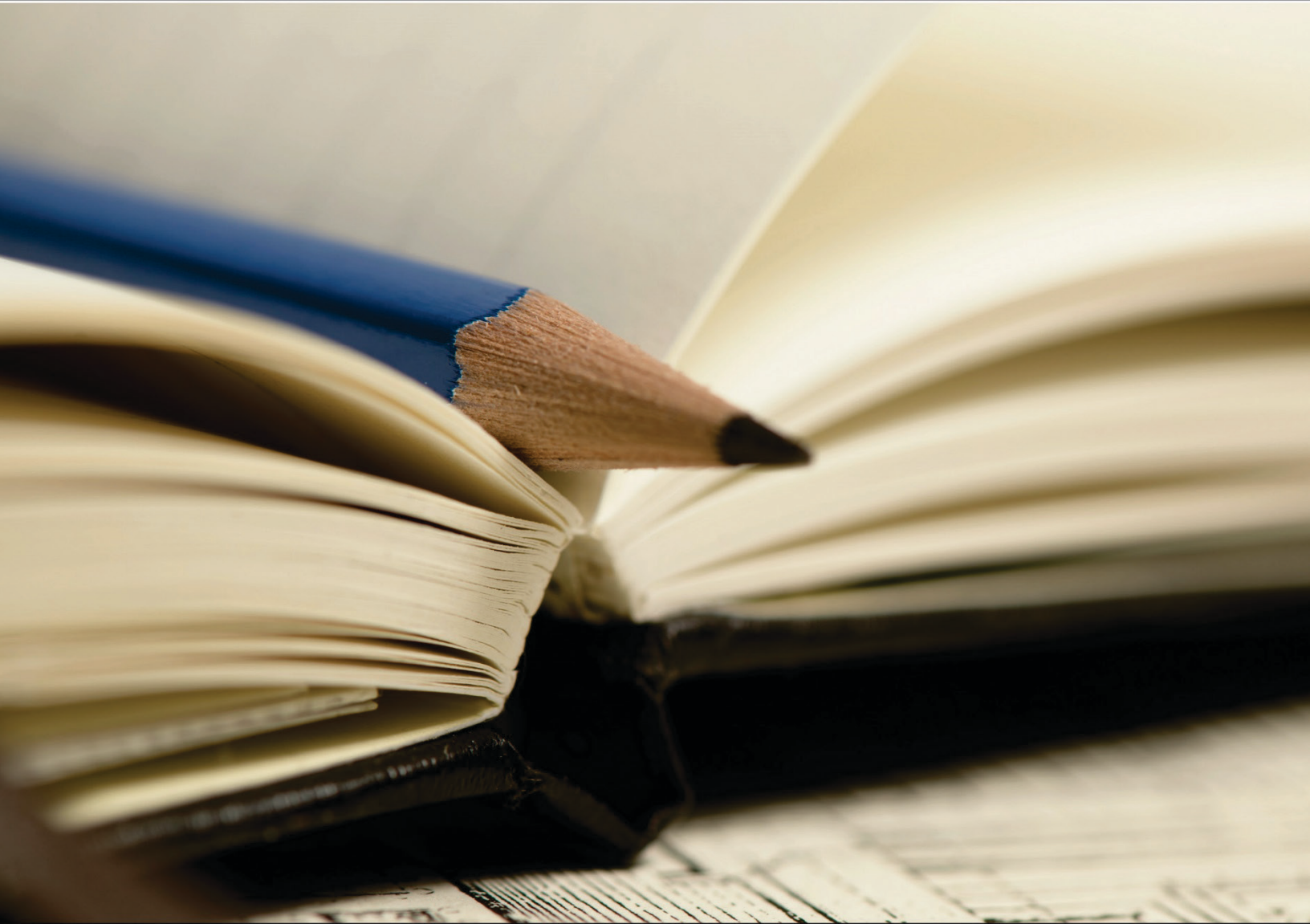


U.S. DEPARTMENT OF LABOR



VETS Resource Guide

January 2024





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 latest 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! This Guide was created to support the workshops presented by the U.S. Department of Labor and the Transition Assistance Program to transitioning service members, veterans, spouses of all branches of the military and Coast Guard, and caregivers. It was created to 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 Pilot (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 - ArmyIgnitED is a tailored, intuitive resource that empowers 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.doded.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/>

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>

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>


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  - 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/269>

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/mcfp-prod/f?p=332:8::::](https://millifelearning.militaryonesource.mil/MOS/mcfp-prod/f?p=332:8:::)

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 (SECO) 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.gov - Your single site for Federal employment information for veterans, transitioning service members, their families, and Federal hiring officials. Created by OPM, this site will be your most valuable resource for learning about special hiring authorities and overall federal employment for veterans: www.fedshirevets.gov.

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 - The only federal-level veterans' employment award that recognizes a company or organization's commitment 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 Guide - program focuses on providing low-income schools with quality teachers. <https://www.accreditedschoolsonline.org/education-teaching-degree/troops-to-teachers/>

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.

- **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>
 - **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>
 - **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/dciv/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>
 - **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/>
 - **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>
- **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/Colleges / Universities / Higher Education>

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.

- **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/>
- **Air Force and Space Force.** Tuition Assistance Program, <https://www.afpc.af.mil/Career-Management/Military-Tuition-Assistance-Program/>
- **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 leveraging 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/>

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/>

Veterans 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://www.veteransascend.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. **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-usa.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/>

Still Serving Veterans  - No-cost career and transition counseling services. <https://ssv.org/>


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 mainly 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** - <https://www.sba.gov/about-sba/sba-locations/headquarters-offices/office-veterans-business-development>
- <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://osbp.army.mil/Small-Business/How-to-Do-Business-with-the-Army>

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-](https://www.indeed.com/career-advice/finding-a-job/contract-employee)

[advice/finding-a-job/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/ Americorps

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 - An authorized Unless provider. 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/>

International Scientific Advisors (ISA) - A community of trained military- and medical-connected personnel who assist and work with MedTech and Biopharma companies to accelerate their dual-use/-purpose tech to DoD, VA, and other Federal markets.

<https://joinisa.io/>

Technology Jobs


CrunchBoard/TechCrunch - the 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 will be 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/>


Flex Jobs - Website says they are #1 job site to find vetted remote, work from home, and flexible job opportunities since 2007. Currently listing over 30,000 jobs from over 5,000 companies. **NOTE:** Free for job seekers to view condensed version of job. Requires paid membership account to access full listing and apply for jobs. Additional services may have fees, e.g., one 30-minute call with a career coach is \$89.00. <https://www.flexjobs.com/>

Freelancer - 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/>

National Labor Exchange (NLx) - Database of job openings in public, private, and nonprofit sector organizations, including HVMP employer jobs. **NOTE:** Free for job seekers. <https://virtualjobs.usnlx.com/>

Job Fairs / Hiring Events

Military.com Upcoming Job Fairs - <https://www.military.com/veteran-jobs/career-advice/upcoming-job-fairs>


Military Officers Association of America (MOAA)  - Open to all active duty, National Guard, Reserve, retired, former officers, and their families. <https://www.moaa.org>


U.S Chamber of Commerce Foundation - Hiring Our Heroes  - Connects the military community - service members, military spouses, caregivers, and veterans - with American businesses to create economic opportunity and a strong and diversified workforce. <https://www.hiringourheroes.org/>


Joint Services Transcript (JST)

Joint Services Transcript - information and access. <https://jst.doded.mil/jst/>


Mentorship Services

American Corporate Partners (ACP)  - Offers a year-long, one-on-one mentorships This free program connects post-9/11 veterans, active-duty spouses, and eligible military spouses with career professionals that are hand matched by career interest. <https://www.acp-usa.org/>

Operation Military Family  - Service members and their families make a personal introduction to someone in their field of interest so they can explore “next steps.” <https://operationmilitaryfamily.com/>

Troops2Logistics  - Provides mentorship, personal branding, education and job sourcing services to those veterans, guard, reservist, and military spouses interested in a career in logistics. <https://troops2logistics.org/>

Veterati - Innovative mentorship platform connecting job-seekers to mentors. Their stated goal is to transform job searches from a painful experience into an inspiring journey. Delivers free, on-demand mentoring to the entire military community. <https://www.veterati.com/>

VETS-Beyond the Uniform  - A coaching, mentoring, and training program developed by military veterans with the specific mission of providing veterans with the additional skills needed to make a successful journey from the military service into the civilian workforce and working to reduce the number of unemployed veterans. www.vetsbeyondtheuniform.com

Labor Market Information (LMI)

Bureau of Labor Statistics - Site for comprehensive and up to date LMI; provides deep dive into current economic situation in the United States. www.bls.gov/

- Employment Projections - <https://www.bls.gov/emp/>
- Resources for jobseekers - www.bls.gov/audience/jobseekers.htm
- Wage data, Occupational Employment Statistics - <https://www.bls.gov/oes/>
- Earning and unemployment rates by educational level. Does not consider completion of training programs in the form of apprenticeships and other on-the-job training. <https://www.bls.gov/emp/chart-unemployment-earnings-education.htm>
- Bureau of Labor Statistics (BLS) YouTube Video – Use data from BLS to learn about wages where you live and work. *Learn about Wages in Occupations Where You Live and Work*. 1:36 minutes. <https://www.youtube.com/watch?v=Dk5pLWgWDnM&t=84s>

CareerOneStop - the flagship career, training, and job search website for the U.S.

Department of Labor. The website serves job seekers, businesses, students, and career advisors with a variety of free online tools, information, and resources.

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

- Learn about careers. <https://www.careeronestop.org/ExploreCareers/Learn/learn-about-careers.aspx>
- Occupation Comparison. <https://www.careeronestop.org/ExploreCareers/Learn/compare-occupations.aspx>
- Skills Matcher. <https://www.careeronestop.org/Toolkit/Skills/skills-matcher.aspx>
- State and local tools. <https://www.careeronestop.org/Toolkit/StateAndLocal/state-and-local.aspx>

National Labor Exchange (NLx) - Database of job openings in public, private, and nonprofit sector organizations, including HVMP employer jobs. Results can be filtered to display HIRE Vets Medallion winner employers. <https://usnlx.com/>

O*NET - The nation's primary source of occupational information. Valid data are essential to understanding the rapidly changing nature of work and how it impacts the workforce and U.S. economy. From this information, applications are developed to facilitate the development and maintenance of a skilled workforce.

- **O*NET Bright Outlook occupations** - <https://www.onetonline.org/find/bright>
- **O*NET Online** - <https://www.onetonline.org/>
- **O*NET Occupations Combined List** – For use with O*NET Interest Profiler and O*NET Work Importance Locator instruments' results.
https://www.onetcenter.org/dl_tools/WIL_zips/CL-deskp.pdf
- **O*NET Work Importance Locator** - Self-administered and self-interpreted career assessment exploration tool. It helps identify occupations that you may find satisfying based on the similarity between your work values (such as achievement, independence, and conditions of work) and the characteristics of the occupations.
<https://www.onetcenter.org/WIL.html#paper-pencil>

Projections Central - State employment projections. <https://www.projectionscentral.com/>

Legal

State Attorneys General – Through USA.gov, find your states Attorney General's (AG) office, the top legal officer in your state or territory. <https://www.usa.gov/state-attorney-general>

Military Spouse Job Search

Family Member Employment Assistance Program – U.S. Marine Corps site that provides resources and services to support military spouses' and dependent family members' employment related needs. <https://usmc-mccs.org/marine-family-support/military-family-life/family-member-employment-assistance-program>

Fleet And Family Support Program (FFSP) – U.S. Navy site provides information on many topics relevant to military families. Includes information on job search, networking, and links to other programs offering corporate partnerships focusing on military spouses seeking employment. <https://ffr.cnic.navy.mil/Family-Readiness/Fleet-And-Family-Support-Program/>

Military Spouse Jobs  - www.militaryspousejobs.org

Military Spouse Employment Partnership - The Department of Defense Military Spouse Employment Partnership (MSEP) connects military spouses with hundreds of partner employers who have committed to recruit, hire, promote and retain military spouses. <https://msejobs.militaryonesource.mil/msep/>

MySECO - Military spouse education and career opportunities.
<https://myseco.militaryonesource.mil/portal/>

National Labor Exchange (NLx) for virtual jobs - Database of job openings in public, private, and nonprofit sector organizations, including HVMP employer jobs.

<https://virtualjobs.usnlx.com/>

Transition Employment Assistance for Military Spouses and Caregivers (TEAMS) – TEAMS is a series of Department of Labor (DOL) employment workshops extending the Transition Assistance Program (TAP) to assist military spouses and caregivers as they plan and prepare for their job search in pursuit of employment goals. [Transition Employment Assistance for Military Spouses \(TEAMS\) | U.S. Department of Labor \(dol.gov\)](#)

- All workshops are instructor-led training, provided at a variety of times, to meet the needs of individuals stationed throughout the world.
- TEAMS workshops are stand-alone training modules. You can take all the workshops or just a few. They can be taken in any order fitting your availability and schedule.
<https://www.dol.gov/TEAMSworkshops>

U.S. Department of Labor - Employment Resources for Military Spouses

<https://www.dol.gov/agencies/vets/veterans/military-spouses/employment>

U.S. DOL Military Spouse portal - Select link to find jobs.

<https://www.dol.gov/agencies/vets/veterans/military-spouses>

USAJOBS - Houses most federal job vacancy announcements. www.usajobs.gov/

Military-to-Civilian Terminology Translation

CareerOneStop - Translating military terms.

<https://www.careeronestop.org/Veterans/JobSearch/ResumesAndApplications/translating-military-terms.aspx>

Indeed.com - Military to Civilian Title Translations to Improve Your Resume.

<https://www.indeed.com/career-advice/resumes-cover-letters/military-to-civilian-job-title-translations>


Military.com - From Military to Civilian: Resume Translation.

<https://www.military.com/veteran-jobs/career-advice/translating-military-skills-into-resume.html>


Google Powers Newest Military Skills Translation Tool -

<https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/google-powers-military-skills-translation-hiring-veterans.aspx>

Networking

Hire Heroes USA  - Free job search assistance to military members, veterans, and their spouses, and help companies connect with opportunities to hire them.

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

Hire Military  - Helping transitioning service members, Veterans, and Military Spouses find meaningful employment by bringing employers and the Military Community together.

<https://www.hiremilitary.us/s/>

Hiring Our Heroes Programs for Military Spouses  - Various programs from the U.S. Chamber of Commerce for spouses to include networking opportunities, professional workshops, hiring events, and mentoring and fellowship programs.

<https://www.hiringourheroes.org/military-spouses/>

Military Talent Group - 100% military-connected team. **NOTE:** Free Networking Platform. Sign up for Veteran-Ready Meet Ups (informal virtual events to connect with Veteran-Ready employers) or join the Veteran Talent Community (learn about employers and career opportunities). <https://www.militarytalentgroup.com/>

My Vital Few - A no cost, web-based application that works with LinkedIn to manage and automate a networking campaign when searching for a job. <https://myvitalfew.com/>

Overseas Employment Resources

IMPORTANT: There are many legal, tax, and security-related issues to address when considering working outside of the United States. The resources provided here, while potentially useful and valuable, should not be considered definitive in all cases. It is recommended that you carefully consider each resource and consult with the appropriate U.S. and International authorities.

CareerCross - Search for bilingual jobs. Provides information on bilingual work in Japan for bilingual Japanese and English speakers, plus resources for non-Japanese living and working in Japan. Registration required. <https://www.careercross.com/en/>

Department of Labor – Government of Guam - <https://dol.guam.gov/>

EasyExpat.com - Information for expatriates, Guides with information on international removal, visa, passport, jobs, insurance for expatriates, schools, etc. <https://www.easyexpat.com/en/index.htm>

Expat.com – Community site claiming to be the largest expat help and support network. Guides, blogs, information on jobs, businesses, housing at locations all around the world. <https://www.expats.com/>

Expat Exchange - Expats, digital nomads and retirees share their knowledge by completing expat reports about their international experiences on topics such as moving, living,

having a baby, healthcare, retiring, culture shock, working and more. Members interact through Country Forums. <https://www.expatexchange.com/>

GaijinPot – The number one job board for foreigners in Japan. Considered an essential guide for those who want to live, work, and travel in Japan. <https://gaijinpot.com/>

GoAbroad.com - Tailored to link prospective travelers or those looking to relocate with organizations providing international opportunities. Job board and additional non-employment specific info can also be found here. <https://www.goabroad.com/>

GoInGlobal - Users can explore hiring opportunities with public and private organizations of all sizes and specialties, including NGO's and development agencies. <https://www.goinglobal.com/jobs>

Guam Jobs Online - <https://guamjobsonline.com/>

JobsEurope.net – Employment-related news for countries in the EU. <https://jobseurope.net/>

Idealist – Social-impact job board listing opportunities spanning a variety of nonprofits, social-impact businesses, and corporate social responsibility (CSR) initiatives. <https://www.idealists.org/en>

Kompass - Good for business and company research. Covers companies all over the world. <https://us.kompass.com/>

The Local – English language news and essential information about life in nine European countries. <https://www.thelocal.com/>

The Military Wallet - providing information aimed at helping the military community manage money.

- Pros and cons of overseas retirement for military veterans: <https://themilitarywallet.com/military-veteran-overseas-retirement/>
- Involuntary separation pay: <https://themilitarywallet.com/involuntary-separation-pay/>

Monster.com – Search and apply for jobs around the world. <https://www.monster.com/>

MyArmyBenefits - Permanent Change of Station (PCS) OCONUS. [https://myarmybenefits.us.army.mil/Benefit-Library/Federal-Benefits/Permanent-Change-of-Station-\(PCS\)-OCONUS?serv=126](https://myarmybenefits.us.army.mil/Benefit-Library/Federal-Benefits/Permanent-Change-of-Station-(PCS)-OCONUS?serv=126)

MyNavyHR - Policy and procedures for military personnel desiring to take leave in a foreign country. <https://www.mynavyhr.navy.mil/Support-Services/Distribution-Management/Foreign-Leave-Travel/>

OverseasJobs.com - Features overseas jobs and international employment opportunities. Search for international and overseas jobs worldwide. <https://www.overseasjobs.com/>


Transitions Abroad – Guidance on moving, living, and working, overseas. <https://www.transitionsabroad.com/listings/living/index.shtml>


U.S. Department of State - Retirement abroad requires careful planning. Here are some important steps to take before you retire abroad. <https://state.gov/https://travel.state.gov/content/travel/en/international-travel/while-abroad/retirement-abroad.html>


Veterans Administration – Information for veterans living overseas. <https://www.benefits.va.gov/persona/veteran-abroad.asp>


Veteran.com – Non-governmental site providing information on military and veteran benefits as well as military pay, retirement, health benefits, and everyday military discounts. Good article for veterans separating from the service overseas: <https://veteran.com/retiring-separating-overseas-military/>


Placement Services

Aston Carter, Inc.  - Through their Military Veteran and Resource Program, equips military personnel and their families with the necessary tools, guidance, and support to navigate the civilian job market, while ensuring your unique skills and experiences are recognized and effectively matched with relevant civilian job roles. Through collaboration with selected organizations and government agencies, they connect you to opportunities and resources that help you thrive in your chosen careers. <https://www.astoncarter.com/en>

Lucas Group  - Recruiting experts consistently match top military talent to companies seeking qualified, effective leadership. <https://www.lucasgroup.com/military-transition/>

Military Spouse Jobs  - Military and veteran spouse placement services ensuring job seekers connect with the career opportunities they deserve. <https://militaryspousejobs.org>

Next Op  - Placement Services that match work-ready individuals to employers that are passionate about hiring military members. <https://nextopvets.org/>

Vector Force Development  - Tailored to provide ancillary construction and workforce services across the country. Primarily serving energy and utilities industries. <https://www.vectorforcedevelopment.com/>

Resume Scanners

IMPORTANT: *There are costs associated with most resume scanning services once the free use conditions are met. Make sure you know when the “free use” period ends and/or how many “free scans” you have to avoid potential charges.*

JobScan - Helps you optimize your resume for any job, highlighting the key experience and skills recruiters need to see. <https://www.jobscan.co/>

ResyMatch – Helps you optimize your resume with the right ATS keywords, formatting, and best practices. <https://cultivatedculture.com/resume-scanner/>

SkillSyncer - A free resume keyword scanner and job application tracker that identifies skills and keywords missing from your resume when compared to a job description. Offers 1 year of free use to veterans and their spouses when you sign up with an .edu or .mil email address. Veterans and spouses who do not have .edu or .mil email addresses can email military@skillsyncer.com. <https://skillsyncer.com/>

Salary Research

Calculator.net - <https://www.calculator.net/salary-calculator.html>

Glassdoor.com - <https://www.glassdoor.com/Salaries/know-your-worth.htm>

Salary.com - <https://www.salary.com/>

Salary Expert - <https://www.salaryexpert.com/>

SmartAsset - <https://smartasset.com/taxes/paycheck-calculator>

Social Media

Facebook - Stay connected with friends, family, and community. www.facebook.com

Instagram - Social media site where you can display your talents and follow companies for social networking. <https://www.instagram.com>

LinkedIn - Build and engage with a professional network. Access knowledge, insights, and opportunities. www.linkedin.com

- Access tutorials on how to use LinkedIn and other social media platforms, <https://www.linkedin.com/learning/>
- LinkedIn Premium upgrade for military information. www.linkedin.com/military
- LinkedIn Help topics and tutorials topics. <https://www.linkedin.com/help/linkedin>
- For military spouses, the one-year Premium subscription upgrade is applicable for each permanent change of station (PCS) move, career change or job loss. <https://socialimpact.linkedin.com/programs/veterans/milspouses>

The Department of Labor also offers free workshops to help you build and make the most of LinkedIn’s available resources. You are invited to take each of the free 2-hour LinkedIn workshops that DOL offers, either in a classroom or virtual setting.

To sign up for these courses, visit the **Off-Based Transition Training (OBTT)** and/or the **Transition Employment Assistance for Military Spouses (TEAMS)** websites, and search for LinkedIn Profiles and LinkedIn Job Search courses.

- dol.gov/OBTTworkshops
- dol.gov/TEAMSworkshop

Twitter - Online news and social networking service. www.twitter.com

Taxes

IRS - Self-Employment Taxes, Social Security and Medicare Taxes.

<https://www.irs.gov/businesses/small-businesses-self-employed/self-employment-tax-social-security-and-medicare-taxes>

Temp Job References

Indeed.com - Everything you need to know about being a temp.

<https://www.indeed.com/career-advice/finding-a-job/what-is-a-temp>

Job-Hunt.org - The Pros and Cons of Temp Jobs - Is Temp Work Worth It?

<https://www.job-hunt.org/temporary-employment-advantages-disadvantages/#site-content>

Mackinnon & Partners - Advantages and Disadvantages of Temporary Employment.

<https://mackinnonandpartners.com/advantages-and-disadvantages-of-temporary-employment/>

MasisStaffing.com - Thinking of Being a Temp? Here's What to Know.

<https://masisstaffing.com/thinking-of-being-a-temp>

TERRA Staffing Group - The Pros and Cons of Temporary Work.

<https://www.terrastaffinggroup.com/resources/blog/temporary-work-pros-and-cons/>

Transition Assistance Program (TAP) Resources

Find transition assistance program classes near you and online. <https://tapevents.mil/>

TAP Online Courses (Virtual/Asynchronous) - TAP curriculum can be viewed for All Courses or filtered for Core Requirements, Transition Tracks or Military Life Cycle (MLC).

Boots-to-Business - This course is for those interested in exploring business ownership or other self-employment opportunities. Participants learn about evaluating business concepts, developing a business plan, the resources available to access technical assistance, start-up capital, contracting opportunities, and more.

Career and Credential Exploration (C2E) - This course offers an opportunity to complete personalized career development assessments of occupational interests and aptitudes. Participants will then be guided through a variety of career considerations, including labor market projections, education, apprenticeships, certifications, and licensure requirements.

Employment Workshop (DOL EW) - This course presents a comprehensive view covering best practices in career employment, including learning interview skills, building effective resumes, and using emerging technology to network and search for employment.

Employment Fundamentals of Career Transition (EFCT) - This course lays the foundation for transition from military to civilian careers by introducing essential tools and resources needed to evaluate career options, gain information for civilian employment, and understand the fundamentals of the employment process.

Employment Navigator & Partnership Pilot (ENPP) - The Employment Navigator (EN) and Partnership Pilot (ENPP) provides one-on-one career assistance to interested transitioning service members, and their spouses, at select military installations worldwide. Provided outside of the formal DOL Transition Assistance Program (TAP) classroom instruction, the Employment Navigator (EN) will assist in securing meaningful and lasting post-separation careers.


<https://www.dol.gov/agencies/vets/programs/tap/employment-navigator-partnership>


Resources identified as a EN Partner  have signed an MOU with the DOL and have met specialized criteria to provide services. Jobseekers, TSMs, veterans or spouses do not have to be enrolled in ENPP in order to access or use services provided by partners.


The courses described below are found here: <https://tapevents.mil/courses>

- **Financial Planning for Transition** - This course provides transitioning Service members with an understanding of how transition may impact their finances and provides the tools and resources for a successful financial transition.
- **Managing Your (MY) Education** - This course, designed for anyone pursuing an undergraduate or graduate degree, includes information on choosing a field of study, selecting an institution, gaining admission, and funding your education.
- **Managing Your (MY) Transition** - This course emphasizes the importance of preparing for transition from military service into the civilian sector and provides an overview of the Transition Assistance Program.
- **Military Life Cycle (MLC) Resources** webpage - Links to the VA TAP Course Catalog.
- **Military Occupational Code (MOC) Crosswalk** - This course assists with identifying skills and demonstrates how to translate skills, training, and experience into civilian credentialing appropriate for civilian jobs.
- **VA Benefits 101** - This course highlights VA benefits and services to include education, home loan guaranty, health care, and insurance and memorial benefits.
- **VA Benefits and Services** - This course explains how to navigate your transition journey with Department of Veterans Affairs (VA) benefits and services, including: supporting yourself and your family, getting career ready, finding a place to live, maintaining your health, and connecting with your community.

Training Services

mDiverse Note Mobility  - Program that increases access to career and economic mobility. Programs offered online and in person. <https://diversenote.mobi/>

Lessons Learned for Vets  - Podcast that provides insight and information on transition, preparation for potential obstacles, and planning for transition success. <http://www.llforvets.com/>

Onward To Opportunity (O2O)  - Utilizes an online learning platform offering industry validated curriculum sessions. <https://ivmf.syracuse.edu/programs/career-training/>

Unemployment Resources

Unemployment Benefits Finder - Learn how to file for unemployment benefits. <https://www.careeronestop.org/LocalHelp/UnemploymentBenefits/unemployment-benefits.aspx>

Unemployment Compensation for Ex-servicemembers (UCX) program provides benefits for eligible ex-military personnel. www.servicelocator.org/OWSLinks.asp

WorkforceGPS - Reemployment Services and Eligibility Assessment (RESEA) Program assists veterans to find training, jobs or services needed to prepare for employment. <https://www.workforcegps.org/>

VA Benefits and Programs

U.S. Department of Veterans Affairs education and training - <https://www.va.gov/education/>

Comparison tool - Find estimated benefits by school or program. www.va.gov/gi-bill-comparison-tool

GI Bill benefits:

- **Apprenticeships or OJT.** www.va.gov/education/about-gi-bill-benefits/how-to-use-benefits/on-the-job-training-apprenticeships/
- **Licensing and Certification.** www.va.gov/education/about-gi-bill-benefits/how-to-use-benefits/test-fees/
- **G.I. Bill information and Veterans' benefits, including education and training.** www.va.gov/education/
- **Degree granting institutions.** www.benefits.va.gov/gibill/higher_learning.asp
- **Vocational/Technical training.** www.benefits.va.gov/gibill/non_college_degree.asp
- **Summary of GI Bill benefits, eligibility, and links to payment rates:** www.va.gov/education/about-gi-bill-benefits/
- **Work-study programs.** www.va.gov/education/about-gi-bill-benefits/how-to-use-benefits/work-study/

VetSuccess on Campus (VSOC) – Department of Veterans Affairs program that provides a VA Vocational Rehabilitation Counselor to each VSOC school. These counselors are called VetSuccess on Campus (VSOC) Counselors. VA Vet Center Outreach Coordinators are also located on many campuses, providing peer-to-peer counseling and referral services. <https://www.benefits.va.gov/vocrehab/vsoc.asp>

Yellow Ribbon program. Information on the program. Includes links to see participating schools and current payment rates. www.va.gov/education/about-gi-bill-benefits/post-9-11/yellow-ribbon-program/

Veterans' Resources

milConnect - DoD affiliates and beneficiaries can manage their benefits and records through a convenient self-service portal. Integrated applications give them secure access to many of their personal and personnel records held in the Defense Enrollment Eligibility Reporting System (DEERS). The milConnect FAQ provides the most up-to-date policies, procedures and resources for making the most of their entitlements and benefits. <https://milconnect.dmdc.osd.mil/milconnect/>

Off-Base Transition Training (OBTT) - The OBTT program provides ten, two-hour workshops on employment fundamentals to veterans, veterans currently serving in the National Guard and Reserve, and their spouses to help meet their employment goals.

- Workshops are in-person, virtual and built to fit your schedule.
- No cost based on your service. Mix and match workshops to meet your employment goals and attend at your own pace.
- Workshops are held virtually nationwide and in selected metropolitan areas.
- <https://www.dol.gov/agencies/vets/programs/tap/off-base-transition-training>

OPM Government Policy, Data, Oversight, Pay & Leave, Pay Scales - <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/>

PatriotLink - Resource database filled with thousands of vetted, direct, cost-free resources tailored to the needs of the military and veteran community. <https://www.patriotlink.org/>

U.S. Department of Veterans Affairs - <https://www.va.gov/>

- **Non-college degree programs**, GI Bill information for vocational/technical training. www.benefits.va.gov/gibill/non_college_degree.asp
- **On-the-job training and apprenticeships**, GI Bill benefits information. www.va.gov/education/about-gi-bill-benefits/how-to-use-benefits/on-the-job-training-apprenticeships/
- **Undergraduate and graduate degrees**, GI Bill information. www.benefits.va.gov/gibill/higher_learning.asp
- **Veteran Readiness and Employment (VR&E)** (Chapter 31). www.va.gov/careers-employment/vocational-rehabilitation/
- **Yellow Ribbon Program** - Includes links to see participating schools and current payment rates. www.va.gov/education/about-gi-bill-benefits/post-9-11/yellow-ribbon-program/
- **VA crisis line** at (800) 273-8255, press 1.

- **Veterans Benefits Administration** - Information about veterans' benefits, including education and training. www.va.gov/education/
- **Veterans' Employment and Training Service** - U.S. Department of Labor online portal for veterans; Select "Find a Job". The select "CareerOneStop: American Job Center Finder." Search by location. www.veterans.gov/

Virtual & Remote Opportunities

CareerOneStop - Search for a job by entering "remote" as the job keyword and a specific state or location. <https://www.careeronestop.org/JobSearch/FindJobs/find-jobs.aspx>

FlexJobs.com - Currently listing over 30,000 jobs from over 5,000 companies. Free for job seekers to view condensed version of job. Requires paid membership account to access full listing and apply for jobs. Additional services may have fees, e.g., one 30-minute call with a career coach is \$89. <https://www.flexjobs.com/>

National Labor Exchange (NLx) - Database of job openings in public, private, and nonprofit sector organizations, including HVMP employer jobs. Free for job seekers. DoL supported site. <https://virtualjobs.usnlx.com/about/>

oDeskwork® - Source for freelance work. <https://odeskwork.com/projects/>

VirtForce - Remote jobs for the military community. Created by a military spouse, Kimber Hill, for military spouses to find mobile remote careers. Provides 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/>

Volunteering

Volunteer Opportunities

AmeriCorps - Connect to education opportunities and jobs. <https://www.nationalservice.gov/programs/amicorps>

USAJOBS Help Center - Hiring paths for student volunteers. <https://www.usajobs.gov/Help/working-in-government/unique-hiring-paths/students/volunteers/>

Volunteer.gov - America's Natural and Cultural Resources Volunteer Portal. <https://www.volunteer.gov/>

Using Volunteer Experience as Reference

Chron.com - Can I Use Volunteer Work as Work Experience on a Job Application? <https://work.chron.com/can-use-volunteer-work-work-experience-job-application-7638.html>

Linguaholic.com - Does Volunteer Work count as "Work Experience" on a Resume? <https://linguaholic.com/linguablog/volunteer-work-work-experience-resume/>

SkillRoads.com - How to List Volunteer Experience on Resume (with examples).

<https://skillroads.com/blog/how-to-write-resume-work-experience-section>

Warrior Care Military Caregiver Support

DoD Military Caregiver Support - Caregiver Resource Directory (e-CRD). Supports caregivers by identifying resources specific to their needs and expands awareness through all stages of the caregiver journey. Live document is updated weekly.

<https://nrd.gov/misc/crdDownload>

TEAMS - Transition Employment Assistance for Military Spouses and Caregivers (TEAMS) is a series of Department of Labor (DOL) employment workshops that extend the Department's Transition Assistance Program to assist military spouses and caregivers as they plan and prepare for their job search in pursuit of their employment goals.

dol.gov/TEAMSworkshop

Warrior Care and the Military Caregiver Support program – Created and maintained by the military services' Wounded Warrior Programs (WWPs), these programs provide resources and information exclusively for military caregivers who assist wounded, ill, and/or injured service members with activities of daily living.

<https://warriorcare.dodlive.mil/Caregiver-Resources/>

Wounded Warrior Employment Resources


Wounded Warrior and Caregiver Employment Workshop - This course is a blended learning delivery of the online Employment Fundamentals of Career Transitions (EFCT) followed by instructor-led virtual sessions designed to meet the needs of transitioning service members who may be wounded, ill and/or injured. <https://tapevents.mil/>

Caregivers can also benefit from this course:

<https://www.dol.gov/agencies/vets/programs/tap/wounded-warrior-caregiver>


Wrap Around Services / Support Services

Boulder Crest Foundation – A non-profit organization offering treatment and support programs for veterans and first responders suffering from post-traumatic stress syndrome (PTSD). <https://bouldercrest.org/>

Blue Star Families  - Empowers families to thrive as they serve. Through research, data-informed programming, and policy positions, Blue Star Families uplifts military and Veteran families by deepening connections with their neighbors to create vibrant communities of mutual support and belonging. <https://bluestarfam.org/>

ChildCareAware of America - National network of more than 500 child care resource and referral (CCR&Rs) agencies and other partners to ensure that all families have access to quality, affordable child care. <https://www.childcareaware.org/>


Combined Arms  - Provides comprehensive support to military members and their families as they transition to civilian life. <https://www.combinedarms.us/>


Hampton Roads Workforce Council  - Directly connects transitioning service members and military spouses to vetted employers, DoD Skillbridge programs, colleges, entrepreneurial resources and benefits you've earned, to enable you to have a positive impact on your community. <https://www.eventbrite.com/o/the-hampton-roads-workforce-council-hrvecs-49125779023>


In the Door  - Provides workforce development, economic development, and training. <https://www.inthedoornow.com/veterans>

Lacey Veterans Services Hub  - Help veterans with employment, training, and job readiness assistance. <https://www.laceyveteranshub.org/>

Military OneSource - Department of Defense 24/7 gateway to trusted information, resources and confidential help. When MilLife happens, it's your "first line of support" — giving service members and military families tools to stay well and thrive. <https://www.militaryonesource.mil/>


Mt. Carmel Veterans Service Center  - Provides transition and employment assistance, behavioral health and wellness, supportive services, connection to community resources, and safe, multi-functional event spaces. <https://www.veteranscenter.org/>

Palmetto Goodwill  - Provides job training and employment services throughout 18 counties in lower South Carolina. <https://palmettogoodwill.org/>

Reveille Foundation  - Works with community partners to support programs designed to assist individuals with housing, human services, therapy, education, employment, certifications, training, and workforce development. <https://reveillefoundation.org/>

VetsFirst - A program of United Spinal Association that assists veterans and their eligible family members in obtaining benefits. Their stated mission is to advocate for veterans living with disabilities to ensure they achieve the highest level of independence and quality of life. <http://www.vetsfirst.org/military-separation-guide>

Women Veterans Alliance - Network dedicated to helping women navigate their post-military lives. <https://www.womenveteransalliance.com/>

Zero8hundred  - Provides personalized, early intervention partnership that connects transitioning servicemembers, and their spouses, to the available services and opportunities best suited to their individual needs. <https://www.zero8hundred.org/>

DEPARTMENT OF LABOR EMPLOYMENT COURSES FOR TRANSITIONING SERVICE MEMBERS, SPOUSES, VETERANS AND CAREGIVERS



TRANSITION ASSISTANCE PROGRAM (TAP)

Classroom and Virtual – TAP courses, part of a DoD program, are congressionally mandated for all transitioning, separating, and retiring military service members to provide instruction and resources on benefits and seeking employment after military service. More information is available at your local military installation or at www.dol.gov/agencies/vets/programs/tap



TRANSITION ONLINE LEARNING (TOL)

For online TAP courses, visit Transition Online Learning (TOL) at www.TAPEvents.mil, click on the ONLINE COURSES drop down menu in the top navigation. Open the TAP Curriculum drop-down menu, select All Courses, select desired course, and follow instructions for registering.



WOUNDED WARRIOR AND CAREGIVER EMPLOYMENT WORKSHOP (WWCEW)

WWCEW offers wounded, ill, or injured transitioning service members, and those in the Integrated Disability Evaluation System (IDES) process, an alternative to fulfill their DOL one-day Employment Fundamentals of Career Transition (EFCT) requirement. It is self-paced, blended eLearning, and fully accessible. Caregivers and spouses can also benefit from taking this course. An added feature of this online curriculum is the opportunity to meet live with a Department of Labor TAP facilitator in a virtual Discussion and Activity Sessions (DAS) to ask questions, discuss activities, and receive clarification on the course content. Live captioning is available for DAS, and participants can schedule a DAS at the completion of each module or any time during the course. WWCEW is available at www.TAPEvents.mil/courses



TRANSITION EMPLOYMENT ASSISTANCE FOR MILITARY SPOUSES AND CAREGIVERS (TEAMS)

TEAMS workshops are instructor-led, virtual and in-person training sessions conducted by DOL VETS as an extension of TAP. TEAMS curriculum consists of several highly focused employment workshops to assist military spouses and caregivers with identifying and addressing common employment barriers, learning about specialized programs, and exploring available resources. Go to www.dol.gov/TEAMSworkshops for more information and course descriptions.



OFF-BASE TRANSITION TRAINING (OBTT)

The OBTT pilot program is an opportunity earned through service for veterans, veterans currently serving in the National Guard and Reserve, and their spouses to take control of their career through workshops to help meet their employment goals. These workshops do not replace TAP requirements but are an extension of TAP. The one- and two-hour workshops are offered in-person in select states and via instructor-led, virtual options. More information is available at www.dol.gov/OBTTworkshops