

IMPACT REPORT

Our Mission

Bridging life's transitional gaps for veterans, service members, and military families.

The Need for Career Transition Assistance

According to the U.S. Department of Defense, approximately 200,000 service members leave the military every year. Most individuals leave the military at an age at which they would be expected to—and financially need to—remain in the workforce. There is a substantial need for services geared toward transitioning veterans into the civilian workforce after their time of service.

ILLINOIS



53.4% of Illinois' veteran population is between the ages of 18 and 64, and roughly 552,775 veterans already call Illinois home with more settling in the state each year.

MISSOURI



Missouri continues to see growth in its veteran population, now estimated at 392,041, with 52.5% of veterans falling within the 18–64 age bracket.

INDIANA



More than half (53.3%) of Indiana's veterans are of working age (18–64), with approximately 380,161 veterans currently living in the state—a number that continues to grow each year.

OHIO



An estimated 52% of Ohio's veteran population is between the ages of 18 and 64, contributing to a statewide veteran community of roughly 681,106—and growing.

KENTUCKY



Kentucky is home to an estimated 267,611 veterans, over half (55.4%) of whom are between the ages of 18 and 64, reflecting a strong and growing working-age veteran population.

TENNESSEE



Tennessee is home to a growing veteran population of about 440,791 individuals, more than half of whom (54.4%) are of working age.

MICHIGAN



Roughly 516,758 veterans already call Michigan home, and 48.3% are between the ages of 18 and 64, highlighting the state's strong and growing veteran presence.

VIRGINIA



The majority of Virginia's veteran population (60.8%) is between the ages of 18 and 64, within a total veteran population of roughly 684,043 that continues to expand.

Sources: ¹ U.S. Department of Veterans Affairs, State/Territories Summary Reports, va.gov/vetdata/statesummaries.asp

² U.S. Department of Veterans Affairs, 2020, VetPop2020 Veteran Population Projection Model, va.gov/vetdata/Veteran_Population.asp

³ USAFacts, Our Nation In Numbers, usafacts.org/topics/veterans/state

SUCCESS STATEMENTS



Antonio R. – Indiana

"My biggest challenge when job hunting after leaving the service was finding a government position, or any opportunity, that would truly challenge me in my area of expertise.

Through OJRV, I received career interest and work value assessments, resume development with multiple revisions, job search assistance, and supportive services. Thanks to their help, I've had more genuine employment opportunities than ever before.

What stood out most was their continued support. They didn't just help once and move on. They checked in, asked for updates, and even assisted my family when I couldn't. OJRV truly cared about us. To me, OJRV is more than a program; they're family. They looked after me as if I were their own brother."



Summer M. – Illinois

"One of my biggest challenges was standing out among a sea of applicants all applying for the same jobs. On top of that, I needed to find employment that could work with my limited child-care availability. At times, I felt hopeless and frustrated that no one would hire me in the field where I had both military experience and a bachelor's degree.

With the support of my counselor, Kristal, I received resume guidance, career coaching, and new perspectives on how to leverage my degree. She also introduced me to the process of becoming a substitute teacher in Illinois and encouraged me to pursue it. I followed her advice, earned my sub license, and soon after, was offered a position at a local elementary school.

Today, I'm substitute teaching and absolutely loving it. Thanks to Operation: Job Ready Veterans (OJRV), I was able to find a job that not only excites me but also fits perfectly with my lifestyle. I'm so grateful to Kristal and the entire OJRV team for helping me find the right path."



Thomas H. – Missouri

"I came into the program unsure of where to start, but Corie made everything feel manageable. She helped me update my resume by removing legacy information employers no longer look for and shaping it into a clean, modern document I'm proud of. What stood out

most was how easy she made the whole process—bringing ideas I never would have considered, doing job searches with me, and offering real solutions. Her encouragement kept me in the game, and I'm walking away with new confidence in my career path."



LaChris H. – Illinois

"After separating from the Army National Guard, I faced significant challenges in translating my military experience to the civilian workforce, overcoming my lack of traditional work experience, and mental health.

Thanks to the incredible support from OJRV, I received assistance in building and perfecting my resume. Ms. Watts was very helpful, guiding me through workshops on interviewing skills, social media, and networking. Her patience and dedication ensured that I was fully prepared to enter the workforce with confidence.

As a result of this support, I secured a job in less than six weeks with Vericlean Services as a custodian. Even after landing the position, I continue to receive interest from multiple employers, demonstrating the impact of my improved resume and job readiness.

I am now more confident in my ability to obtain and retain employment. The staff at OJRV, especially Ms. Watts, have truly gone above and beyond to help me in ways I didn't even realize I needed. She is amazing, and I will always be grateful for her assistance."



David V. – Michigan

"The biggest challenge I faced after leaving the military was finding the right fit and being able to get my name out there. I received valuable support with interview prep, practical tips on how to be ready, and help updating my resume so it could compete with other candidates. I was also provided with contacts in the field I was pursuing, which helped me make meaningful connections.

The guidance I received gave me the confidence I needed to get over the hump and pursue a job that was the right fit for me. I also received consistent feedback and useful information throughout the process.

Thanks to Operation: Job Ready Veterans (OJRV), I was able to successfully transition into the civilian workforce and position myself as a competitive, marketable candidate, receiving a job as a review specialist with defense contractor Peraton."



Gail K. – Florida

"After leaving the military, one of the biggest challenges I faced was translating my military experience into civilian job qualifications and finding employers who understood the value of my service. I also struggled with confidence and navigating the job market without a clear support system.

Operation: Job Ready Veterans (OJRV) provided personalized career coaching, resume development, and interview preparation. They helped me identify my transferable skills and connected me with employers who value veterans.

With their support, I secured a position with Allied Universal as a security guard. OJRV's guidance not only helped me present myself effectively to employers but also restored my confidence during the process.

Because of OJRV, I found meaningful employment and regained my confidence. Their support reminded me that my service matters and that I have valuable skills to offer. Today, I'm proud to be part of a team again and excited for what's ahead."

**OPERATION:
JOB READY
VETERANS**



IMPACT SUMMARY

We exceeded our hiring goal for 2025!

Clients Served

Year	Total Hires	Veterans Served	Total Served
2025	1,290	3,118	7,226

Note: "Total Hires" and "Total Served" encompass veterans, service members, and military family members.

2025 FUNDING AND PARTNERSHIP ANNOUNCEMENTS

[OJRV Receives Generous Grant from The Marilyn Lichtman Foundation](#)

[OJRV Receives Grant from the Oberweiler Foundation](#)

[OJRV Receives Grant from the Peoples Gas Community Fund at The Chicago Community Foundation](#)

[OJRV Receives Grant from The Palmer Foundation to Provide Professional Development](#)

In addition to the above, Operation: Job Ready Veterans was honored to be a continuing recipient of both the Lilly Endowment and the Call of Duty Endowment. The Lilly Endowment ensures that OJRV can continue to meet the needs of Indiana's veteran population as they transition to civilian employment, while the Call of Duty Endowment generously contributes to OJRV's mission everywhere we have a presence. We are extremely grateful for their ongoing commitment to our mission and our nation's military members.

2025 HIGHLIGHTS

Operation: In the Know

In 2025, we continued to publish our online digital magazine. Our *Operation: In the Know* e-magazine represents just one more way we are helping some of our nation's most deserving members find meaningful employment opportunities in the civilian communities they choose to call home. Full of tips, inspirational articles, and more ideas to make a successful transition from active duty to civilian employment, [Operation: In the Know](#) is a fantastic support resource.



Awards and Ratings [Click logo to read the press release.](#)



Operation: Job Ready Veterans Achieves Candid's Highest Seal of Transparency



Operation: Job Ready Veterans Receives 2025 HIRE Vets Medallion Award from the U.S. Department of Labor



Operation: Job Ready Veterans Named 2025 Top-Rated Nonprofit by GreatNonprofits

2025 BENEFACTORS



Oberweiser Foundation

2025 PARTNERS

Community Partnerships



- EasterSeals Crossroads
- Military Family Research Institute at Purdue University
- InteCare
- Volunteers of America (Indiana/Ohio)
- CareSource Life Services
- HorseSensing, Inc. (Shelbyville, KY)
- Indianapolis Urban League
- Talent Resource Navigator (Indianapolis Chamber of Commerce)
- Team Rubicon
- HOPE Programs – VA St. Louis

Veterans Service Organization Partnerships

- American Veterans
- American GI Forum
- Chicago Veterans
- Department of Workforce Development
- Evansville VA Medical Center
- Hines VA Medical Center
- Indiana Department of Veterans Affairs
- Indianapolis VA Domiciliary
- INVets
- Joint Executive Council of Veterans in Kentucky
- Jesse Brown VA Medical Center
- Joliet VA Clinic
- Lady Veterans Connect
- MilitaryHire.com
- RecruitMilitary
- Richard L. Roudebush VA Medical Center
- Roll Call Chicagoland
- Veteran Resources United of Central Kentucky

Employee Partnerships

- U.S. Venture, Inc.
- Amazon
- TouchPoint Support Services
- Duke Energy
- Deep End Talent Strategies
- FedEx/FedEx Ground
- KYB Americas
- Lowe's Home Improvement
- Professional Management Services

2025 SERVICE HIGHLIGHTS

- Served 7,226 veterans, service members, and military families nationwide
- Offered monthly virtual workshops
 - Federal Resume Development
 - Civilian Resume Development
 - Interviewing Skills
 - Networking and Social Media Utilization
 - USAJOBS Familiarization
- Most Frequently Used OJRV One-on-One Career Transition Services
 - Professional Resume Development and Revision
 - Interview Preparation and Coaching
 - Job Search Assistance
 - Weekly Webinars on Career Readiness
 - Employer Connections
 - Federal Resume/USAJOBS Assistance
 - Networking and Social Media Strategies
 - Career Interest and Work Value Assessments
 - Supportive Services to Address Transition and Employment Barriers

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For more information about our organization, please visit our website at ojrv.org.

