Program, the only federal-level veterans' employment award recognizing companies and organizations committed to veteran hiring, retention, and professional development. www.hirevets.gov

Military OneSource - Connects you to information on spouse employment help including webinars and online training. <https://www.militaryonesource.mil/>

My Next Move - Search careers with keywords, browse careers by industry or answer questions about the type of work you might enjoy. <https://www.mynextmove.org>

mySkills myFuture - (a proud partner of the AJC network) Find careers that match your skillset.
<https://www.myskillsmyfuture.org/>

NAF Jobs - Part of the USAF HR system, this site offers Non-Appropriated Fund (NAF) jobs at base locations world-wide. Employment is considered federal employment. It is, however, different from federal civil service employment because the monies used to pay the salaries of NAF employees come from a different source. <https://www.nafjobs.org/>

Navy MWR - Similar to NAF Jobs, described above, focusing on Morale, Welfare and Recreation (MWR) jobs. <https://www.navymwr.org/careers>

O*NET Online - Data on emerging careers; including descriptions, outlook, wages, and relevant in-demand technologies. <https://www.onetonline.org/>

- List of hot technologies (hot technologies are tech related requirements frequently included in employer job postings). www.onetonline.org/search/hot_tech/
- O*NET Interest Profiler - Use the online assessment to help find your interests and decide on careers you might want to explore. <https://www.mynextmove.org/explore/ip>

RecruitMilitary  - Connects employers to military job seekers via services that include contingency recruiting, career fairs, a job board, employer branding, and a military-centric publication, *Search & Employ*® magazine. Founded in 1998 by a Marine Corps veteran, RecruitMilitary offers career services free of charge to the military community. <https://recruitmilitary.com/>

Society for Human Resource Management (SHRM) - Source of news and trends in the area of human resource management. Membership required for full access. <https://www.shrm.org/pages/default.aspx>

Troops for Teachers Program (TTT) - Helps service members and veterans become certified and employed as teachers in K-12 schools. With fewer teachers available, there is an urgent need for individuals with these skills to fill teaching positions. <https://www.dantes.mil/ttt/>

USA.gov - U.S. government's official web portal that organizes timely, needed government information and services, accessible anytime, anywhere, via your channel of choice. <https://www.usa.gov/>

USAJOBS - When applying for a job, check to see if there is an event relevant to you. <https://www.usajobs.gov/Notification/Events>

U.S. Department of Agriculture (USDA) For veterans interested in living in rural America, the USDA wants to help you sustain and strengthen your communities. USDA's [Discovery Tool](#) helps you identify which programs might be right for you. To learn more, contact us at veterans@usda.gov or <https://www.usda.gov/our-agency/initiatives/veterans/veterans-and-entrepreneurship>.

Certification / Credentialing / Licensing

CareerOneStop - Identify available certifications by keyword or by occupation:

- Certification Finder - Search by Certification Name, Organization, Industry or Occupation using keyword or code. www.careeronestop.org/Toolkit/Training/find-certifications.aspx
- License Finder - Search by Occupation, License Name or Licensing Agency using keyword or code and location. www.careeronestop.org/Toolkit/Training/find-licenses.aspx
- Find Training - Search by Occupation, School, or Program using keyword or code and location. www.careeronestop.org/FindTraining/find-training.aspx

Credentialing Opportunities On-Line (COOL) - Use the **Military Occupations Explorer** found on the COOL page of each service branch to learn how military occupations are related to each other among the military branches, civilian occupations, and to civilian credentials.

- **Air Force COOL** - a pathway for enlisted Air Force members to earn industry recognized professional certifications, licenses to enhance their active-duty work, and to prepare them as they transition to the civilian job market. <https://afvec.us.af.mil/afvec/af-cool/how-cool-works>
- **Army COOL** - helps Army service members find information on certifications and licenses related to their military occupation and civilian careers. <https://www.cool.osd.mil/army/index.htm>
- **Coast Guard COOL** - helps Coast Guard service members find information on certifications and licenses related to their military occupation and civilian careers. <https://www.cool.osd.mil/uscg/>
- **DoD Civilian COOL** - helps DoD Civilian employees find information on certifications and licenses related to their job. <https://www.cool.osd.mil/dcivilian/index.htm>
- **Marine Corps COOL** - helps Marine Corps service members find information on certifications and licenses related to their military occupation and civilian careers. <https://www.cool.osd.mil/usmc/index.htm>
- **Military Spouse Interstate License Recognition Options** - Learn about specific laws and resources your new state offers to military spouses who work in licensed occupations. <https://www.dol.gov/agencies/vets/veterans/military-spouses/license-recognition>
- **Navy COOL** - helps Navy service members find information on certifications and licenses related to their military occupation and civilian careers. <https://www.cool.osd.mil/usn/>

MilGears – Department of Defense customized career-building tool. Upload service history documents such as your Joint Service Transcript or Verification of Military Experience and Training to see how your credentials compare to civilian occupations and recommendations to fill gaps to enter an occupational field. <https://milgears.osd.mil/>

Accreditation

Accredited Schools Online - Produces content focused on school accreditation. Search for a school's admission and completion rates and accreditation status. Covers colleges, universities, trade schools, online programs, basically any education source you might be considering.

<https://www.accreditedschoolsonline.org/>

Council for Higher Education Accreditation (CHEA) and U.S. Department of Education - List of recognized accrediting organizations. <https://www.chea.org/search-institutions>

Database of Accredited Postsecondary Institutions and Programs (DAPIP) - Information educational institutions accreditation. <https://ope.ed.gov/dapip/#/home>

U.S. Department of Education - <https://www.ed.gov/>

Diploma Mills and Accreditation information -

<https://www2.ed.gov/students/prep/college/diplomamills/diploma-mills.html>

U.S. Department of Veterans Affairs - Find GI Bill approved schools and compare benefits with the GI Bill Comparison Tool and get more advice to help you choose a school.

- Web Automated Reference Material System (WEAMS) Institution Search. <https://inquiry.vba.va.gov/weamspub/buildSearchInstitutionCriteria.do>
- Find GI Bill approved schools and access the GI Bill Comparison Tool: <https://www.va.gov/education/choosing-a-school/>

Education Benefits

Guide to Colleges - www.careeronestop.org/FindTraining/Types/college.aspx

Education and training finder for veterans - www.careeronestop.org/Veterans/BackToSchool/back-to-school.aspx

Military Tuition Assistance is not a loan, but a tuition expenses benefit for eligible military service members. Each service has its own criteria for eligibility, obligated service, application process' and restrictions for covering tuition expenses.

- **Air Force and Space Force.** Tuition Assistance Program, <https://www.afpc.af.mil/Career-Management/Military-Tuition-Assistance-Program/>
- **Army.** MyArmyBenefits website, [https://myarmybenefits.us.army.mil/Benefit-Library/Federal-Benefits/Tuition-Assistance-\(TA\)](https://myarmybenefits.us.army.mil/Benefit-Library/Federal-Benefits/Tuition-Assistance-(TA))
- **Navy.** Tuition Assistance (TA) and Navy College Program for Afloat College Education (NCPACE), <https://www.navycollege.navy.mil/sailors/tuition-assistance-ncpace.htm>
- **Marine Corps.** Tuition Assistance (TA), <https://usmc-mccs.org/articles/how-do-i-apply-for-tuition-assistance/>
- **U.S. Coast Guard.** Tuition Assistance, <https://www.forcecom.uscg.mil/Our-Organization/FORCECOM-UNITS/ETQC/VOLUNTARY-EDUCATION/Tuition-Assistance/>

- **Yellow Ribbon Program** – can help you pay for higher out-of-state, private school, foreign school, or graduate school tuition and fees that the Post-9/11 GI Bill doesn't cover. Find eligibility information and if your school takes part in this program. www.va.gov/education/about-gi-bill-benefits/post-9-11/yellow-ribbon-program/

Financial Aid and Scholarships

Federal Student Aid (FAFSA) - U.S. Department of Education steps to choosing a school.

<https://studentaid.gov/resources/prepare-for-college/students/choosing-schools>

- **FAFSA Tips for Success** – Featured category provides articles on financial aid, loan repayment, scams, and other tips on preparing for college or career school. <https://studentaid.gov/articles/category/tips-for-success/>

Institute of Education Services National Center for Education Statistics (IES NCES) - college navigator, <https://nces.ed.gov/collegenavigator/>

My Career Advancement Account (MyCAA) - Scholarship Program. <https://mycaa.militaryonesource.mil/>

TeachingDegree.org - Financial aid and scholarship options for service members, dependents, and veterans interesting in becoming teachers. <https://www.teachingdegree.org/resources/financial-aid-for-veterans/>

Consumer Protection / Fraud / Personal Security

IMPORTANT: *There are many job opportunities and offers out there and many may sound too good to be true. Some offers are actually scams; you may be at risk of losing time, money, or your personal information. To prevent falling for a scam offer, remember the most important and guiding rule:*

Take your time. Do your research. Research the company or business opportunity extensively before signing or accepting anything.

Better Business Bureau® - www.bbb.org

Consumer Financial Protection Bureau - www.consumerfinance.gov/complaint/

Direct Selling Association - A trade organization covering businesses involved in direct selling. Many legitimate direct sales companies are not members of the DSA, but its members follow a strict ethics code. <https://www.dsa.maxx.matrixdev.net/home>

Federal Trade Commission (FTC) – Review consumer advice articles on scams; online privacy and security; credit, loans, and debt, and much more. <https://consumer.ftc.gov/>

Glassdoor - Reviews of companies from past and present employees on this website. The company's entry will show their rating and the reviews they have received. <https://glassdoor.com/index.htm>

Indeed – This website has company reviews and is a great way to find out more about companies, their salary ranges, and what kind of work environment they have. <https://www.indeed.com>

Cost of Living Calculators

Bankrate.com - Helps you understand the disparities between two metro areas and can be used to help you determine or negotiate the salary you'll need in a particular city.

<https://www.bankrate.com/calculators/savings/moving-cost-of-living-calculator.aspx>


Expatistan - International cost-of-living comparisons. <https://www.expatistan.com/cost-of-living>


Numbeo.com - A crowd-sourced global database of quality-of-life data: housing indicators, perceived crime rates, healthcare quality, transport quality, and other statistics. <https://www.numbeo.com/cost-of-living/>


SmartAsset.com - Identifies the places where average living expenses are most affordable for the people living there. Calculations are based on purchasing power in each county using a weighted cost of living as a percentage of per capita income. <https://smartasset.com/mortgage/cost-of-living-calculator>


Digital Job Matching


Indeed.com  - #1 job site in the world, with over 300M unique visitors every month. Free access to search for jobs, post resumes, and research companies. <https://www.indeed.com/>

Purepost  - A veteran-owned talent platform that translates experiences into resume formatted profiles and automatically matches service members to private sector jobs. <https://purepost.co/>

Recruit Military  - Service for veterans, transitioning military, and military spouses to connect with America's top employers. <https://recruitmilitary.com/>

SkillMil  - Hiring platform for veterans designed to link you to job opportunities that enable you to leverage your unique military skills. Supported by an AI tool, Milly, which aims to streamline the transition to civilian employment through military skill translation, resume crafting, and precision job matching. <https://www.skillmil.com/>

Talents Ascend  - Uses an AI-Powered Talent Sourcing Platform algorithm that translates occupations into a skills profile to align skills needed in the civilian workforce. <https://theascendcollective.org/veteransascend/>

Vetlign  - A veteran-targeted version of the Oplign job alignment tool for transitioning military, veterans, and companies that turns the job market into fully structured data so you can immediately understand how your military skills align with civilian jobs that you want. <http://vetlign.com/>


Education / Training

Air Force Virtual Education Center (AFVEC) - Air Force's premier site for information about educational benefits, offers a wide array of on-line services created to allow Air Force veterans to actively participate in all aspects of their education, including the creation and management of funding requests. <https://afvec.us.af.mil/afvec/public/welcome>

College Results (CR) - Interactive, user-friendly web tool designed to provide information for nearly every four-year university in the country. Learn about their admission rates, graduation rates, student demographics, and other critical student data. <https://collegeresults.org/>

College Scorecard - Search and compare colleges: their fields of study, costs, admissions, results, and more. <https://collegescorecard.ed.gov/>


Coursera - Partnering with more than 275 leading universities and companies, they bring job-relevant online learning to individuals and organizations worldwide. **NOTE:** Some degrees and projects have an associated fee. <https://www.coursera.org/>


Grow with Google  - Helps ensure that the opportunities created by technology are available to everyone. Through tools and training, they help people get the right skills to find jobs they want, advance their careers, and grow their businesses. They also have an initiative targeted specifically for veterans and their families.

- https://grow.google/expanding-opportunity/military-community/#?modal_active=none
- <https://grow.google/>

Khan Academy – Learners range from Pre-K through college. Khan Academy offers practice exercises, instructional videos, and a personalized learning dashboard including test preparation (SAT, Praxis, LSAT) content. <https://www.khanacademy.org/>

Massive Open Online Courses (MOOCs) – Free online courses available for anyone to enroll. MOOCs provide an affordable and flexible way to learn new skills, advance your career and deliver quality educational experiences at scale. <https://www.mooc.org/>


National Center for Housing Management  - National Center for Housing Management sees an opportunity not only to show veterans an oft-unseen career path in housing, but to help the industry as a whole by attracting candidates that are qualified, experienced, and bring attributes to their job that only a previous career in the military would cultivate. <https://www.veteransforhousing.org/>


National Institute of Innovation and Technology  - A 501(c)(3) charged with developing and executing the national strategy to build the nation's talent pipeline for advanced manufacturing and tech-based industries, with a particular focus on the semiconductor sector and nanotechnology related industries. <https://www.niit.org/>

VetsinTech (ViT)  - supports veterans and military spouses with re-integration services by connecting them to the national technology ecosystem. ViT is committed to bringing together a tech-specific network, resources and programs for veterans interested in education, entrepreneurship and employment opportunities in tech. <https://academy.vetsintech.co/>

Employment Networking Services

Corporate Gray - Founded in 1994 to connect veterans with employers nationwide. They do this via military-focused job fairs and other career transition services that are free to all job seekers. <https://www.corporategray.com/>

GI Jobs  - Connecting transitioning service members and veterans to career and business ownership opportunities, education, and transition assistance. <https://www.gijobs.com/>

LinkedIn  - Social media site that helps veterans connect with hiring managers, other veterans, future colleagues, jobs, learning opportunities, and many other things that could help create the next step of your professional journey.

- <http://www.linkedin.com/>
- https://socialimpact.linkedin.com/programs/veterans?utm_source=shortlink

Employment News Sources

Federal News Network - Military spouses should see more flexible job opportunities under new OPM hiring policy. <https://federalnewsnetwork.com/category/all-news/>

MilitaryTimes - Hundreds of thousands of temporary job opportunities nationwide.

<https://www.militarytimes.com/>

Society for Human Resource Management HR News - <https://www.shrm.org/hr-today/news/hr-news/Pages/default.aspx>

Employment Opportunity Referrals

Shift.org - A veteran-founded company that connects current and former military members to hiring teams at top companies across tech, defense, and sports industries that are actively hiring for full-time roles and SkillBridge internships. <https://www.shift.org/talent-spotlight>

Employment Rights and Laws

American with Disabilities Act (ADA), <https://www.ada.gov/>

Understanding Your Employment Rights Under the Americans with Disabilities Act (ADA): A Guide for Veterans, <https://www.eeoc.gov/laws/guidance/understanding-your-employment-rights-under-americans-disabilities-act-guide-veterans>

EBSA for ERISA - The Employee Benefits Security Administration (EBSA) is responsible for administering and enforcing the fiduciary, reporting and disclosure provisions of Title I of the Employee Retirement Income Security Act of 1974 (ERISA). The goal of Title I of ERISA is to protect the interests of participants and their beneficiaries in employee benefit plans and retirement plans.

<https://www.dol.gov/agencies/ebsa/workers-and-families>

Fair Labor Standards Act (FLSA) - Wages and the Fair Labor Standards Act (FLSA).

<https://www.dol.gov/agencies/whd/flsa>

Family Medical Leave Act (FMLA) - <https://www.dol.gov/agencies/whd/fmla>

Family and Medical Leave Act Employee Guide -

<https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/employeeguide.pdf>

- Fact Sheet #28M (b): Military Caregiver Leave for a veteran under the Family and Medical Leave Act. <https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/whdfs28mb.pdf>

Job Accommodation Network (JAN) - <https://askjan.org/index.cfm>

- Accommodation and Compliance: Disability Disclosure. Useful guidelines for how to disclose a disability, <https://askjan.org/topics/Disability-Disclosure.cfm>

OPM - Policy, Data, Oversight: Pay & Leave, pay programs for Federal employees, including the General Schedule (GS), Law Enforcement Officer (LEO) Pay Schedules, and the Federal Wage System (FWS).

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/>

Office of Federal Contract Compliance Programs - Section 503.

<https://www.dol.gov/agencies/ofccp/section-503>

Office of Disability Employment Policy (ODEP) - <https://www.dol.gov/agencies/odep>

- US DOL ODEP National Disability Employment Awareness Month (NDEAM). Video on NDEAM. <https://www.youtube.com/watch?v=BVG4YqVZaR8>

Office of Personnel Management (OPM) - <https://www.opm.gov/>

- OPM Policy, Data, Oversight, Fact Sheet: Disabled Veteran Leave. <https://www.opm.gov/policy-data-oversight/pay-leave/leave-administration/fact-sheets/disabled-veteran-leave/>

U.S. Department of Health & Human Services (HHS) - Health Insurance Portability and Accountability Act (HIPAA). <https://www.hhs.gov/hipaa/index.html>

U.S. Department of Labor - <https://www.dol.gov/>

- Veterans Employment and Training Services (DOL VETS). <https://www.dol.gov/agencies/vets>
- VETS Regional offices. <https://www.dol.gov/agencies/vets/about/regionaloffices>
- Wage and Hour Division (WHD). <https://www.dol.gov/agencies/whd>

U.S. Equal Employment Opportunity Commission (EEOC) - <https://www.eeoc.gov>

- Equal Employment Opportunity Commission, employees' rights and responsibilities. <https://www.eeoc.gov/laws/guidance/veterans-and-americans-disabilities-act-guide-employers>. Locate "**Employees & Applicants**" at the bottom of the page.
- EEOC Factsheets Discrimination in the Workplace
- Age Discrimination - <https://www.eeoc.gov/laws/guidance/fact-sheet-age-discrimination>
- Disability Discrimination - <https://www.eeoc.gov/laws/guidance/fact-sheet-disability-discrimination>
- National Origin Discrimination - <https://www.eeoc.gov/laws/guidance/fact-sheet-national-origin-discrimination>
- Religious Discrimination - <https://www.eeoc.gov/laws/guidance/fact-sheet-religious-discrimination>

Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) - For much more information on USERRA, visit the following website: <https://www.dol.gov/agencies/vets/programs/userra>

Veterans Employment and Training Services (DOL VETS) - <https://www.dol.gov/agencies/vets> and <https://dol.gov/agencies/vets/veterans/>

Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA),

- <https://www.dol.gov/agencies/ofccp/vevraa>
- https://www.dol.gov/sites/dolgov/files/ofccp/regs/compliance/factsheets/FACT_Veterans_Sept16_ENGESQA508c.pdf
- <https://www.dol.gov/agencies/vets/programs/vets4212>

Freelance Jobs

The Balance – Listing of best websites for freelance jobs. <https://www.thebalancecareers.com/best-websites-for-freelance-jobs-2060772>

Flex Jobs - Use website to find vetted remote, work from home, and flexible job opportunities. <https://www.flexjobs.com/guide-freelance-gig-job-platforms/all>

Freelance Writing Jobs - FWJ focuses on providing daily job lists to freelance writers. Website has discussion and question sections. Job board searches are free. <https://freelancewritingjobs.com/>

Freelancer. Website claims they are the World's largest freelancing and crowdsourcing marketplace. Connect over 58,601,464 employers and freelancers globally from over 247 countries, regions, and territories. Select “I want to Work” and browse jobs – bid on interested jobs. **NOTE:** Free for job seekers. Freelance candidates bid on jobs. Membership and other services have associated fees.

<https://www.freelancer.com/>

Gig / Sharing Economy Jobs

The Balance – List of the best sites to find gig jobs. <https://www.thebalancesmb.com/best-sites-to-find-gig-jobs-4150364>

Statista - Facts, statistics, forecasts, and studies on the U.S. Gig economy and more.

- <https://www.statista.com/>
- <https://www.statista.com/topics/4891/gig-economy-in-the-us/>

U.S. Bureau of Labor Statistics - Working in a gig economy. Career Outlook.

<https://www.bls.gov/careeroutlook/2016/article/what-is-the-gig-economy.htm>

Zety - Career site. Gig economy definition, statistics & trends (2022 Update).

- <https://zety.com/>
- <https://zety.com/blog/gig-economy-statistics>
- Yearly analysis summary of the most-used sections, keywords, and skills extracted and analyzed data from 133,000+ resumes created on Zety. *Resume Statistics 2022 (Analysis of 133,000 Documents)*. <https://zety.com/blog/resume-statistics>

Home-Based Business

Small Business Administration (SBA) - Dedicated to small business and provides counseling, capital, and contracting expertise as the nation’s only go-to resource and voice for small businesses. sba.gov

- **Boots to Business Program** - <https://sbavets.force.com/s/>
- **Office of Veterans Business Development** - [Office of Veterans Business Development | U.S. Small Business Administration \(sba.gov\)](https://www.sba.gov/offices/headquarters/ovbd/resources)
- <https://www.sba.gov/offices/headquarters/ovbd/resources>
- **SBA Learning Platform** - <https://www.sba.gov/sba-learning-platform>
- **SBA Veterans’ Advantage Program** - <https://www.sba7a.loans/sba-7a-loans-small-business-blog/sba-veterans-advantage-program>

Homelessness

Homeless Veterans’ Reintegration Program (HVRP) helps veterans experiencing homelessness gain meaningful employment via services that include job placement, career counseling, workshops, and resume writing assistance: www.nvtac.org/grantees

National Coalition for Homeless Veterans’ - List of community-based organizations.

www.nchv.org/index.php/help/help/locate_organization

National Community Action Partnership - Click on the Find Your CAA link at the top of the page, then click on Community. <https://communityactionpartnership.com>

State and County Veterans Affairs (VA) Offices - va.gov/

U.S. Department of Health and Human Services (HHS) Resources -

<https://www.hhs.gov/programs/social-services/homelessness/index.html>

U.S. Department of Housing and Urban Development (HUD) Exchange - Resources for homeless veterans and homeless veteran service providers. www.hudexchange.info/veterans/

United Way's search page - Help starts here. **211** connects you to expert, caring help. Every call is completely confidential. www.211.org

VA crisis line - 800-273-8255, press 1.

Independent Contractor References

ApolloTechnical.com - 11 Reasons Why You Should Take a Contract Job.

<https://www.apollotechnical.com/why-you-should-take-a-contract-job/>

Army Office of Small Business Programs - Guide to doing business with the Army is an effort to increase the number of small businesses capable of supporting the Army mission, thereby strengthening this industrial base. <https://www.army.mil/osbp>

BusinessNewsDaily.com - What You Need to Know About Contractors vs. Employees.

<https://www.businessnewsdaily.com/770-contract-vs-employees-what-you-need-to-know.html>

ehealthinsurance.com - Contract Employees vs. Full-time Workers.

<https://www.ehealthinsurance.com/resources/small-business/contract-employees-vs-full-time-workers>

Indeed.com - What is a Contract Employee? <https://www.indeed.com/career-advice/finding-a-job/contract-employee>

Internal Revenue Service (IRS) - Independent Contractor (Self-Employed) or Employee?

<https://www.irs.gov/businesses/small-businesses-self-employed/independent-contractor-self-employed-or-employee>

U.S. Chamber of Commerce - What Is a Contract Worker? <https://www.uschamber.com/co/run/human-resources/what-is-a-contract-worker>

ZipRecruiter.com - a popular source of contract opportunities among contractors.

<https://www.ziprecruiter.com/>

Internships

AmeriCorps - Program descriptions and application for national community service opportunities.

www.nationalservice.gov/programs/ameri-corps

Presidential Management Fellows (PMF) - Program for individuals who have received a qualifying advanced degree within the preceding two years. For complete program information: www.pmf.gov/

U.S. Chamber of Commerce Internship Program - www.uschamber.com/about-us/careers/internship-opportunities

USAJOBS Pathways - Federal government internships. www.usajobs.gov/StudentsAndGrads

Pathways at VA - <https://www.va.gov/employee/pathways-va/>

Interview Preparation

Candorful - A 501(c)(3) nonprofit supporting transitioning military, veterans, and military spouses by providing job interview practice and preparation with a team of volunteer interview coaches from industry and across the country. <https://candorful.org/>

CareerOneStop - <https://www.careeronestop.org/JobSearch/Interview/interview-tips.aspx>

Indeed - Career guides and interview preparation.

- <https://www.indeed.com/career-advice/interviewing>
- <https://www.indeed.com/career-advice/interviewing/interview-questions-for-managers>

LinkedIn - <https://www.linkedin.com/interview-prep>

Save A Suit - A 501(c)(3) nonprofit organization that provides veterans and transitioning service members with business suits, professional attire, and other clothing resources they need to achieve job security. <https://www.saveasuit.org/>

Job Boards / Job Search Engines

CareerBuilder® - Provides tools and opportunities to let everybody find meaning and value in their work, no matter their skill, background, or starting point. <https://hiring.careerbuilder.com/>


CareerOneStop - a great resource for career exploration, training, and jobs. www.careeronestop.org/JobSearch/job-search.aspx

JobPaths.com - JobPaths® is far more than a typical job board; they are a tech company designed to address issues facing veteran recruitment and retention. JobPaths has developed powerful, intelligently designed resources to help veterans succeed in their job search efforts. <https://jobpaths.com/>

Military.com - Free veteran jobs board, find jobs with military-friendly companies, build and post your civilian resume and network with veterans. <https://www.military.com/veteran-jobs>

National Labor Exchange (NLX) – No-cost database of unduplicated and vetted job openings in public, private, and nonprofit sector organizations. <https://veterans.usnlx.com>

National Labor Exchange (NLX) Database of job openings in public, private, and nonprofit sector organizations, including HVMP employer jobs. <https://usnlx.com/>

Orion Talent  - Finds civilian careers for Officers, NCOs, Navy Nuclear Techs, Enlisted Technicians, and Combat Arms Personnel, as well as already transitioned veterans seeking a career change. <https://www.orientalent.com/military-job-seekers/search-civilian-jobs/>

Stars and Stripes Veteran Job Center - News media inside the Department of Defense that reports independently, free of censorship and control. Free Job Board for veterans. <https://veteranjobs.stripes.com/>

Virtual Job Search - <https://virtualjobs.usnlx.com/>

U.S. Department of Labor Veteran's Portal - Veterans' Employment and Training Service. Select the *Find a Job* link to find jobs. <https://www.dol.gov/agencies/vets>

USAJOBS - Find your fit in the federal government. www.usajobs.gov/

ZipRecruiter® - Connects millions of job seekers with companies of all sizes.

<https://www.ziprecruiter.com/>

Medical Professionals

Health eCareers - Brings together physicians/surgeons, nurses, NPs, PAs and CRNAs with jobs in every medical specialty. Supports qualified healthcare providers in finding opportunities with employers looking for top talent. **NOTE:** Fees associated with Premium Service subscription.


<https://www.healthcareers.com/>


Technology Jobs

CrunchBoard/TechCrunch - Official job board of TechCrunch (operates under Yahoo Terms of Service), leveraging an engaged audience of over 12 million readers each month to help you get your job vacancies filled. Jobs posted on CrunchBoard are also visible on the TechCrunch network including the website, daily newsletters, and social channels. **NOTE:** Yahoo reserves the right to charge fees – notice will be provided. <https://www.crunchboard.com/>

Dice® - Serves information technology and engineering professionals, as well as contract and permanent engineering staffing firms. Owned by DHI Group, Inc. Typically has approximately 80,000 tech job listings. **NOTE:** Free for job seekers. Other services have associated fees. <https://www.dice.com/>

Trade Skills

Hiring Our Heroes (HOH)  - Part of the U.S. Chamber of Commerce Foundation's vast network of state and local chambers and strategic partners from the public, private, and nonprofit sectors to bridge the civilian-military divide within the business community. Since March 2011, the HOH Program claims that more than half a million veterans and military spouses have found employment. **NOTE:** Free for job seekers. <https://www.hiringourheroes.org/>

MilitaryHire  - Developed and maintained by military veterans and corporate hiring authorities. Job seekers can register, upload their resume, search for jobs, and apply to jobs. "Having a publicly viewable resume on MilitaryHire is required to ensure you can be found by our employers." **NOTE:** Free for job seekers. <https://www.militaryhire.com/>

Traded Up - Leading job board for skilled trades – "Jobs for the builders, the bakers, the tool & die makers". Job categories are specific to skilled trades: skilled industrial trades (e.g., boilermakers), skilled construction trades (e.g., carpenters), and skilled service trades (e.g., emergency medical technicians). **NOTE:** Free for job seekers. May require completion of form to apply for positions. <https://tradedup.com/>

VirtForce - Remote jobs for the Military Community. Created by Military Spouse, Kimber Hill, for Military Spouses to find mobile remote careers. Talent community of 60k candidates, free career readiness training, and connections to vetted military friendly employers. **NOTE:** Must create an account. Free for job seekers. <https://virtforce.us/>

Remote or Virtual

ClearanceJobs® - Security clearance specific work. Founded in 2002. Website claims they are the largest career network for professionals with federal government security clearance. Search and apply for 60,660 security clearance jobs from 1,998 pre-screened hiring companies. Offers instant messaging, salary calculator, and security clearance FAQs. **NOTE:** Membership required to join, but free.

<https://www.clearancejobs.com/>