Veteran Job Seeking Toolkit

IBM is proud to launch #Boots2Blue, a veteran hiring initiative representing the journey a veteran makes from wearing boots while in military service to transitioning to a civilian career at Big Blue.

Whether you are finishing your initial enlistment, fulfilling your military service obligation after graduating from a service academy, or a seasoned service member that has decided to leave the military to start a new phase of your life, we hope these tips serve to help you in your journey:

Visit your Transition Assistance Point (TAP)
The TAP has put a curriculum and resources for service members to transition to civilian life. The curriculum includes resume writing, interview skills, and salary negotiations.

Take Advantage of Free Education Resources
VET TEC offers a great program where service members can participate in IT certification boot camps such as CompTIA Security+, CISSP, Python, and many more. Also, Onward to Opportunity (O2O) by Syracuse University offers certification training and vouchers such as PMP, CCNA, CompTIA Server+, and many more.

Gain new skills with IBM SkillsBuild
Gain foundational skills to help you prepare for an entry-level job in tech while earning credentials and getting guidance from technology experts. All at no cost.

Consider Hiring our Heroes (HOH) Fellowship
HOH provides Corporate Fellowships and Salesforce Fellowships where servicemember and their spouses can leverage their skills and experience in corporate America while transitioning out of the military.

Link with Industry Mentors
Veterati, American Corporate Partners (ACP), and Warriors Ethos provide outstanding mentorship for transitioning service members and spouses across industries.

Participate in Transitioning Program
There are many transitioning programs to help service members and spouses connect with industry leaders for resume writing, career planning, salary negotiation, utilizing SkillBridge Connect, FourBlock, 50Strong, BreakLine, Shift Defense Ventures, Hire G.I, and USO Pathfinder.

For Special Operations service members: Elite Meet, The Honor Foundation, Special Operations Transition Foundation (SOTF)

Take Advantage of LinkedIn and Establish a Robust Network
LinkedIn is the world's largest professional network online and can be utilized to find jobs or internships, create professional relationships, and learn new professional skills.

These are some groups we suggest following:

Hire Military	IBM Stars and Stripes Community
Put Veterans to Work	VetJobs
Veteran Recruiting	Veteran Mentor Network

Visit DOD SkillBridge
The DOD SkillBridge programs allow retiring or exiting service members to participate in industry training programs while transitioning out of their military careers.

Practice Interview with Candorful
Candorful offers great mock interview practices with current hiring managers in the industry so service members can practice the interview process outside of the military.

Job Fair, Hiring Events, or Career Fairs
Your base or post will host these events regularly. Take advantage of these offerings.

Join IBM's Veteran Talent Network
Subscribe to our newsletter and receive updates on activities related to veterans.

Additional Resources
CareerOneStop Veteran and Military Transition Center
Coast Guard, CG SUPRT
Department of Labor
Military OneSource, Transitioning & Retiring
Military OneSource, Employment – The Essentials

If you become a full-time employee, IBM has many resources available. Some of these benefits are continuous education, mentorship for veterans by veterans, and company-sponsored business resource groups, among others.