



THE ROUND

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

VETS2INDUSTRY Family,

New beginnings, new tests, new ventures, new learning, new cultures, new experiences...this is what 2021 brings us. We lost careers, loved ones, had our values questioned by countries around the world, saw our friends starving, and people unable to be together in times of need, but we saw so much beauty. How many people have stood up food banks, volunteered, donated items and money, and stepped up to help? How many provided HOPE and support to others in need? Let's take this year as a year of humanitarianism and make it a year of New Beginnings.

And as Always,

Ask Others: #How_Can_I_Help? #Pay_It_Forward

Brian Arrington, M.S.

Founder/President

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5 Steps to an Engaging Self-Intro -Lori Norris

1. Use non-verbal communication to keep your audience listening. Start with your name, a friendly smile, an enthusiastic tone of voice and engaging body language to connect.
2. Use an attention grabbing way to describe what you do or start with the words "I help" to summarize your expertise. Focus on what you want to do next in your career far more than where you've been.
3. Give a quick summarization of why you're qualified for the position. How many years of experience do you have? What certifications, training or education do you have that is important? Any special skills?
4. Talk about your "why". Why are you good at this job? Why are you passionate about what you're doing (or what to do next)? Why should the people listening to you care?
5. Clearly tell the listener how they can help you. Are you looking for referrals? Are you looking for information?

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*

14TH VETS2INDUSTRY NETWORKING CIRCUIT EVENT RECAP



Words of Wisdom from V2I Guest Speaker Ericka Kelly, U.S. Air Force (ret.)

- Value Experience
- Remain committed to what really matters
- Don't settle for average and pay attention to detail
- Display integrity and sound ethics
- Show genuine respect for others
- Go the second mile
- Demonstrate consistency
- Never stop improving
- Always give 100%
- **RESPECT WHO YOU ARE FIRST. BY BEING PERSISTENT, I LEARNED THERE IS NO CEILING AND NO WALL BIG ENOUGH TO STOP US IN THIS WORLD-FROM BEING SIGNIFICANT. WE ARE FULLY RESOUCED TO ACCOMPLISH ALL OUR DREAMS AND ALL OUR GOALS.**



Join us in Congratulating our give-away winner:
Pete Stebbing-Won Kohl's Gift Card

Join us February 6th, 2-5pm ET,
for the 2nd Vets2Industry 
MilSpouse Networking Mixer

 GABRIELA BELL

 MARY ELAINE BAKER

 ELIZABETH O'BRIEN

 JAIME CHAPMAN

 CHRISTINE GALLAGHER

Sponsored by 

New Beginnings
-Mary Kate Soliva, U.S Army

How quickly time is going by already. The New Year brought a breath of fresh air that this year will be better than the last. As the pandemic looms on, we have much to look forward to in the coming months. Some are embracing their military transition with hopes of a great new beginning. Others are filled with angst preparing for the uncertainties of where to live and work. It may come at no surprise that there are free resources available to our veterans and their families. Yet, are they aware that over 45,000 of these Veteran Service Organizations exist? This may sound even more overwhelming as ones final date of service is only months or days away. I say to them...Stop. Breathe. Ask questions and lots of them. Focus on you and your family, what aspects of a career are most important to you, and surround yourself with mentors who will challenge and inspire you. With a new year comes hopes for some adventure, travel, and new experiences. These things may come in the most unexpected way...virtually. This may be our new "normal" for a while, but it does not mean we cannot grow and prosper in the process. Let it be known that in 2020 you overcame much, but in 2021 you plan to succeed greatly.

PARTNERSHIP HIGHLIGHTS

Veterans Ascend

An online employment matchmaking service. We translate military and civilian occupations into a skills profile then directly match a veteran or military spouse to an employer, aligning skills, location and salary. Our service is free for all military members and family. We do not use a resume and don't require the candidate to search or apply first to get an interview. [HOME - Veterans ASCEND](#)



VETS2INDUSTRY is on Amazon Smile

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 [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](#)



***First Edition Coin
with \$25 donation***



If you make a donation of \$25.00 or more to [VETS2INDUSTRY](#), we will ship you a Vets2Industry challenge coin as a thank you.

To reserve a coin, please fill out the form at this link: [Reserve a Coin Form](#)

To identify those that have reserved a coin and those that have donated, we will compare the names of donors on the donation page to names on the form. All items will be sent out immediately once we confirm the physical address of the donor.

[Donation Link](#)

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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New Year, New Beginnings

-Laura Twaddell, U.S Air Force Veteran and Military Spouse

2021 is a new year. Thank goodness. For my family, 2020 started with my husband, Ed, returning to his job at the U.S. Embassy in Baghdad, which had been under siege just days earlier. Throughout the year, we experienced the beginning COVID-19 quarantine, remote learning with two kids, loss of my job, Ed's return from Iraq only to relocate immediately to Fort Polk, LA, and the failure and subsequent replacement of FOUR of our major household appliances. Let's just say 2020 was a train wreck.

As 2021 begins, I am looking forward to new beginnings, both personally and professionally. Professionally, I am hoping to secure a new position in 2021; to start a new journey in my professional life. Personally, I am looking forward to my husband's retirement from the Army in 2022, so we can begin to move our vision of our family farm from dream to reality.

My key to facing new beginnings is planning. Anyone who knows me well knows that I LOVE everything planning and planner related. I am old-school in that I still love the feel and utility of a paper planner. I do love great project and information management apps, but my spirits are lifted in the act of writing goals down, mapping out milestones on a white board, and translating the goals and milestones into a plan with actionable steps to help me reach those goals.

My husband will likely retire from the Army in mid-2022 after 29 years in uniform. To say that we are starting to experience some stress and anxiety in the beginning stages of planning for his retirement is an understatement. Ed left for West Point in 1993 only weeks after graduating high school. His life has been regimented and structured since he was 18 years old...he doesn't know anything else, and that is a bit scary for us both.

So, how are we remedying this situation to bring some clarity and structure to his upcoming transition? Planning. By using the resources I have found through my involvement with Vets2Industry, Ed and I are mapping out what retirement looks like for us. We are working to define what the "end state" goals look like and working backwards from there, setting milestones at different intervals. Each milestone is made up of action steps.

Taking this process and translating it to planning our path toward our goals for our family farm has led us to making calendars for the next three years, with 2021 broken up into quarters, months, and weeks as each step requires more granularity with regard to what specific action steps need to be taken and when they need to be complete. We do this process separately for different parts of our farm: poultry, vegetable garden, fruit trees, bees, ongoing maintenance, improvements, future farmers market plans, local farm-to-table distribution, livestock acquisition and use, etc. One master calendar on our wall shows us what needs to be accomplished in any given week. Who knew farming could be such an exercise in project management?

Does planning out military transition or retirement mean that everything is going to go smoothly without stress or difficulties? Of course not. But it does help reduce the anxiety of the unknown by defining a general direction in which to work. Specific milestones and action steps may need to be amended and/or refined if a situation changes in some way, but knowing you're always headed in the right direction.



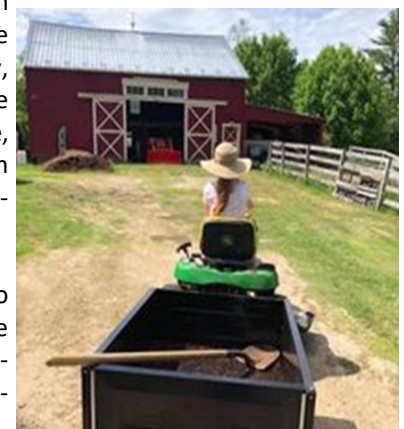
Our dog Finn guarding his kingdom.



The moose behind our house.



My fantastic view in the morning.



Our daughter, Maggie, moving compost.

FINDING SUCCESS AS A STUDENT VETERAN–Ingrid Pol, U.S Army Veteran

After 4 years in college obtaining my Bachelor of Science in Nursing, I learned a few things about passing college courses. Unlike the military where generally you will be told how to do anything, in college, professors have the expectation that the student knows what to do to pass the course. In other words, you have to take the driver seat of your college experience. Part of that includes getting good grades, enough to graduate. Therefore, this article is going to walk you through some useful tips to pass any college course and enjoy it while you do it.

- Talk to your professors. These folks are the ones writing the test, which heavily influence the final grade. After finding the office hours of your professor, make an effort to visit (or chat thru Zoom) now and then with the purpose of having a conversation about a topic you may having difficulty grasping. Your professor may use different analogies than the ones used in lecture to explain it or at least refer to other sources where to find more information. It also helps that they see that you are putting an effort and that may pay with letters of recommendations at the end of course, if you pass...
- Study with other students (in person or virtually). After getting to know your fellow classmates, find out if there are study groups being formed and join. A good study group is rather small (which prevents distractions) and may be formed by students from all grade spectrums. Although you may want to study some material on your own, a good study group can help reinforce concepts before test date and sometimes create long lasting friendships.
- Read or (at least skim thru) the chapters before the lecture. The best way to understand the material being presented to you during lecture is to set time aside to prepare before coming to class. Dedicate some time to read the assigned chapters and take notes of the main points. When you attend the lecture, use those note sheets to add any ideas or concepts the professor emphasizes. Most college professors do not teach the material, but rather loosely cover some of the major concepts while encouraging open discussion among students. Therefore, creating good notes and paying attention during lectures truly saves you time.
- Use YouTube to look up videos about the topics that contain abstract or difficult material. For the veterans pursuing careers in STEM, online resources like YouTube can be the key to understanding some of them most difficult concepts that some college books do a poor job explaining. This is an even better tool if you are a visual learner. Luckily, there are plenty of experts who create videos related to anything from medicine to technology in lecture-like format videos with the added help of animation and graphics. You can even repeat these videos as many times as you need to understand the topic.

Lastly, please keep in mind that these tips also apply to any major you decide to pursue during college. My hope is that those veterans preparing to start college next summer will find these tips useful to help them transition from the military to the classroom. Good luck on your journey!



Click here to connect with Ingrid on LinkedIn: [Ingrid Pol |](#)

IMPROVING CAREER OPTIONS AS A MILITARY SPOUSE—Katie Wayan, Military Spouse

Many people understand military life is challenging. The flexibility and agility of military families is often-times unmatched. When something is thrown our way, we embrace the challenge knowing that in the end, it is for a cause much bigger than ourselves. In their own way, military families are helping to protect the freedoms of the country we love. I say all of this as a reminder that even during challenging times in our nation, we can still do amazing things such as start a business or go back to college. I want to share my college journey as a member of a military family in the hopes that it can inspire others in the military community to continue their education as a way toward career success.

Right out of high school, I went the traditional college route and four years later graduated with a BS in Chemistry. My career as a chemist was on track; I started as a petroleum chemist two days after graduating. Of course, life never goes as planned. I met and married my husband, who along with his good looks and caring personality, brought a military lifestyle.

I knew right away a degree in chemistry was not going to work with military life, and I had to figure out what I would do instead. There was a teacher shortage, so I decided I would get a graduate degree in education. My employer was willing to pay for it, so I went for it. A PCS later, I realized there were issues with being able to transfer credentials over state lines and PCS timelines that do not align with school year hiring.

New strategy! I would get a degree in psychology; it was in high demand and again my employer offered tuition assistance. However, I failed to realize that since it was a popular degree, it would not make me stand out in the job market. Another PCS, career shift, and new strategy. I quickly found a job working for a military nonprofit. I decided to get a degree in nonprofit leadership and management and again my employer covered the cost. I thought there must be nonprofit organizations on and around military installations. But, changes in the political climate and funding shortages in the nonprofit sector led to cuts in overhead. So I made another PCS and another career shift. I now had four degrees; the issue was no longer finding a job, but finding one that fit my needs at our current base, Fort Hood.

At the first job I went to interview for in the Fort Hood area, they offered me \$12 per hour because I had a master's degree. At the second job, they offered me \$18 an hour, again because I had a master's degree. I kept thinking to myself, what if I did not have a master's degree? I realized that education was key to finding meaningful employment that met my professional and financial needs. Education afforded me the flexibility to turn down those other job offers and wait for one that fit my needs.

I found a career in higher education, something I felt I knew a lot about. I could help other military members, veterans, and military spouses use their education for career obtainment, growth, and success. I've worked for Excelsior College for three years now and have obtained a Master of Science in Management with employer tuition assistance. I've learned throughout the years that education is what has helped me find a job at every place we have moved and eventually was able to get me the career that I, as a military spouse, had long sought.

VETERAN OWNED BUSINESS OF THE MONTH–Jason Smith, US Air Force Veteran



In 2005, Jason Smith had no expectations being at the helm of a growing sales and business strategy company. With a focus on a full military career, then Captain Smith was on his way to his first deployment before heading from Scott Air Force Base, Illinois, to his new orders as an incoming Security Forces operations officer at Barksdale AFB, Louisiana.

His life was turned upside down when a disqualifying medical condition suddenly halted his deployment and within 4 months, he was medically discharged with no real plan for his

future career. Like many service members, this sudden shift thrust him into a long and challenging transition. Though transition assistance resources seemed plentiful, there was no simple way to find and access them effectively, and time began to slip by.

Leveraging the core engineering curriculum acquired at the Air Force Academy, Jason started out the first 18 months of his post-military life as a manufacturing process engineer at General Electric. Having started out of desperation, without coaching and mentoring to choose the right career, that role eventually folded leading him to spark an entrepreneurial fire inside him to find and build a career for himself.



While in his own transition, Jason began to volunteer with the FourBlock career readiness program, seeking to help others who were struggling with their path to a new career. In working with others and teaching the techniques of self-reflection and networking, he was able to clearly define his skill sets and desires to target the right opportunities on which to build. The networking helped expose him to companies and industries that would otherwise have been nearly impossible to experience.

From that exposure, he was introduced to the career path that would form the basis of his business today, starting as a Field Sales Executive for The Home Depot. In this role he recognized the natural extension of the selfless service mentality that underpins sales, and the servant leadership he utilized in the military led to rapid success.

Those skills led him on to large enterprise sales, honing his skills at IBM, Red Hat, and Fiserv. In those roles, he consulted on hundreds of enterprise business issues in dozens of industries across the globe, accumulating skills and best practices to efficiently engineer solutions to meet strategic business needs.

VETERAN OWNED BUSINESS OF THE MONTH–Jason Smith, US Air Force Veteran

With entrepreneurial aspirations still in sight, Jason compiled his knowledge and skills as an enterprise seller into a consulting service practice for individuals in the startup phase who had no practical enterprise sales experience. In 2016, he founded Sales Synergistics as an alternative to small startups and individuals who needed to start their businesses' sales process right.

His success as a sales coach and speaker caught the attention of 25 year strong ASLAN Training and Development, who recognized his expertise and commissioned him to consult and train some of the largest and most diverse companies in the world. As an ASLAN Senior Consultant, he has now delved into the inner workings of sales, marketing, and operations at companies like Merck, Hewlett Packard, IHS Markit, Solar Winds, and Trimble, and effectively synthesized his findings into effective sales culture training that has driven success in teams across the globe.



With this new found depth of experience and expertise, Jason was able to pivot his focus from start up individuals seeking the basics to be effective, to helping midsize companies in growth phase, looking to make that jump from \$10-\$20 million dollars per year to \$50 million and up. With a broad depth of experience and a completed Sales Synergistics curriculum, Jason is now consulting and training managers and business leaders to make the incremental changes in the synergy between their sales, marketing, and operations teams to achieve their revenue growth targets with minimal disruption to their daily operations. With his skills as a coach and public speaker, he is still in high demand to speak to groups of early stage entrepreneurs and professional organizations to help them transform their sales cultures.

Jason additionally utilizes his business skills and expertise to serve as a volunteer City Ambassador for Bunker Labs Atlanta, helping military veterans successfully start and run their own small business, of course, with a focus on driving sales success. For Sales Synergistics, 2021 will bring the launch of new published resources, books, and online courses to help make the Sales Synergistics movement available to the world in new and convenient ways. Learn more at SalesSynergistics.com.





TESTIMONIAL - Paul Bland– U.S Army Veteran

A little bit about my backstory. My father and grandfather were both Army veterans. I had an Uncle who was in the Navy. Cousins in the Marines. Military service runs deep in my family. I wouldn't say it was "expected" of me to serve, but growing up in the midst of 9/11, I felt a strong desire to follow in those footsteps. I joined the Army while I was still in high school, and my active duty started right after graduation. I served 4 years on active duty as an intelligence analyst. I had the pleasure of serving in the 18th Airborne Corps and its subordinates, and deployed to Iraq in support of OIF in 2007-2008. I transitioned out in 2009. So you see, my official transition was quite a while ago. I went the education route upon my ETS, and spent the next 6 years obtaining my associates, bachelors, masters (2X), and full-time employment. I'm so proud to be a first-generation college graduate in my family. About a year ago, I started to think about what was next for me. Something was missing. Many times I would look back and reflect on my service and what "could have been" or "would have been" if I would have served longer, or stayed closer to the community as a civilian contractor, etc. One thing was true, had a desire to re-connect to my military family, and feel that sense of community and camaraderie that we all come to love through our service. It is hard to truly replicate that in its fullest sense on the civilian side. For example, I was co-best man in my best friend's wedding last year. We had all (groom and other co-best man) served and grown up together. In my speech at the reception, I had to share with them a story, as we all know "brother and sister" are terms of endearment in the military. We get it without having to explain it. However, I wanted everyone else to know. Maybe it was my crazy self, but I never use that term with someone who hasn't served. It means too much to me. As someone who grew up without any direct siblings, I loved the lifelong bond that I have formed, past, present, and future. I wanted them to know that when I called them brother, I truly meant it. Then COVID happened. It has hit us all in more ways than one.

In August, I learned that my position was being eliminated due to the pandemic. I unexpectedly found myself looking for work when I wasn't prepared or expecting to be in a job market that looked vastly different than pre-pandemic times. But, I tried to look at things optimistically. Time for me to figure out my goals, my purpose, and my passions. It was now V2I's time to shine. I knew that it was time to reconnect to and leverage my veteran network. But I quickly wondered how to do it effectively. Quite literally by chance, I saw a few LinkedIn posts from Daniel Collins and Bruce Thompson. I had been following them because of using Veterati in the past. I saw posts that had nothing but high praise for VETS2INDUSTRY and encouragement to attend the networking events. I'll admit, I was a bit apprehensive. I hadn't been closely connected to the military community in some time. How easy would it be to reconnect? How should I market myself? Would this be just another chat-heavy job fair? Would I be welcomed? How could I effectively narrow down what resources would be good for me to utilize? I connected with a few more people like Brian Arrington and Matthew Langseth and they were so helpful in getting me started and connected to the V2I company and group pages on LinkedIn. Nothing could have prepared me for how amazed I was coming out of my inaugural networking event. To put it bluntly, I was blown away! Close to 400 participants. Networking breakout sessions. Veteran support organizations and resources highlighted in each intermission. Giveaways!

The thing that impressed me the most was how genuine everyone was. Veterans, milspouses, recruiters, and hiring managers all ready and willing to not just to be a LinkedIn connection, but to actively figure out how to be a force multiplier for me. Someone they just met! It felt as if they were dropping what they were doing to help me, and that was just the start. Many more conversations, connections, and resources were developed after the event. The V2I website is a literal goldmine when it comes to resources. I applaud Brian and the V2I staff for putting all/maintaining all of these resources in one place. There's so much out there independently that it'd be easy to get lost otherwise. I then attended another networking event. I can say that I easily made 60+ connections from the 2nd event and easily a similar amount from the first. Just from one day of networking, I think it'd be hard to replicate that success out on your own. In my opinion, there's just no way you can walk away from anything that V2I hosts empty-handed: Networking, resources, and veteran support are at the forefront of each and every one of these! The volunteers and staff work tirelessly outside of their regular jobs to make all of this work. It's servant-leadership at its finest. I'm finally feeling reconnected to a community that I had known deep-down that I needed to reconnect to. They make it so easy and fun to do so too. Everyone has been so helpful and welcoming. While I'm still looking for my new role, I'm confident that V2I and its resources will play a critical role. I'm excited to come back and share another story of success when that becomes a reality! One thing I know for sure, I'll be a repeat customer! I love how Brian always mentions about paying it forward and asking how he can help. That's also another goal of mine. As a beneficiary of these great resources, it's time for me to help others in their pivot or transition by asking the same and sharing these resources and my network.

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, click here: [Volunteering - VETS2INDUSTRY](#)

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 Groups

[Vets2Industry LinkedIn](#)

[VETS2INDUSTRY - Veteran Job Board](#) | [Groups](#) | [LinkedIn](#)

Vets2Industry Facebook Group

[Vets2Industry Facebook](#)

A How To Guide to Crush the V2I Virtual Networking Circuits

[V2I Networking Guide Link](#)

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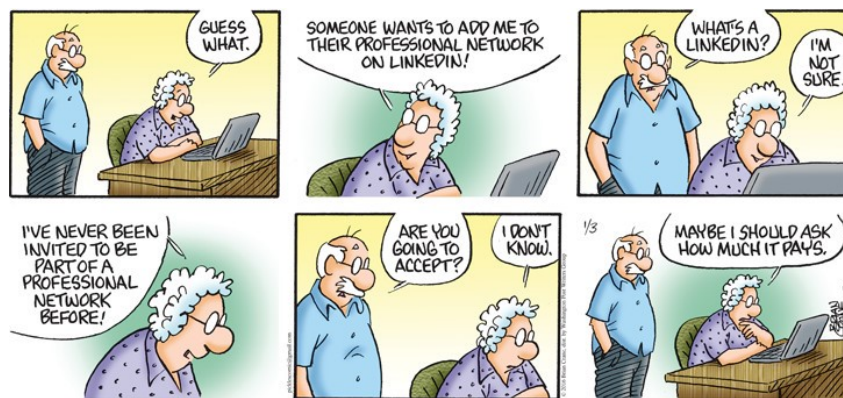
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VETS2INDUSTRY Partners

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.



Op|ign - 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

Excelsior College

Excelsior College is an accredited, not-for-profit, distance learning institution founded in 1971 focused on providing educational opportunity to adult learners.



Supply Chain Management



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 Apply Podcast business leadership charts in over 60 countries. Learn more: www.SupplyChainNow.com

Indigo

Indigo's mission is to empower the intrinsic genius already existing within each individual and to harness each person's strengths to build high performing teams. Their programs start with the Indigo Assessment. The 45- minute assessment measures behaviors, motivators, skills, social emotional perceptions and strengths. A



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Partner Chat

Veterans Ascend

Excelsior College is an accredited, not-for-profit, distance learning institution founded in 1971 focused on providing educational opportunity to adult learners.



Indigo

The Indigo Education Company's (IEC) AI-enabled solutions offer world class assessment technology and consulting. We support students, transitioning service members, veterans, military spouses, military dependents, Gold Star Families, and equity-minded employers.



Fund the First



Each day, first responders and military personnel put their lives on the line not only to protect the public, but to protect our way of life. Unfortunately, while our nation's heroes are the first to a crisis, they're also often the first to be left behind. Our team consists of individuals from the first responder and military community in which we serve. We've experienced hardships firsthand and the different challenges that are present in this community. We founded Fund the First to provide other first responders, military, and medical professionals with a trusted place to get the support they need, when they need it.



RESOURCE CENTER OF THE MONTH

Endeavors

[Endeavors®: Home](#)

To provide comprehensive, effective, and innovative services that encourage growth, allowing people, to build better lives for themselves, their families, and their communities.

Hope for the Warriors

[Veteran Service Organization | Hope for the Warriors](#)

Provides comprehensive support programs for service members, veterans, and military families that are focused on transition, health and wellness, peer engagement, education and connections to community resources.

Operation Second Change

[OSC – Helping Heroes Move On \(operationsecondchance.org\)](#)

They are patriotic citizens committed to serving our wounded, injured and ill veterans. They support Veterans and their families by building relationships and identifying and supporting immediate needs and interests. They are dedicated to promoting public awareness of the many sacrifices made by our Armed Forces.

NPower

[NPower | Launching Tech Careers. Transforming Lives.](#)

NPower provides tuition-FREE technology training and certifications to active service members, veterans, their spouses and young adult job seekers, offering an alternative fast-track to tech jobs with employers committed to hiring diverse IT talent.

GI GO Fund

[GI Go Fund](#)

Assists veterans, active-duty personnel, their family members, veteran supporters, and all members of the military community with finding employment, connecting to their benefits, and accessing housing opportunities.

Lightweight Innovations for Tomorrow (LIFT)

[About Us - LIFT](#)

Operation Next is an innovative, manufacturing-focused training and credentialing initiative. Operation Next provides a blended learning program to soldiers within their last six months of service, but while still on active duty, resulting in the individual earning one or more nationally portable, standards-based, industry recognized credentials.

Grace After Fire

[Women Veterans | Grace After Fire | United States](#)

The mission of Grace After Fire is to provide the means for women Veterans to gain self-knowledge and self-renewal.

Warrior Scholar Project

[Home | Warrior-Scholar Project \(warrior-scholar.org\)](#)

The Warrior-Scholar Project is designed to provide mentoring and other forms of guidance for enlisted service members wishing to attend four-year universities. The program seeks to teach the skills required for effective and successful learning in the college environment.

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