

POSTSEASON PLAYBOOK



**FIND A JOB IN THE HOTTEST
HIRING SEASON OF THE YEAR**

68 DAYS OF MAGIC



THE POST SEASON JOBHUNT: YOUR ESSENTIAL PLAYBOOK FOR THE HOTTEST JOB MARKET OF THE YEAR

Now is a perfect time for you to get focused on your post-military job hunt. Why? **BECAUSE HIRING IS SEASONAL.** Like college football. Like soccer. Like cross country and marching band. Like post-season play in Major League Baseball. Hiring happens during a certain season and then it is over again.

a jobhunter, you need to picture the next eight weeks sizzling by until Thanksgiving—when hiring goes quiet again until January 15. *Very, very quiet.*

This is a **HUGE ADVANTAGE** to all of you who are hunting for a job right now. This is a short period where you can focus all your efforts in a way that turns this period in to **68 DAYS OF MAGIC.**

Who can tell you how to do that? Me, that's who. I've got a playbook exclusively designed for military jobhunters and I'm going to share those lifechanging plays with you.

Jacey Eckhart, CPCC
Director Veteran and Spouse Employment Programming
Military.com

ONLY ONE FALL SPORT PER PERSON



FOCUS ON ONLY ONE INDUSTRY:

Our first essential skill for the post-season job hunt only takes about ten seconds. Ready? Today is the day you pick one industry.

Just like you can't be on the marching band and play linebacker. You can't run cross country and play soccer and be the lead in the school musical. You have to choose.

Ditto for the post-season part of your transition. From now to Thanksgiving, focus on just one industry.

TOP INDUSTRIES FOR VETERANS

- Defense and Space
- Airlines and Aviation
- Government/Public Administration
- Information Technology
- Health Care
- Energy and Utilities
- Financial Services
- Education
- Law Enforcement
- Research
- Management Consulting

TOP INDUSTRIES HIRING VETERANS BY STATE

One clue might be to focus on the industry best for veterans in your state.

State's top five industries hiring veterans

Top five industries hiring veterans from 2017-2022 across all 50 states and Washington D.C.

State	Rank 1	Rank 2	Rank 3	Rank 4	Rank 5
Alabama	Manufacturing	Professional Services	Government Administration	Technology, Information and Media	Transportation, Logistics, Supply Chain and Storage
Alaska	Government Administration	Professional Services	Manufacturing	Hospitals and Health Care	Transportation, Logistics, Supply Chain and Storage
Arizona	Manufacturing	Professional Services	Government Administration	Technology, Information and Media	Financial Services
Arkansas	Manufacturing	Professional Services	Government Administration	Transportation, Logistics, Supply Chain and Storage	Retail
California	Manufacturing	Professional Services	Technology, Information and Media	Government Administration	Hospitals and Health Care
Colorado	Manufacturing	Professional Services	Technology, Information and Media	Government Administration	Hospitals and Health Care
Connecticut	Manufacturing	Professional Services	Government Administration	Financial Services	Hospitals and Health Care
Delaware	Manufacturing	Professional Services	Government Administration	Financial Services	Hospitals and Health Care
District of Columbia	Government Administration	Professional Services	Consumer Services	Manufacturing	Technology, Information and Media
Florida	Manufacturing	Professional Services	Government Administration	Technology, Information and Media	Hospitals and Health Care
Georgia	Manufacturing	Professional Services	Government Administration	Technology, Information and Media	Transportation, Logistics, Supply Chain and Storage
Hawaii	Government Administration	Professional Services	Manufacturing	Hospitals and Health Care	Education
Idaho	Manufacturing	Professional Services	Government Administration	Hospitals and Health Care	Education
Illinois	Manufacturing	Professional Services	Government Administration	Technology, Information and Media	Hospitals and Health Care
Indiana	Manufacturing	Professional Services	Government Administration	Hospitals and Health Care	Technology, Information and Media
Iowa	Manufacturing	Professional Services	Government Administration	Financial Services	Technology, Information and Media
Kansas	Manufacturing	Government Administration	Professional Services	Hospitals and Health Care	Technology, Information and Media
Kentucky	Manufacturing	Professional Services	Government Administration	Hospitals and Health Care	Transportation, Logistics, Supply Chain and Storage
Louisiana	Manufacturing	Professional Services	Government Administration	Oil, Gas, and Mining	Hospitals and Health Care
Maine	Manufacturing	Professional Services	Hospitals and Health Care	Government Administration	Technology, Information and Media
Maryland	Professional Services	Manufacturing	Government Administration	Technology, Information and Media	Consumer Services
Massachusetts	Manufacturing	Professional Services	Technology, Information and Media	Government Administration	Hospitals and Health Care
Michigan	Manufacturing	Professional Services	Government Administration	Hospitals and Health Care	Technology, Information and Media
Minnesota	Manufacturing	Professional Services	Government Administration	Technology, Information and Media	Financial Services
Mississippi	Manufacturing	Government Administration	Professional Services	Hospitals and Health Care	Chain and Storage
Missouri	Manufacturing	Professional Services	Government Administration	Technology, Information and Media	Hospitals and Health Care
Montana	Government Administration	Manufacturing	Professional Services	Hospitals and Health Care	Technology, Information and Media
Nebraska	Professional Services	Manufacturing	Government Administration	Technology, Information and Media	Financial Services
Nevada	Manufacturing	Professional Services	Government Administration	Technology, Information and Media	Administrative and Support Services
New Hampshire	Manufacturing	Professional Services	Technology, Information and Media	Government Administration	Hospitals and Health Care
New Jersey	Manufacturing	Professional Services	Government Administration	Technology, Information and Media	Financial Services
New Mexico	Government Administration	Manufacturing	Professional Services	Hospitals and Health Care	Education
New York	Professional Services	Manufacturing	Financial Services	Technology, Information and Media	Government Administration
North Carolina	Manufacturing	Professional Services	Government Administration	Technology, Information and Media	Hospitals and Health Care
North Dakota	Manufacturing	Professional Services	Government Administration	Oil, Gas, and Mining	Transportation, Logistics, Supply Chain and Storage
Ohio	Manufacturing	Professional Services	Government Administration	Hospitals and Health Care	Technology, Information and Media
Oklahoma	Manufacturing	Professional Services	Government Administration	Technology, Information and Media	Chain and Storage
Oregon	Manufacturing	Professional Services	Government Administration	Technology, Information and Media	Hospitals and Health Care
Pennsylvania	Manufacturing	Professional Services	Government Administration	Hospitals and Health Care	Technology, Information and Media
Rhode Island	Manufacturing	Professional Services	Government Administration	Education	Hospitals and Health Care
South Carolina	Manufacturing	Professional Services	Government Administration	Technology, Information and Media	Hospitals and Health Care
South Dakota	Manufacturing	Government Administration	Hospitals and Health Care	Professional Services	Technology, Information and Media
Tennessee	Manufacturing	Professional Services	Government Administration	Hospitals and Health Care	Technology, Information and Media
Texas	Manufacturing	Professional Services	Technology, Information and Media	Government Administration	Hospitals and Health Care
Utah	Manufacturing	Professional Services	Technology, Information and Media	Government Administration	Hospitals and Health Care
Vermont	Manufacturing	Government Administration	Professional Services	Education	Technology, Information and Media
Virginia	Professional Services	Manufacturing	Government Administration	Technology, Information and Media	Consumer Services
Washington	Manufacturing	Technology, Information and Media	Professional Services	Government Administration	Hospitals and Health Care
West Virginia	Professional Services	Manufacturing	Government Administration	Technology, Information and Media	Hospitals and Health Care
Wisconsin	Manufacturing	Professional Services	Hospitals and Health Care	Government Administration	Financial Services
Wyoming	Government Administration	Professional Services	Manufacturing	Oil, Gas, and Mining	Hospitals and Health Care

SOURCE 2023 LINKEDIN OPPORTUNITY REPORT

<https://socialimpact.linkedin.com/programs/veterans/veteran-opportunity-report>

PIVOT ON THE FOOT YOU PLANTED

GO BIG PLAY TWO

CHOOSE YOUR BIG 10 EMPLOYERS.

TOP 25 MILITARY.COM VETERAN EMPLOYERS 2024

1. [Amentum](#)
2. [Bass Pro Shops](#)
3. [BGIS](#)
4. [Booz Allen Hamilton](#)
5. [C&S Wholesale Grocers](#)
6. [Comcast NBCUniversal](#)
7. [Crown Equipment Corporation](#)
8. [Dominion Energy](#)
9. [Frontier Communications](#)
10. [HII Mission Technologies Division](#)
11. [Johnson Controls](#)
12. [Koch Industries Inc.](#)
13. [Leidos](#)
14. [Lumen Technologies](#)
15. [Mantech](#)
16. [Maximus](#)
17. [Naval Nuclear L](#)
23. [UIC Government Services Bowhead](#)
24. [Veterans United Home Loans](#)
25. [XPO](#)



TOP FEDERAL AGENCIES FOR VETERANS

- Department of Defense
- Department of the Navy
- Department of the Army
- Department of the Air Force
- Department of Energy
- TSA
- ODNI Office of the Director of National Intelligence
- GSA General Services Administration
- IRS Internal Revenue Service
- Department of the Treasury
- Government Publishing Office
- Department of Agriculture
- Patent and Trademark Office
- Department of Veteran Affairs
- NASA
- Federal Trade Commission

<https://www.military.com/veteran-jobs/2024-top-veteran-employers.html>

YOUR BIG SEASON FOR BIG EMPLOYERS

According to Census Bureau data, 99% of American Employers have fewer than 500 employees. But this is the season to focus on big, publically traded employers who have more leeway to hire.

TOP 20 DEFENSE EMPLOYERS BY REVENUE

- 1.Lockheed Martin
- 2.RTX (formerly Raytheon Technologies)
- 3.Northrop Grumman
- 4.General Dynamics
- 5.Boeing
- 6.BAE Systems
- 7.L3Harris Technologies
- 8.Airbus
- 9.HII (Huntington Ingalls Industries)
10. Leidos
11. Thales
12. Booz Allen Hamilton
13. Amentum
14. Rolls-Royce
15. Honeywell
16. CACI International
17. General Electric
18. Peraton
19. SAIC
20. V@X

EMPLOYERS WITH MILITARY DOORS (OUTSIDE DEFENSE)

- Ace Hardware
- Alpha Baking Company
- Amazon
- Bank of America
- Capital One
- Chevron
- Duke Energy
- Fidelity Investments
- Ford Motor
- Google
- H-E-B
- Home Depot
- KPMG
- Merck
- Michelin Group
- Microsoft
- Proctor and Gamble
- Progressive
- SalesForce
- Southwest Airlines
- Steel Dynamics
- Tesla
- United Health Services
- USAA

TOP 5 VETERAN EMPLOYERS BY STATE

State's top five veteran employers

Top five organizations where veterans were hired from 2017-2022 across all 50 states and Washington D.C.

State	Rank 1	Rank 2	Rank 3	Rank 4	Rank 5
Alabama	SAIC	Northrop Grumman	Lockheed Martin	Boeing	M1 Support Services
Alaska	State of Alaska	University of Alaska Anchorage	U.S. Department of Veterans Affairs	GCI Communication Corp.	University of Alaska Fairbanks
Arizona	Raytheon	Amazon	U.S. Department of Veterans Affairs	Honeywell	Intel Corporation
Arkansas	Walmart	U.S. Department of Veterans Affairs	Tyson Foods	J.B. Hunt Transport Services, Inc.	Walmart Global Tech
California	Northrop Grumman	U.S. Department of Veterans Affairs	Amazon	Lockheed Martin	Tesla
Colorado	Lockheed Martin	U.S. Department of Veterans Affairs	Jacobs	Northrop Grumman	Raytheon
Connecticut	Pratt & Whitney	General Dynamics Electric Boat	Sikorsky	U.S. Department of Veterans Affairs	Collins Aerospace
Delaware	JPMorgan Chase & Co.	State of Delaware	Amazon	U.S. Department of Veterans Affairs	Bayhealth
District of Columbia	U.S. Department of State	U.S. Department of Veterans Affairs	U.S. Department of Homeland Security	United States Department of Defense	Booz Allen Hamilton
Florida	Lockheed Martin	U.S. Department of Veterans Affairs	Northrop Grumman	Amazon	Jacobs
Georgia	Gulfstream Aerospace	Delta Air Lines	U.S. Department of Veterans Affairs	Amazon	The Home Depot
Hawaii	United States Department of Defense	Booz Allen Hamilton	Amentum	U.S. Indo-Pacific Command	Hawaiian Airlines
Idaho	Micron Technology	Boise State University	Idaho National Laboratory	St. Luke's Health System	U.S. Department of Veterans Affairs
Illinois	U.S. Department of Veterans Affairs	Amazon	Caterpillar Inc.	Northrop Grumman	Exelon Generation
Indiana	U.S. Department of Veterans Affairs	Amazon	Eli Lilly and Company	Purdue University	DFAS
Iowa	Collins Aerospace	John Deere	Wells Fargo	U.S. Department of Veterans Affairs	Principal Financial Group
Kansas	U.S. Department of Veterans Affairs	Spirit AeroSystems	U.S. Army Command and General Staff College	Textron Aviation	Honeywell
Kentucky	Amazon	Humana	U.S. Department of Veterans Affairs	UPS	University of Kentucky
Louisiana	Entergy	U.S. Department of Veterans Affairs	General Dynamics Information Technology	Ochsner Health	Louisiana State University
Maine	General Dynamics - Both Iron Works	U.S. Department of Veterans Affairs	State of Maine	Northern Light Health	Abbott
Maryland	Booz Allen Hamilton	United States Department of Defense	Northrop Grumman	Leidos	CACI International Inc
Massachusetts	U.S. Department of Veterans Affairs	Raytheon	RTX	Amazon	MIT Lincoln Laboratory
Michigan	General Motors	Ford Motor Company	U.S. Department of Veterans Affairs	Amazon	DTE Energy
Minnesota	U.S. Department of Veterans Affairs	Medtronic	Target	Wells Fargo	U.S. Bank
Mississippi	U.S. Department of Veterans Affairs	Entergy	The University of Southern Mississippi	The Vertex Company	Ingalls Shipbuilding, a Division of HII
Missouri	Boeing	U.S. Department of Veterans Affairs	Honeywell	Cerner Corporation	Amazon
Montana	Montana State University-Bozeman	U.S. Department of Veterans Affairs	U.S. Forest Service	State of Montana	University of Montana
Nebraska	U.S. Department of Veterans Affairs	United States Strategic Command	Union Pacific Railroad	Peraton	Leidos
Nevada	Tesla	U.S. Department of Veterans Affairs	Amazon	MGM Resorts International	Amentum
New Hampshire	BAE Systems	BAE Systems, Inc.	Southern New Hampshire University	Raytheon	U.S. Department of Veterans Affairs
New Jersey	Amazon	U.S. Department of Veterans Affairs	Johnson & Johnson	Lockheed Martin	Verizon
New Mexico	Los Alamos National Laboratory	Sandia National Laboratories	U.S. Department of Veterans Affairs	The University of New Mexico	U.S. Forest Service
New York	U.S. Department of Veterans Affairs	Amazon	JPMorgan Chase & Co.	United States Military Academy at West Point	L3Harris Technologies
North Carolina	Wells Fargo	U.S. Department of Veterans Affairs	Cisco	Bank of America	Lowe's Companies, Inc.
North Dakota	University of North Dakota	Microsoft	Northrop Grumman	Sanford Health	North Dakota State University
Ohio	U.S. Department of Veterans Affairs	Amazon	GE Aerospace	JPMorgan Chase & Co.	Cleveland Clinic
Oklahoma	Boeing	U.S. Department of Veterans Affairs	Federal Aviation Administration	Amazon	Northrop Grumman
Oregon	Intel Corporation	Nike	U.S. Department of Veterans Affairs	Lam Research	Amazon
Pennsylvania	U.S. Department of Veterans Affairs	Amazon	UPMC	Penn State University	PNC
Rhode Island	U.S. Naval War College	General Dynamics Electric Boat	U.S. Department of Veterans Affairs	CVS Health	Naval Undersea Warfare Center Newport
South Dakota	U.S. Department of Veterans Affairs	Sanford Health	Monument Health	State of South Dakota	Black Hills Energy
Tennessee	U.S. Department of Veterans Affairs	Amazon	FedEx	Tennessee Valley Authority	State of Tennessee
Texas	U.S. Department of Veterans Affairs	Lockheed Martin	USAA	Amazon	Raytheon
Utah	Northrop Grumman	U.S. Department of Veterans Affairs	University of Utah	Intermountain Health	Lockheed Martin
Vermont	State of Vermont	U.S. Department of Veterans Affairs	Norwich University	Vermont Army National Guard	Collins Aerospace
Virginia	Booz Allen Hamilton	United States Department of Defense	SAIC	General Dynamics Information Technology	CACI International Inc
Washington	Amazon	Boeing	Microsoft	Amazon Web Services (AWS)	U.S. Department of Veterans Affairs
West Virginia	U.S. Department of Veterans Affairs	West Virginia University	WVU Medicine	Leidos	State of West Virginia
Wisconsin	U.S. Department of Veterans Affairs	Northwestern Mutual	GE HealthCare	University of Wisconsin-Madison	Amazon
Wyoming	U.S. Department of Veterans Affairs	University of Wyoming	Bureau of Land Management	Wyoming Air National Guard	DISH Network

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YOUR BIG 10 EMPLOYERS

FILL IN THE NAMES OF THE TOP TEN EMPLOYERS TO FOCUS ON IN THE COMING WEEKS.

10	1.	10
20	2.	20
30	3.	30
40	4.	40
50	5.	50
60	6.	60
70	7.	70
80	8.	80
90	9.	90
100	10.	100

Pick your top ten employers. Review their jobs listings online. Touch base with someone you know at the company. Reach out to a company recruiter on LinkedIn with a specific job in mind.

LIVE BY THE FIRST TO APPLY RULE.

KNOW THIS: Recruiters aren't looking for the best candidate. They are looking for the first qualified candidates to send to the hiring manager.



how to set up job alert for a specific company:

<https://www.linkedin.com/help/linkedin/answer/a554166/>

how to set up a saved job search on USAJOBS:

<https://help.usajobs.gov/how-to/search/save>

REVIEW THE PLAYBOOK MASTER CLASS TO SET UP JOB ALERTS ON LINKEDIN AND USAJOBS.

PLAY THE REAL GAME



THE REAL GAME IS NOT APPLYING

Use LinkedIn to organize your networking efforts:

LinkedIn is a pretty good representation of your network. If it is not, then you need to spend some time in the "you might know" section to find everyone you ever met--not just friends.

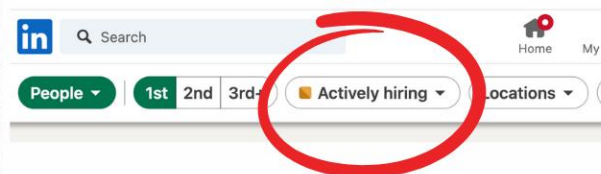
Add a note to requests, like:

Great meeting you Friday night. I enjoyed talking about the game. I'd like to be connected here, too.

"Hello (first name), I saw you're also connected with (mutual connection). I'd love to have you in my network too.

Hi, I saw that you are a recruiter for (target company). I noticed a listing for (name of job) on your company website. Do you have time for a quick chat?

CLICK THE EASY BUTTON TO FIND OUT WHO IN YOUR NETWORK IS HIRING.



GET PHYSICAL WITH YOUR NETWORK.

During the hottest hiring season of the year, meet with someone in your network every week in person or on Zoom.



THE REAL GAME IS NETWORKING.

TRUST THE OFFENSIVE COORDINATOR



**BELIEVE COACHES, MENTORS AND
RECRUITERS THE FIRST TIME.**

A GOOD OFFENSE IS A GOOD OFFENSE IN THE JOBHUNT.

Who is your 'offensive coordinator' in your jobhunt? Usually it is a recruiter. Or a coach. Or a really good mentor from somewhere like ACP or FourBlock who gives you specific advice.

You will know that you are in the right place when it is advice that you do not want to take because it sounds too unfamiliar or too forward or too aggressive.

You've got to trust recruiters and hiring managers and coaches who are giving you the right answer. I don't mean people who say they are recruiters who are offering you a job without ever seeing your resume, I'm talking about the real recruiters from your target companies. This is their job. They would not give you a hiring manager's email if that was not the way it was done.

DO YOUR SETS AND REPS



THE MOST COMMON MISTAKE VETERANS MAKE ON
THE JOB HUNT? *THEY SKIP INTERVIEW PRACTICE.*

RUNNING OVER THE QUESTIONS IS NOT PRACTICING.

- hire a career coach--there is no replacement for a live person giving you real time feedback.
- ask a mentor, spouse or teenager to listen to your interview questions and give you honest feedback.
- use an AI-powered interview coaching tool like the free tool on LinkedIn, Interviews.AI or AIApply.
- practice your answers to our 99 top questions.

<https://www.military.com/veteran-jobs/99-ultimate-interview-questions-veterans-and-spouses.html>

- INTROVERTS: Find your answers here:

<https://www.military.com/veteran-jobs/7-jaw-dropping-things-introverts-taught-me-about-better-interviews.html>

NIP THE YIPS

The Yips: An acute attack of nerves that disorients professional athletes and makes simple skills impossible.



GET TO THE YES

It is no wonder that your anxieties are triggered. That voice in your head is like a bad color commentator telling you your network sucks, you are qualified to do nothing, no one understands what you do, you have waited too long, you already talked to everyone you know. And, by the way, YOUR ENTIRE FAMILY IS COUNTING ON YOU TO PROVIDE FOR THEM.

No wonder you are deep into do nothingism.

When you get stuck, start again. Get to a yes on each of these questions:

1. Get to yes on the following question: *Am I willing to get started even though I am anxious?*
2. Get to yes on the following question: *Am I willing to get started even though I don't really know what I'm doing?*
3. Get to yes on the following question: *Am I willing to get started on a task that will only take two minutes?* Then string together a series of **two minute skills**.

www.military.com/veteran-employment-project

VETERAN
EMPLOYMENT PROJECT

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Master Class Video Library _____

<https://www.military.com/veteran-employment-project/master-class-videos>

[Military.com](https://www.military.com)

upcoming master classes

STRATEGIES FOCUSED
ON YOUR CAREER LEVEL



how to get a
federal job OCT 24

positioned for power
jobs in leadership NOV 21

the 'shoot me your
resume' resume JAN 23

jobs that make a
difference: find
meaningful work FEB 20



THANK YOU