Service Member Transition Summits

Empowering the Military Community
Enhancing Veteran and Military Spouse Competitiveness
For more information about the summits, visit hiringourheroes.org.
The Transition from Military to Civilian Employment

Service Member Transition Summits—local efforts powered by national resources—represent a fundamental shift in the way communities support military hiring.

Developed in 2014 by the U.S. Chamber of Commerce Foundation’s Hiring Our Heroes program, the U.S. Departments of Defense, Labor, and Veterans Affairs, the U.S. Army, the U.S. Army Reserve, and the White House’s Joining Forces initiative, these transition summits are designed to educate recruiters and community leaders on best practices in hiring and retaining military employees, while also helping Service Members and Military Spouses prepare for the civilian workforce.

Each summit connects employers of every size and industry with talented Veterans, transitioning Service Members, and Military Spouses through a series of town hall-style panel discussions, networking receptions, employment workshops, and a Hiring Our Heroes job fair.

About Hiring Our Heroes

Hiring Our Heroes, a program of the U.S. Chamber of Commerce Foundation, launched in March 2011 as a nationwide initiative to help Veterans, transitioning Service Members, and Military Spouses find meaningful employment opportunities.
A Word From Our Partners

“This summit is the first of its kind and of this magnitude: the agencies, the community, the local, state, and federal entities. To bring all of these national resources to Fort Bliss has been phenomenal. This is just the start of many good things to come to support the Service Members and their families.”

Col. Adam L. Rocke, USA
Director, Soldier For Life
Office of the Chief of Staff of the Army

“The wonderful advantage of holding transition summits across the country is that it allows us an opportunity to bring all the federal, national, and local partners together at one location, making it easier for Veterans to really understand all of their benefits and make informed decisions about their future.”

Rosye Cloud
Senior Advisor for Veteran Employment
U.S. Department of Veterans Affairs

“The transition from the military to the civilian workforce is not merely a point in time, but rather a process—and that process begins well before a Service Member takes off the uniform. These summits are an integral part of reaching these men and women at the beginning of the transition, not the end, and ensuring they have the resources and information they need to make informed decisions about their next career.”

Eric Eversole
Vice President, U.S. Chamber of Commerce
Executive Director, Hiring Our Heroes

“Service Members receive some of the best training and education in the world, and these summits provide an opportunity to showcase their unique skills to employers in the public, private, and federal job sectors. By attending these events, Service Members are better prepared to transition from military service to a civilian career, many leaving with solid job leads or firms offers; while employers leave with a better understanding of the talents that transitioning Service Members and Veterans can bring to their organization.”

Susan S. Kelly, Ph.D.
Director, Transition to Veterans Program Office
U.S. Department of Defense

“These summits offer a great way to bring our federal and local government partners together and to introduce both Service Members and employers to the resources that they need to navigate the employment discussion. Solving veteran employment is a total team effort, and these summits show the value of getting the whole team together on the ground—by getting Veterans employed today, we can make a long term impact on families, communities, and the country.”

Deputy Assistant Secretary Teresa Gerton
Veterans’ Employment and Training Service (VETS)
U.S. Department of Labor

Where We’ve Been
Job Seekers in numbers per installation

Joint Base Lewis-McChord
2801

Fort Campbell
1058

Camp Pendleton
591

Fort Bliss
1022

Ramstein Airbase, Germany
775

U.S. Army Garrison Bavaria, Germany
527

Fort Bragg
1024
Service Members and Military Spouses attended a summit panel in 2014.

These summits feature interactive forums led by senior military officers, public officials, and business innovators for discussions on developing strong recruitment strategies, dispelling myths about veteran hiring, and encouraging participants to share their own company or community’s best practices with key government agencies and decision-makers.

Tom Tice, Recruiting Manager, Military Talent Acquisition, Starbucks, speaks during the “Connecting Veterans and Employers” panel along with Dr. Susan Kelly, Director, Transition to Veterans Program Office, U.S. Department of Defense, and James Perduto, Vice President, Military Employment, First Data Corporation, at the Washington State Service Member For Life Transition Summit, October 2014.

Forward deployed Service Member offers question at European Theater Transition Summit, November 2014.
Translating Military Experience for Employers...

The military provides excellent training for many of the positions employers hope to fill, but certain activities—crafting an effective civilian resume or navigating a networking event—may seem daunting at first. This is why each summit includes employment workshops and resume review sessions developed specifically for Veterans, transitioning Service Members, and Military Spouses. These summit workshops are led by Hiring Our Heroes and its military spouse program, the U.S. Departments of Labor and Veterans Affairs, the U.S. Small Business Administration, and other strategic partners from the public, private, and non-profit sectors.

By providing these groups with comprehensive presentations, one-on-one mentoring, and career-focused tools, the summit workshops aim to ease the transition process and enhance employability.

In addition to the customized summit workshops, online tools such as Employer Roadmap have been developed to support employers in hiring and retaining top military talent.
...so They can Translate it into Success

Service Members enter an employment workshop at Fort Bragg Transition Summit, August 2014.

During the Fort Bragg Transition Summit in August 2014, members of the 82nd Airborne explore the Veterans Employment Center (VEC), the Federal government’s single authoritative internet source for connecting transitioning Service Members, Veterans, and their Family Members to meaningful career opportunities.
Connecting Military Spouses

“The summits are beneficial for Military Spouses to attend because it is not just the Service Members who transition, but the spouses as well. By attending, Military Spouses will have the opportunity to network with national employers and learn about available resources when moving to a new city.”

Noreen O’Neil  
Director, HOH Military Spouse Program  
U.S. Chamber of Commerce Foundation

“The benefits that attendees have gained from the Service Member Transition Summits can only be exceeded by what we have gained. Being able to meet on-site with these great candidates and spouses has increased the level of respect from—and visibility to—our hiring teams across the nation. We have brought our hiring managers to several events, and they have left with an increased motivation to hire some of these men and women.”

Tim Corrigan  
Manager, Military Recruiting  
Kraft Foods

Jen Pitcher, founder and president of MilitaryOneClick, mentors a Military Spouse at Fort Bragg Transition Summit, August 2014.

Service Members and Veterans meet with USAA recruiters during networking reception at European Theater Transition Summit, November 2014.
Employer Impact: Hiring Our Heroes

“These summits—these collaborative events where companies, non-profits, and government agencies come together from across the nation—are incredibly important for us to address this vital national issue.”
Mike Kelly
Executive Director, Military Advocacy
USAA

“These transition summits are a thoughtful approach to the extremely complex issues faced by transitioning Service Members. They bring together a conglomeration of departmental agencies, non-profits, and private sector companies to provide valuable information that is broad enough to be a value-add for everyone, yet specific enough for people to get offers for the next chapter of their lives.”
Tom Tice
Manager, Military Talent Acquisition
Starbucks

“Corporate America continues to answer the call to combine forces, learn from one another, and hire qualified Veterans and Military Spouses. This has been proven time and time again at the transition summits where like-minded people and companies converge. We take great pride in the impact that Veterans and their families provide to our business on a daily basis.”
Frank Bisignano
Chairman & CEO
First Data Corporation
Transition Summit Impact

**Joint Base Lewis-McChord Transition Summit Data Facts**

- **61%** of Service Members planned to utilize the VA's Veteran Employment Center (VEC)
- **57%** of Service Members planned to register with an American Job Center
- **267** Service Members connected with the U.S. Small Business Administration

At the Fort Campbell Transition Summit, First Lady Michelle Obama and Dr. Jill Biden announced the launch of the Veterans Employment Center (VEC), the government’s one-stop shop to connect Veterans, Service Members, and Spouses with employers, and to help translate military skills into the civilian workforce. The online resource, located in the VA’s eBenefits portal, is the first interagency tool to address transition and employment issues facing the military and Veteran communities.

Administered by the U.S. Department of Labor, American Job Centers (AJCs) are at the heart of the workforce investment system under the Workforce Investment Act (WIA). Comprised of more than 3,000 centers across the country, this system provides an integrated array of high-quality services so that workers, job seekers, and businesses can conveniently find the help they need in easy to reach locations.

*The data above was gathered following the Washington State Service Member For Life Transition Summit, which took place at Joint Base Lewis-McChord in October 2014.*
Final Thoughts

“Today, you are here for yourselves. Your mission is your future, and that is what this summit is all about. Starting on the day you join the service—on the very day you join—we are already going to be planning for the day you leave. And today, I am thrilled to announce that every branch of the military will soon be taking this new approach. You are going to start ahead of time by attending job fairs and summits like this one. And you will be doing all of this months before you hang up your uniform.”

First Lady Michelle Obama

“The U.S. Army plans to host at least another 20 national-level summits in 2015.”

Lieutenant General David Halverson
Commander, U.S. Army Installation Management Command
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