



THE ROUND

Welcome - Brian Arrington, Founder/President U.S. Air Force (ret.)

VETS2INDUSTRY Family,

Wow, this has been a year. Lots of emotion, loss of family, new ways of living, new ways to show love. A bittersweet year for many. This is in fact most true for us at VETS2INDUSTRY. Our nonprofit began December 2019, and growth, name recognition, and so much assistance occurred during the 2020 start “the original normal.” VETS2INDUSTRY was helping people during their most stressful time, the TRANSITION PHASE.

Then it happened! Quick backstory before we discuss what happened next. In my last year on active duty 2018-July 2019, I took advantage of every transition resource I could get my hands on and squeeze in between my family, and my schoolwork load doing dual masters at Syracuse University (a challenging and prestigious school). These transition resources included, Centurion Military Alliance (CMA), Hire Heroes USA, American Corporate Partners (ACP), DoD Skill-bridge through Hiring our Heroes Corporate Fellowship Program, the Georgia VECTR Center, FourBlock, Vetlanta, and the full breadth of support of the military LinkedIn community. So why is this important to the story? Well, the bulk of these resources were TEAM based resources where I saw the value in transitioning service members being able to meet other members, and getting in front of hundreds of hiring managers, recruiters, and veteran advocates to ease their transition. Then it happened...

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FOUNDERS MINUTE - Brian Arrington, U.S Air Force (ret.)

I received the phone call March 2020 from one of my most valued mentors, Roger Roley, who was the Southeast Regional Director for FourBlock. We are very close, and he said to me, Brian, we must shut down class. I said, there is no way Roger, you do not shut down for anything. You are a Sgt Major, and Tanker at that, hard to the bone, and only care about the success of the troops...what could cause this? He said, "it's happening across the country. FourBlock is canceling all in person events, so Atlanta is following suit." I was devastated, but understood needing to maintain the safety of the vets. The next week, on Tuesday night, I attended a Bunker Labs brew with guest speaker Michael Coles, founder of the Great American Cookie Company. I was assured that the event would not be canceled due to Covid "because nobody cancels on Michael Coles" (direct quote from the facilitator of the event). All was well during the event and many of us from Vetlanta were planning on attending the new opening of Vets in Tech in Atlanta, planned for 2 days later, until new news came at 11pm during the Bunker labs event. Yep, once again we received word another event had faced the same fate against Covid. So, what became the result? Vets in Tech was canceled.

At 1am that evening, I was still in the parking garage from the Bunker Labs event, seething over the fact that transitioning service members were still going to be transitioning, but now all of the events which they needed to go to so they could meet corporate recruiters and hiring managers and executives were getting canceled. Yet, they were still going to transition, and during a pandemic with limited networking capability.

That is where the concept of the VETS2INDUSTRY Virtual Networking Circuit Event came from. I took my experience from being a student at Syracuse utilizing breakout sessions and added a component of learning from our resource library, and a desire to bring recruiters and veteran service organizations all together with the military community. This concept went live the very next weekend. I was nervous, but we had a great 100-person crowd, which has now grown to sold out crowds of 500 attendees each event with wait lists well over 50 people.

So, this year has been bittersweet. I've been able to witness magic happening with service members and spouses landing careers during the hardest possible time period, coupled with the already difficult situation of being a transitioning individual. Seeing these stories of success happen lights up our days here at VETS2INDUSTRY, and we will continue to go strong, even when we are able to grow out of this NEW NORMAL, into the Next New Normal, which may bring a new industrial revolution which shows remote work as the main face of civilian work, and new ways of supply chain and services being offered, or platforms being designed.

For what 2021 looks like for V2I, well, it is looking really good. Lots of amazing partnerships are happening now and are scheduled on the early January horizon, four of us will be at the Vettys Inaugural Ball on Jan 19th, 20th and 21st, and we are bringing on board more services and offerings, and updates to the website. In all the woes of 2020, at least I can personally say, a good that came out of that 2020 year was the loving family and birth of VETS2INDUSTRY and its over 130 volunteers.

Be Safe, Be Kind, Share the Love, and Happy Holidays to you and yours!

And as Always,

Ask Others: #How_Can_I_Help? #Pay_It_Forward

Brian Arrington, M.S.
Founder/President
Vets2Industry Foundation, Inc

LinkedIn Tips
-Evan Anderson, US Army

Don't hesitate to start a LinkedIn and search for people you already know. You have to start building your network! Create MEANINGFUL connections. This means to start sending personalized invites to people and not just a cold request. Introduce yourself and mention why you want to connect. It doesn't have to be anything more than, "I want to expand my network".

Use LinkedIn searches. Find your desired company, job title, location, and connect with people you find through those searches. Instead of asking for a job, ask for advice. Ask about the company's culture. Start conversations and opportunities will present themselves.

Engage with people. I am COMPLETELY anti-social media, but LinkedIn is mainly a professional space, and you have to engage professionally. Engage with brands you support, authors you follow, leaders in the space you want to occupy. Get your name and face out there, and show that you are willing to engage.

V2I Foundation Overview

V2I was born to fulfill a pressing need for a single-site repository of information providing access to the vast number of Veteran Service Organizations (VSO) and countless other available military resources and benefits. The V2I all-volunteer team banded together and made it their mission to develop a living library of free resources, organizations, veteran-supportive companies and benefits for Service Members, Veterans and their Families.

Mission To match people with resources when they need them the most, by creating a single-site repository of information providing access to the extensive number of Veteran Service Organizations (VSOs) and other available military resources and benefits. We help establish connections, identify opportunities and, most importantly, give **HOPE!** At V2I, it is all about **People First, Veterans Always!**

Vision To become the premier and most comprehensive information library of **free resources** for the Military and Veteran communities, and their families.

Core Values Our core values are the foundation of how we will operate as an organization. Living those values will have a direct correlation to our success, as well as to how we are regarded by our clients, partners and supporters. Our Core Values are: **Honesty, Selfless Service, Discipline and Integrity.**

[VETS2INDUSTRY Foundation Inc is a registered 501c3 nonprofit organization 84-3849037](#)

*Interested in writing an article for the newsletter?
Send an email to: marketing@vets2industry.com*

12TH VETS2INDUSTRY NETWORKING CIRCUIT EVENT RECAP



Words of Wisdom from V2I Guest Speaker Ron Novack, Colonel (ret.) U.S. Army

- Syracuse University is the best place for veterans.
- If you want to pursue higher education, do your research.
- Ask a lot of questions. Reach out to students who go to that school. Make an informed decision.
- If you qualify for 100% of the GI Bill and it doesn't cover all of the tuition fees, the Yellow Ribbon scholarship program will cover the remaining costs.
- **Your service doesn't just end when you hang up the uniform. Your community will still expect a lot from you.**



Join us in Congratulating our raffle winners:


Courtney Kelley, Jaclynn Graybill, Heather Roman, Eduardo Cervantes, Ryan Hottin, Chris Braney, Richard Fitzpatrick, Jeremy Smith, Paul Barry, Kyle Turner, Matt Hamma, Chad Craig, Carolina Conner, Michael Marchese

14TH VETS2INDUSTRY NETWORKING CIRCUIT EVENT


VETS2INDUSTRY 14th Virtual Networking Circuit

Saturday, Jan 9th
2pm – 7pm ET on Zoom
(Come and GO as you please)

Sponsored By
KOHL'S


Ericka Kelly
"Breaking the Glass Ceiling:
Journey Over a Wall of Impossibilities."

KEYNOTE SPEAKER



AGENDA:
2:00-2:07 Welcome
2:07-2:23 Keynote
2:23-2:50 Q&A/Circuit Rules
2:50-6:15 Circuits
6:15-7 Q&A w/V2I

FREE Registration on
www.eventbrite.com
Type **VETS2INDUSTRY**

14th VETS2INDUSTRY Virtual Networking Circuit Event Tickets, Sat, Jan 9, 2021 at 2:00 PM EST | Eventbrite

<https://bit.ly/2WzJ5Id>

Knowledge is useless if you don't share it. Talk to people about your experience, and ask about theirs. I guarantee you will learn something new every day.

Find a mentor, or two, or ten.

Engage with transition specialists, people in similar careers, corporate partnership mentors, and anybody you think you can learn from. Everybody has a unique and powerful perspective.

Find Veteran Service

Organizations, and use their services. Create more than one resume and attend webinars. Explore opportunities with DoD Skillbridge, credentialing opportunities, and certifications.

Transitioning is like drinking from a fire hose. There is too much information to possibly take it all in. Try and narrow your focus, somewhat. Don't limit yourself too much, and don't try to do it all at once. I would recommend a transition workshop like FourBlock, The Honor Foundation, Elite Meet, etc. They are there to help you discover yourself first, and then discover where your career can take you post military.

PARTNERSHIP HIGHLIGHTS

Veteran Voices & Supply Chain Now

Veteran Voices & Supply Chain Now - Veteran Voices is a podcast that is dedicated to spotlighting Veterans and driving awareness of issues impacting our community: stories & experiences that must be heard! Veteran Voices is part of Supply Chain Now (SCN), a digital media platform that has accumulated millions of views, plays and reads since 2017 and continues to reach a growing global audience. SCN podcasts have hit Apple Podcasts business leadership charts in over 60 countries.

Learn more:at:

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

Watch a special SPN episode featuring Vets2Industry:

<https://www.youtube.com/watch?v=opTJy3lV9bs>



VETS2INDUSTRY SHIRTS MADE WITH YOU IN MIND

Vets2Industry Family,

WE HAVE AN AWESOME APPAREL COMPANY TruPatriot, LLC and Online Store to order from. Shirts are available in a variety of colors.

We started a partnership with them for our ICONIC Blue VETS2INDUSTRY shirts (Men, Women, and Youth), along with Long Sleeves and Hoodies just in time for Winter! More colors are on the way as well.

To purchase a shirt go to the **TruPatriot, LLC** webpage. [TruPatriot Link](#)

Also, for every shirt sold, **TruPatriot, LLC** donates a sizable amount of their profit to V2I so we can grow and help more people! Thanks to you, during the month of November, a shirt was donated to a homeless veteran for every shirt YOU purchased. THANK YOU!U!

All products are AMERICAN-MADE!



V2I Hoodie



V2I Long Sleeve



Traditional V2I

VETS2INDUSTRY is on Amazon Smile

This is a great time of year to get your holiday shopping done! For every purchase made on Amazon Smile (same products as on amazon.com), the Amazon Foundation donates 0.5% of the total amount to a charity of your choice. No additional taxes or fees.

Vets2Industry is an official 501c3 nationwide charity making a major impact in our veteran community.

Just go to the [Amazon Smile Link](#), add VETS2INDUSTRY as the charitable organization you want to support, and always use the smile.amazon.com link when you are shopping on Amazon. [Amazon Smile For Phone](#)



As 2020 comes to a close, please consider donating to Vets2Industry. We have big plans for the New Year, and your donation will help us continue to serve veterans, military spouses, gold star families, and caregivers. We thank you from the bottom of our hearts for joining us on this journey. Your contribution is truly changing lives.

<https://app.theauxilia.com/payments/client/a7835658-4cf0-42f2-b0f0-4ccea10f8c4e>



VETS2INDUSTRY MAP RESOURCE CHALLENGE

Do you know of an organization that offers services to veterans and their families and it is not listed on the vets2industry.com website? Our goal is to have resources listed from ALL 50 states. Please send the organization's name and website to:

v2iresearch@vets2industry.com



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[Follow Us On Instagram](#)



[Follow Us on LinkedIn](#)

TOP 5 TIPS EVERY MILITARY SPOUSE NEEDS TO KNOW TO LAND THE PERFECT REMOTE JOB IN 2021-Gabriela Bell, Military Spouse

Prior to the pandemic, military spouses were facing an unemployment rate of 24% - that's six (6) times the national average. In April 2020, the national average for all of the American public spiked to a record high of 14.5% --the highest it had been since the Great Depression. (We haven't seen any official studies of the unemployment rate of military spouses during COVID, but we'd venture to guess it's much higher than the normal 24% they faced prior to the pandemic.)

Military family life is normally hectic, military pandemic life is at another level, especially when you're trying to find the right job that fits your life, your professional goals, and hopefully can move with you during the next PCS, deployment, retirement, or inevitable future transition.

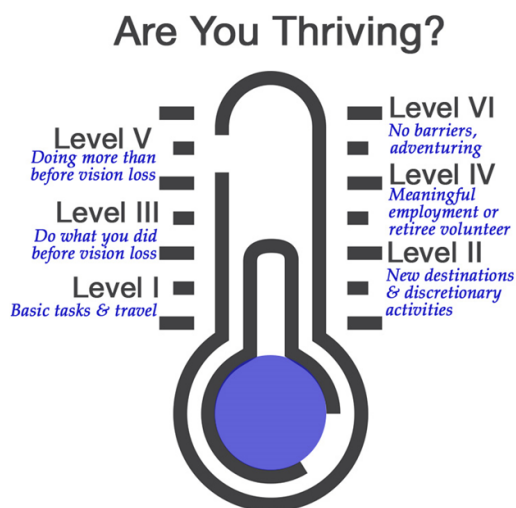
So how do you professionally stand out during this time when hundreds of thousands of fellow citizens are also looking for work? One of the best solutions is leveraging your military-connected status and landing the best remote work opportunity, with companies like [Organized Q](#) or [Instant Teams](#), that fits your life and career goals so you'll have one less unknown the next time PCS orders come rolling your way!

Click here to read more:

[Top 5 Tips Every Military Spouse Needs To Know To Land the Perfect Remote Job in 2021 | by Gabriela Bell | Oct, 2020 | Medium](#)



DO YOU BELIEVE YOU CAN THRIVE WITH BLINDNESS?—Ed Henkler, U.S Navy Veteran



Do you believe you can thrive with blindness? Throughout this article I will focus on thriving with blindness but I believe many of the challenges are similar to thriving with any disability. Clearly the accommodations are different and invisible disabilities carry their own special challenges. But you always face internal battles and potential societal prejudice, which is often more of a byproduct of misunderstanding than prejudice.

I will start by saying that I am sighted so my belief in thriving with blindness is based on what I've observed, not what I've personally accomplished. The earliest example was my Mom. In the early 1990's, she was diagnosed with age-related macular degeneration. It can now be managed but at the time of her diagnosis, severe loss of central vision occurred in the space of weeks.

My Mom's Story

To the best of my knowledge, I had never been around anyone who was blind at the time of my Mom's diagnosis. We were fortunate enough to find a wonderful association for the blind, [Montgomery County Association for the Blind](#) (MCAB). The training MCAB provided coupled with my Mom's resilience, and our support helped her eventually thrive.

It didn't happen overnight. Vision loss is a traumatic event and needs to be navigated much like any life-changing event. Everyone processes it differently but it's not a matter of days or weeks. Instead, it may take months or even years. It starts with re-learning what are called Activities for Daily Living: cooking, cleaning, personal hygiene, and so many other things most of us take for granted. Then you move on to Mobility & Orientation. We call that walking when you're sighted. But when you're visually impaired, you not only have to learn to navigate curbs, crosswalks, and escalators. You also need to learn to count doors, city blocks, and other environmental cues to know where you are. It's not easy, but it's possible.

Thriving with Blindness

My Mom traveled outside the country for the first time in her life...and it was after losing her vision. She became a speaker for MCAB, something she would never have done while sighted. She also routinely used public transportation to visit the Philadelphia Flower Show and other destinations. She lived a very full life even though she could no longer experience it visually.

Want to Learn More?

Here are some helpful links from my website, [The Blind Guide](#). My hope is they will inspire you to thrive and be your best:

[Thriving Guide – 6 Levels of Thriving](#)

[Resources for People who are Blind](#) – includes numerous email series

[Employment for People who are Blind](#)

Bio

Ed Henkler is a social entrepreneur who is passionate about improving quality of life and employability of people who are blind or visually-impaired. I believe there is a business ROI to hire people who are "differently-abled" and am involved with several companies which are developing smartphone apps which will facilitate their employment.

LEADERSHIP PRINCIPLES AND QUALITIES OF THE USMC FOR THE OFFICE ENVIRONMENT—Kevin Horgan, U.S Marine Corps Veteran

"They are able because they think they are able." Virgil
"Anyone can hold the helm when the sea is calm." Publilius Syrus

Know Your Capabilities and the Capabilities of Your People

The USMC espouses fourteen "Leadership Qualities" and another eleven "Leadership Principles" that have been an integral part of training and fitness reports for a couple generations. These are essentially performance evaluations, which include a truth-teller: how you rank amongst your peers. The report includes a rating of the Leadership Qualities, from one to ten, one being "unsatisfactory" and ten being "outstanding." "Outstanding" is the highest recognition you can give a marine. Anything less is considered an element to improve upon.

This principle has two distinct, though aligned, components, and is worthy of an exercise few leaders perform. The first component is knowing yourself. We think we know our strengths and weaknesses and areas for improvement, but taking a true inventory is worthy of your time.

A word on words. Although "outstanding" and "unsat" are strictly defined and used frequently and somewhat loosely, they both have emphatic and undeniable connotations. Much depends on the origin of the observer.

For instance, the celebrated and highly successful professional baseball manager Casey Stengel was both profound and profane. When a ballplayer performed to Casey's mythical high standard, this man of many words would say little, but "You done splendid."

That's a noteworthy compliment from a leader who stood the test of time.

The best way to take this leadership inventory of your self, today, is to list the fourteen Leadership Qualities and score yourself in these elements, from one to ten, ten being high. Do it with some thought, but do not dither (*Decisiveness* is one of the Qualities). The second component is for you to do the same with your direct reports, placing the most senior person after you, in order of general responsibility. Try to group by teams if you are so inclined.

Look at the individuals, including yourself. At a minimum, develop a plan in writing on how to improve on the two lowest elements for each person. You can quantify it by "scoring" the numbers and seeing who has the best, and conversely the worst, numerical designation. Having a statistical and uniform system for your own off-line evaluation of leadership qualities will guide you in future consultations with your employees and your boss.

Look at the teams within your team. Is there one team heavy on *Creativity* and another with a distinct lack of it? Is it the team chemistry, the subordinate leader, or your lack of insight? Develop a plan to achieve a little balance or a little training. Alternatively, it may not be an actionable problem at all.

If you are particularly courageous, do a peer evaluation, anonymously. You will be both impressed with the enthusiasm your people will have for this exercise, and shocked by how they see you in respect to each Leadership Quality. This is a tremendous forum for individual and team introspection of capabilities.

Never, ever, diminish or weaken a righteous strength, whether your own or a member of the team's. Hold onto what is universally accepted as good, and exploit these strengths for mission accomplishment with vigor. But do keep a balance. If you know that your star player has *Decisiveness* as a 'ten' but his *Judgment* is a 'five,' well, you have a problem worth addressing.

Of all the Leadership Qualities, you must be the person who applies consistent good judgment.

The exercise of knowing your capabilities and those of your team is constant, changing, and can be most rewarding. Try the inventory approach.

HIRING OUR HEROES CAREGIVER FELLOWSHIP PROGRAM

The **Hiring Our Heroes Caregiver Fellowship Program** is a brand-new initiative that provides caregivers of wounded warriors with professional training, networking, and hands-on experience in the civilian workforce. The professional development and direct connection to local employers offered through the program enable caregivers to quickly build or re-build their networks and gain localized job experience. Participating host companies gain access to a highly skilled and educated talent pool.

UPCOMING COHORT DATES*

2021 COHORT 1

January 11 – February 26
Application Deadline:
10.29.20

2021 COHORT 2

May 3 – June 24
Application Deadline:
3.5.21

2021 COHORT 3

August 23 – October 7
Application Deadline:
6.18.21

** More cohorts may be added through the year as needed. Please contact the location program manager for exact dates.*

[Caregiver Fellowship Program | Hiring Our Heroes | Veteran & Military Spouse Employment Nonprofit : Hiring Our Heroes](#)

ELIGIBILITY REQUIREMENTS

CANDIDATES MUST:

- Be a current or previous caregiver to a wounded, ill, or injured service member
- Be available to attend all classroom sessions and have transportation available
- Be available to work and seeking employment in the local area
- Have earned an associate degree and/or have applicable work experience
- **Additional requirements may exist in some program locations.**



TESTIMONIAL - Jason Casalegno– U.S Marine Corps (ret.)

Military transition is a challenge that you can face by yourself or with a supportive group. I struggled to find employment, lost my sense of purpose, and almost decided to settle for less. The Vets2Industry community boosted my morale, gave me valuable resources, and connected me with the right people. Thank you Vets2industry for giving me the resources, contacts, and guidance that I needed to land my Job and set the foundation for my life after service.

TESTIMONIAL - Ryan James O’Leary– U.S Army

Vets2Industry was instrumental in my ability to successfully navigate transition from 20 years of military service to the civilian workforce. They provided an opportunity to engage with those who have transitioned before me to learn best practices and also what they wish they would have known. The connections made at V2I networking events were invaluable as they not only evolved into meaningful friendships but also led to internal referrals at multiple Fortune 500 companies. Vets2Industry provided me the knowledge and skills to be confident throughout my transition resulting in a less stressful endeavor for my family and I.

“If you are transitioning from the military, you absolutely owe it to yourself to check out Vets2Industry.”

TESTIMONIAL—James Castleberry, U.S Navy (ret.)

During my career search Vets2Industry participation in Onward to Opportunity and FourBlock briefings was crucial to directing me to useful veteran assistance resources. Also, the Vets2Industry gold standard networking events not only provided great information, but allowed me to gain confidence in interviewing and networking opportunities. Each event enabled me to expand my network to contacts with valuable resources supporting veterans in transition. I feel Vets2Industry was an active partner in my successful veteran transition and is an exceptional resource for our military veteran community.

TESTIMONIAL—Evan Anderson– Transitioning U.S Army Soldier

From the day I was connected with V2I, I have felt more at ease with my transition. This whole process is absolutely terrifying, and for as good as the DoD-TAP program is, there are some gaps. V2I helps cover all of those gaps, not only with their enormous list of resources, but with a staff and volunteers that truly care, and want to help! The Saturday networking event was the single greatest thing I have done so far to help with my transition. You are able to surround yourself with transition specialists, fellow transitioning vets, military spouses, recruiters, and potential employers, to name a few. If you are transitioning from the military, you absolutely owe it to yourself to check out Vets2Industry.

VETERAN OWNED BUSINESS OF THE MONTH

FAMILY PROUD (VETERAN OWNED & OPERATED) - Jaden Risner, U.S Navy Reserves



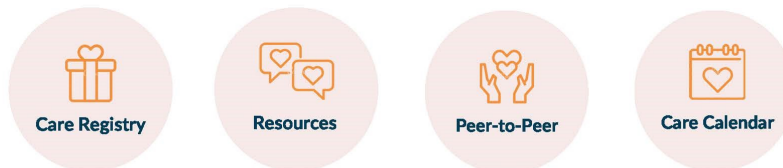
We simplify the process of **receiving, giving, and coordinating** support for veterans, caregivers and families.



The Family Proud care management platform is an easy to use, secure platform that allows families to communicate to their support network, receive support through our care registry, and communicate with others in similar situations through our peer network. The platform provides a foundation for families to receive support, love and enhance care for their loved one.

Veteran founded and operated, Family Proud is an integrated patient-family caregiver network and adversity management tool.

Receive, Give, and Coordinate Support:



Visit www.familyproud.com to get started

Family Proud is inspired by both co-founder's personal experiences. Jaden (I) spent 12 years active duty with the Navy as a helicopter pilot. On one of my deployments, my mother had a heart attack and I was confronted with the struggles of remote care. Several deployments later my father was diagnosed with cancer. I ended up becoming my mother's informal caregiver and have personally experienced the burdens of care.

Our co-founder, Clay was a USMC Staff Sergeant and was diagnosed with cancer in April 2008. Four months later, after undergoing chemotherapy, Clay's cancer went into remission. But when his cancer came back a year later, and he was given six months to live, the 13-year Marine Corps veteran set a new goal, the Iron Man. A clinical trial at UCSD is ultimately what saved his life and he went on to compete in the Ironman World Championship triathlon in Hawaii in 2010 shortly after his terminal cancer discharge. Clay committed himself back to patient care, became a patient advocate and healthcare executive and later joined Family Proud.

www.familyproud.com



info@familyproud.com

VETS2INDUSTRY

Want to know how to help VETS2INDUSTRY provide support, opportunities for success, life-support needs, and give HOPE to our military family?

Please Donate to us at <https://vets2industry.com/donations/give/>

Every \$25 donation or more receives a VETS2INDUSTRY Challenge Coin

If you are interested in volunteering with VETS2INDUSTRY too, please send an email to support@vets2industry.com

To ensure you are not missing out on our Post Event Goodies such as our event videos, main chat transcripts, LinkedIn URLs of those signing up for our amazing VETS2INDUSTRY Virtual Networking Circuits, and tons of FREE V2I webinars, website updates, and announcements, ensure you have added the following email addresses (note: all edu and org email domains block our emails if we are not added to your contacts):

events@vets2industry.com
marketing@vets2industry.com
support@vets2industry.com
operations@vets2industry.com
testimonials@vets2industry.com

V2I RESOURCES AND LINKS

Testimonials

[Testimonials](#)

Vets2Industry

<https://vets2industry.com>

Vets2Industry LinkedIn Group

[Vets2Industry LinkedIn](#)

Vets2Industry Facebook Group

[Vets2Industry Facebook](#)

A How To Guide to Crush the V2I Virtual Networking Circuits

[V2I Networking Guide Link](#)

V2I Newsletter Contributors

Brian Arrington - <https://www.linkedin.com/in/brianarrington933/>

Mary Kate Soliva - <https://www.linkedin.com/in/marysoliva/>

Jaden Risner-<https://www.linkedin.com/in/jadenrisner/>

Ed Henkler-<https://www.linkedin.com/in/edhenkler/>

Gabriela Bell-<https://www.linkedin.com/in/gabriela-bell/>

Kevin Horgan-<https://www.linkedin.com/in/kevin-horgan-6001b517/>

Evan Anderson-<https://www.linkedin.com/in/evaneanderson/>



VETS2INDUSTRY Partners

Shout out to the V2I partners for being a part of our growing team.

These partners will only enhance our reach and availability to pair Veterans and their families with the needed resources.

We look forward to working with our partners and growing this partner list.

Make sure you check out our partner pages by clicking on the company logo's to see the services that are available.

Partner Chat

Veteran Tax Credits - Bridging the Gap Between Veterans and Employers

We proudly offer a system to connect Veterans seeking jobs to employers looking to hire quality candidates. Plus, by using our turnkey program to take advantage of the Veteran tax credits for hiring qualified candidates, businesses can reinvest those dollar for dollar tax credits back into their business.



Vetlign - Intelligent Job Search That saves you time
Create a Profile and see the jobs you align to simply by entering your Branch, Rank and MOS automatically. It's the world's most advanced veteran employment application designed, developed and managed by veterans.



Oplign - Align in seconds and open all the opportunities around the world.

No more resumes, no more cover letters, no more never hearing back from a company you submit to. Just a 24/7/365 alignment engine working to find you every job you qualify for and want to see.



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Make sure you check out our partner pages.

Partner Chat

Blue Star Families

Founded in 2009 by military spouses with you in mind, we empower military families to thrive by connecting them with their civilian neighbors – both people and organizations – to create strong communities of support.



Andrew Vernon & Associates

We will deliver positive outcomes to all who use our services, while continuously developing long term and compassionate relationships for a more informed and veteran centric experience.



Still Serving Veterans

To serve and honor Veterans and their families by empowering them to build meaningful lives through connections to fulfilling careers, benefits and services; and to proactively strengthen Veteran communities through leadership and collaboration.



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Partner Chat

Veterans Ascend

We know time is important. The less time it takes a veteran to find a civilian career, the better it is for them, their families, and their community. Reducing time to hire for employers is critical to business success. We translated thousands of military skill codes into transferable skills employers are looking for. Veterans ASCEND removes the barriers of a resume and applying for jobs online. The skills matching program makes the human connection using unique data sets and an algorithm. Veterans ASCEND opens the door for veterans to connect with employers intentionally hiring veterans for their skills.



Excelsior College

Excelsior College is an accredited, not-for-profit, distance learning institution founded in 1971 focused on providing educational opportunity to adult learners. The College meets students where they are--academically and geographically, offering quality instruction and the assessment of learning. Excelsior College has consistently been named a Best for Vets college by Military Times and a top military friendly college by Military Advance Education, and has consistently been recognized among military-friendly schools.





RESOURCE CENTER OF THE MONTH

Battle Buddy Info

[Introduction to Battle-Buddy Info \(battle-buddy.info\)](http://battle-buddy.info)

An online directory of military resources for active duty, veterans, and their caregivers.

Caregiver Resource Directory

[Caregiver Resources \(dodlive.mil\)](http://dodlive.mil)

The Caregiver Resource Directory is designed to help empower military caregivers with information about national-level resources and programs specifically for them. Topics include: helplines, advocacy and benefit information, career transitions and employment, military caregiver support, children's needs, education and training, financial support, rest and relaxation, and others.

Centurion Military Alliance (CMA)

[Centurion Military Alliance \(cmawarrior.org\)](http://cmawarrior.org)

CMA provides a robust transition assistance program, and has directly facilitated successful transition of over 7000 service-members, veterans, spouses, dependents, and/or caregivers.

Elizabeth Dole Foundation

[The Elizabeth Dole Foundation](http://TheElizabethDoleFoundation)

The Foundation's programs provide military and veteran caregivers the support they need at the local, state, and national levels. These programs engage individuals, organizations, and communities across the country to get involved and make a difference in the lives of military caregivers.

Hearts of Valor

[Hearts of Valor](http://HeartsOfValor)

Hearts of Valor honors the service and sacrifice of those who care for our nation's wounded, ill or injured warriors by providing a community of support based on a foundation of empathy and mutual understanding. Post 9/11 caregivers receive access to our national in-person peer support groups which address the daily challenges of care giving. Their annual all-expenses-paid caregiver retreats offer expert coaching and education on current topics.

Hidden Heroes

[Hidden Heroes - Join and Support Military Caregivers](http://HiddenHeroes-JoinandSupportMilitaryCaregivers)

Military caregivers don't often ask for help, but they deserve our support. If you're caring for an injured service member or veteran, or want to help those that do, join Hidden Heroes today.

Operation Family Caregiver

[Home - Operation Family Caregiver](http://Home-OperationFamilyCaregiver)

Operation Family Caregiver coaches the families of returning service members and veterans to manage the difficulties they face when they come home. OFC is a personalized program, tailored specifically to the struggles of each family. Through proven methods, the program teaches military families how best to navigate their challenges, resulting in stronger and healthier families.

PenFed Foundation

<https://bridgestowork.org/>

The PenFed foundation provides emergency financial assistance to wounded, ill or injured post 9-11 combat veterans as well as caregiver financial support and interest-free loans.

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