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By DONNA BOYLE SCHWARTZ

Power Pipeline

Veteran-run RecruitMilitary firm connects veterans, service members, and military spouses with employers



Veterans, service members transitioning to civilian life, and military spouses often face challenges in finding meaningful employment that maximizes their career opportunities and military experience. One veteran-run firm – RecruitMilitary – is helping connect job-seeking veterans, transitioning service members, and military spouses with employers eager to build stronger workforces.

According to the U.S. Bureau of Labor Statistics, the unemployment rate for veterans in 2025 was 3.5%, translating into more than 294,000 unemployed veterans. Similarly, current data show that an estimated 200,000 service members transition to civilian life annually, and about 25% of these transitioning service members are unemployed within six months of separation, according to the Veteran Debt Assistance Resources report. And, according to the 2024 Active Duty Spouse Survey, 20% of civilian spouses of active-duty service members were unemployed; the U.S. Census Bureau data from 2023 indicates that the unemployment rate for active-duty military spouses was 8.83%, nearly four times higher than the civilian spouse rate of 2.48%.

"The military community isn't looking for sympathy; they're looking for opportunity," declares Tim Best, chief executive of RecruitMilitary, pointing out the firm "was founded on a simple

observation that is still true today: The military develops extraordinary leaders, problem-solvers and teammates. Yet many leave service wondering how to translate that experience into the civilian workforce. At the same time, employers are searching for exactly those qualities.

"The challenge has never been the talent," he adds. "The challenge has been helping employers recognize it. That's the gap we've been working to close ever since."

Today, RecruitMilitary serves more than 1.5 million military-connected job seekers, connecting them with thousands of employers ranging from small- and medium-sized businesses to Fortune 100 enterprises. This diverse range of employers is critical to the volume of career opportunities available to the military community, according to Best, who served in the U.S. Army as an AH-6 Special Operations Aviation Pilot in Task Force 160, becoming one of the youngest mission-qualified pilots in unit history.

"I've never believed transition is simply about finding the next job," Best explains. "It's about helping someone build the next chapter of their life. That's what RecruitMilitary has been focused on for more than 35 years. We connect veterans, transitioning service members, National Guard and Reserve

members and military spouses with meaningful civilian careers through hiring events, technology, career resources and employer partnerships.

"At its heart, RecruitMilitary exists to create opportunity," he continues. "We help employers discover exceptional talent, and we help members of the military community continue serving in new ways through meaningful careers. For us, success isn't measured by someone's first job after service. It's measured by helping them build a career where they can continue to grow, lead and make an impact. We create those opportunities through hiring events, technology, employer partnerships and career education."

RecruitMilitary services are free to military-connected job seekers because potential employers benefit from the firm's services, securing the services of motivated and experienced workers that help these companies build stronger teams. According to the company's analysis, hiring today takes longer than ever with the average time to fill a role estimated at 52 days; veterans hired through RecruitMilitary secure employment in an average of 24 days, less than half the time.

"We want every member of the military community to know there is a place where their experience is understood and valued," Best notes. "RecruitMilitary is supported by employers who recognize that hiring military talent isn't simply the right thing to do, it's a strategic advantage. They invest in our hiring events, technology and recruiting solutions because they've experienced the value veterans and military spouses bring."

"Unlike many organizations whose veteran initiatives operate alongside their business, supporting the military community is RecruitMilitary's business," Best points out. "We connect candidates and employers through in-person and virtual hiring events, digital job matching, employer partnerships, military installations, veteran service organizations, military spouse networks and online resources."

Many RecruitMilitary partners are renowned, high-profile firms in virtually every segment of the business world, including USAA, Bank of America, Boeing, Chefs' Warehouse, Cisco, CVS Health, FedEx, General Dynamics, John Deere, Lockheed Martin Corporation, Love's Travel Stops, Marriott, PNC, Spectrum, Toyota, UBS, United Airlines, and Walmart, among others.

"When employers invest in military talent, everyone benefits: the individual, the family, the organization and the community," Best asserts. "Great hiring is still about people, and some of the very best people our workforce has to offer have worn the uniform. Veterans, service members, and military spouses bring leadership, adaptability, resilience, accountability and the ability to perform under pressure."

"Organizations that intentionally recruit military talent aren't simply supporting the military community, they're intentionally building stronger, more agile teams," he continues. "And our ecosystem at RecruitMilitary allows businesses of all sizes to tap efficiently into this elite talent community."

Best points out that military families continue to face a myriad challenges, including navigating frequent moves, weathering career interruptions, translating military experience into civilian

life, and coping with an increasingly complex hiring process. "Technology and AI have changed recruiting in many positive ways, but they've also created more noise," he notes. "Our philosophy is simple: Technology should reduce friction, not humanity. AI should help people make better decisions, not replace the human connection. We ensure that the job seeker experience is technically optimized to bring forward the most opportunities available."

"Innovation is key to the success we produce for job seekers," Best adds. "Our work with Findem, a leading AI company in the talent acquisition space, allowed us to create recently the Veteran Talent Source that provides employers with the necessary tools to surface job candidates based upon earned skillsets through accurate translation of their military career experiences. Our goal is simple: Make it easier for military families to find opportunity and easier for employers to discover exceptional talent."

Best points out that RecruitMilitary "creates meaningful connections that support long-term hiring success," and observes that the process can be incredibly rewarding.

"The moments that stay with me are seeing a transitioning service member regain confidence after receiving an offer, or a military spouse finally finding career stability after years of relocations," he comments. "Careers change lives, but they also change families."

Best says this pattern of positive change is a continual source of pride and inspiration. "Every week we meet people who wonder whether employers will understand their experience; then they meet a company that does," he remarks. "Watching uncertainty turn into confidence never gets old." 🇺🇸

For more information, please visit the firm's website:
<https://recruitmilitary.com>

