



# Mission Ready Talent Update

MILITARY HIRING RESOURCE GUIDE FOR EMPLOYERS

July 2025

## CRAFTING JOB DESCRIPTIONS TO ATTRACT MILITARY TALENT



LET'S WORK TOGETHER TO START YOUR VETERAN HIRING INITIATIVE!

### Welcome Note

Welcome to the July 2025 edition of "Connecting Heroes to Careers." This newsletter is designed to provide employers with the latest techniques, tactics, and resources to help them attract, hire, and retain top veteran and military spouse talent. Our mission is to ensure your hiring program is equipped with the best strategies, resources, and information available.

As we celebrate Independence Day on July 4th, we honor the courage, sacrifice, and enduring spirit that built the United States. This month also brings an important reminder on July 25<sup>th</sup> - National Hire a Veteran Day, a day extra important to Forward March Inc., to recognize the value veterans bring to the workforce. Let's show our gratitude not only in celebration but through action, by supporting and hiring those who have served our country with pride.

### Crafting Job Descriptions That Attract Military Talent

Veterans bring a wealth of experience, discipline, and leadership to the civilian workforce - but attracting this top-tier talent starts with your job description.

To resonate with military candidates, avoid corporate jargon that may not translate well. Instead, focus on clear, skill-based language and highlight attributes veterans often possess: teamwork, problem-solving, adaptability, and commitment under pressure. Emphasize roles that offer structure, purpose, and opportunities for advancement—qualities that align well with military values. Additionally, include a statement that explicitly welcomes veterans to apply. This not only shows your support but also reinforces your organization's commitment to diversity and inclusion.

Ready to strengthen your workforce with proven leaders?

Review your current job postings and consider how they speak to transitioning service members. Even small adjustments can make a big impact.

Take action today—audit one of your job descriptions through a military-friendly lens or connect with your HR team to explore veteran recruitment strategies.

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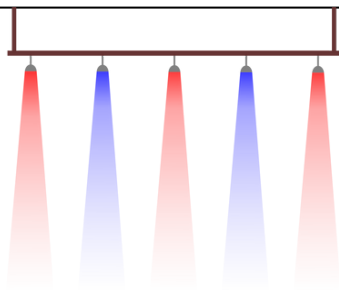
Spotlight

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-TEAM FMI - WE SERVE!  
THANK YOU!



LINK TO  
COMPLETE  
OUR  
EMPLOYER  
INFORMATION  
FORM

## SPOTLIGHT ON FMI SERVICES: CUSTOM MARKETING PLANS

ALL SERVICES FMI OFFERS CAN BE CUSTOM-TAILORED FOR OUR POTENTIAL PARTNERS' NEEDS. THIS MONTH, WE'RE HIGHLIGHTING OUR MARKETING PLANS. FMI OFFERS THREE FLEXIBLE MARKETING TIERS, RED, WHITE, AND BLUE TIERS, DESIGNED TO HELP YOU CONNECT WITH TOP MILITARY TALENT AND KEY CONTACTS ACROSS U.S. MILITARY INSTALLATIONS. EACH PLAN CAN BE FULLY CUSTOMIZED TO ALIGN WITH YOUR SPECIFIC HIRING GOALS AND OUTREACH NEEDS. WHETHER YOU'RE LOOKING TO BOOST AWARENESS OR FILL IMMEDIATE OPENINGS, OUR PROVEN CHANNELS AND MILITARY PARTNERSHIPS ARE HERE TO SUPPORT YOUR SUCCESS. LET US HELP YOU GET YOUR OPPORTUNITIES IN FRONT OF THE RIGHT AUDIENCE - EFFECTIVELY AND EFFICIENTLY.

### Featured Hiring Resources

#### Resources:

- US Army PaYS Program
- US Army COOL Program
- Military Spouse Employment Partnership (MSEP)
- U.S. Army Reserve's Private Public Partnership (P3) program
- National Guard Transition Assistance Advisors (TAAs)
- Institute for Veterans and Military Families (IVMF)
- Department of Labor Veteran Hiring Guide

#### Forward March Inc. Services:

- Military Talent Services
- Military Hiring Guide
- Military 101 Events
- Military Marketing Plans
- Camouflage to Corporate Events
- Elite Leader Training & Team-building

**Interested in starting or expanding your military hiring program? Interested in a free VetNet hosted by FMI for your industry or company?**

We're here to help. Contact us at [info@fmi.vet](mailto:info@fmi.vet), and we'll send you additional information to guide you through the next steps.

### Upcoming Career Events

**Thursday, July 17<sup>th</sup> - Camouflage to Corporate: Training Workshop**  
Fort Cavazos, TX ; 10a - 3p CST

**HOH Virtual Career Fair- Military Spouses**  
Wednesday, July 23, 2025; 1-4 pm EST

**OC Workforce Solutions - Career Fair on July 23rd**  
Laguna, CA

**HOH Virtual Career Fair- Western US Region**  
Wednesday, July 30, 2025

**HOH Virtual Career Fair- NE and Mid-Atlantic Region**  
Thursday, August 7, 2025

**HOH Joint Base San Antonio Career Summit - San Antonio, TX**  
Wednesday- Thursday, August 13-14, 2025

**HOH Virtual Hiring Event- Southern Region**  
Wednesday, August 20, 2025

**HOH Ft. Bliss Career Summit - El Paso, TX**  
Thursday, August 28, 2025

**Thursday, September 11<sup>th</sup> - Tribute to Service: Kansas City Military Resource Fair**  
Kansas City, MO

**If you have any questions regarding these events, please contact Griffin Monley at [gmonley@fmi.vet](mailto:gmonley@fmi.vet).**