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**
- **Put Veterans to Work**
- **Veteran Recruiting**
- **IBM Stars and Stripes Community**
- **VetJobs**
- **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.