

How Veterans Can Navigate a Changing Job Market

THESE DAYS, many roles are more competitive than ever, with job postings garnering hundreds – or thousands – of applicants. A reduction in the federal workforce, where many Veterans have traditionally found stable employment, is amplifying the challenge. These trends mean that even the most qualified candidates may struggle to stand out.

The good news? Veterans are strong candidates, exhibiting leadership, teamwork, and big-picture thinking. With a few tweaks and a helping hand from experienced professionals like the Mentors at American Corporate Partners (ACP), Veterans can job-search with greater confidence.

SHIFT YOUR PERSPECTIVE |

Jenna Sorrentino, Chief Human Resources Officer at Finalsight, offers a dose of realism: The 2025 job market is lagging behind previous years. And once-hot fields like IT and cybersecurity, while still attractive, are feeling the pressure of artificial intelligence.

What can jobseekers do? Sorrentino suggests widening your lens. For example, if you're leaning towards the defense industry, open up your search to less "glamorous" sectors like manufacturing or energy. She anticipates that customer-facing and traditionally blue-collar roles will remain relevant, but says candidates should brush up on their technical skills as many jobs become more tech-heavy.

PUT YOUR STRENGTHS FIRST |

Dave Wolinsky, a former HR executive turned private equity consultant with Athena, says the Service Members he's worked with share an innate sense of the "big picture" – they're able to unify and motivate a team to achieve end goals, much as they did in the military. Pelosity CEO and founder Stephan Pollan agrees: "I think our vets have such an upper hand over traditional candidates," he says. In the military, Ser-

vice Members often build programs or infrastructure from the ground up within a tight timeframe. This experience makes them valuable team members and leaders in almost any setting.

RecruitMilitary's **Resume Builder** is a great tool to help create a foundation for your resume. But you should still ask a trusted advisor or mentor to review your resume. Pollan, who works with recruiters and hiring managers daily, explains that "the average resume is viewed for 8 seconds. In most cases, recruiters aren't making it to the second page" – so make sure the first packs a big punch.

NETWORK & CONNECT |

All three Mentors emphasize the importance of networking for jobseekers. Sorrentino says knowing someone at a company is a big boost, and you can make that connection yourself: "If someone reaches out to me after they apply," she says, "I'll share that with the hiring manager and let them know to keep an eye out for their resume."

Wolinsky recommends networking through volunteering, joining professional groups, and leveraging pre-existing relationships. If you're working with an ACP Mentor, ask if they're willing to make introductions for you. And don't forget to utilize ACP's broader **Mentor and Veteran network!**

NAIL YOUR INTERVIEWS |

Most Veterans are mission-oriented, inclined to credit their team rather than sing

their own praises. But you can remain humble while still presenting yourself as a star candidate. "Take more time to highlight your ability to navigate through different parties, and to get things done well and on time," Wolinsky says. Sorrentino adds that Veterans should work with a Mentor to craft a concise "About Me" pitch and to role-play interviewing until you're comfortable sharing your story.

Pollan adds that preparation is key. A measure of due diligence, including bringing your own well-informed questions to the interview, shows your investment and genuine interest in the role. "Candidates should be able to describe what they saw on the [company] website and how they fit into the culture," Pollan says.

THE BOTTOM LINE: REACH OUT! |

There are hundreds of professionals willing to lend Veterans a helping hand in their job search, whether it's with resume-writing, interviewing, networking, or just staying positive. Don't sleep on RecruitMilitary's many **resources** or on ACP's free, personalized **mentorship program** for post-9/11 Veterans. When you sign up with ACP, you'll be matched with a Mentor who can meet you where you are and keep you steady through life's toughest transitions.

Ready to share your own wisdom with a Veteran or Military Spouse? ACP welcomes volunteer **Mentors** from every industry. Volunteers get the support, resources, and training they need to make a difference for the military community.