



Helping Veterans Transition from the Military to the Workforce

The transition back to civilian life can be a difficult one for veterans. With a different skill set than civilians who have never served in the military, veterans are often left unsure of what their next move should be career-wise. When it comes to employment, it can be difficult for veterans to navigate the job market, especially those hoping to join corporate America or apply for higher-paying

jobs that require specialized training or certifications.

No one was more acutely aware of this than Marine Corp veterans Dan Caporale and Tim Kirk, and Paul Magness, an Army veteran. The three men had faced similar job-hunting hurdles upon leaving the service. In 2012, they created Hire Our Heroes.

"The three of us saw that there was a gaping hole in the veteran transition process, once veterans

left the service, that needed to be addressed," Caporale says. "Our goal [for Hire Our Heroes] is to position veterans for success through training and education. If we can get a veteran trained, possibly certified, they would be better positioned for success by earning a higher wage and ultimately allow them to support themselves and their family."

Hire Our Heroes helps veterans understand how their military experience translates into civilian job opportunities, and build out a new career path from there.

To do that, the organization provides veterans' services that include career coaching and mentorship, job search assistance, resume writing, interview preparation, specialized training, and more.

In its six years, Hire Our Heroes has certainly seen success through its efforts.

Joshua, a Marine Corps veteran, told Caporale and his colleagues about his experience with the program:

"Less than two weeks ago, I was dealing with depression and trying to figure out how I can provide a better life for my family. Today, I am confident that I will be able to give my three daughters a life they truly deserve. Not only that, I also have a burning desire to one day be in a position where I can give back and provide opportunities for veterans in a way that you guys are able to. This program has already changed my life in ways I couldn't have even imagined."

Looking into the future, the organization is aiming to double two key components: the number of free training programs – from 10 to 20 – and the veterans they assist –from 100,000 to 200,000.

They are aiming high, but Caporale and his team are focused and dedicated.

"We have a list of targets and welcome any company that has a formalized training program and would be open to offering it to our



Gary Sinise and Dan Caporale pose for a photo at a Hire Our Heroes veteran event.

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veterans through Hire Our Heroes," Caporale says.

With an expanded training program and larger capacity to work with more veterans, Hire Our Heroes will continue to make a bigger impact in the community.

"The idea when we started," Caporale remembers, "was if we could help one more veteran today than we did yesterday, we are already moving the needle." •

**Story by Tara Shubbuck
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Founder and Chairman Dan Caporale gets ready for a hiring event to promote free training and services for veterans and veteran spouses.

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Founder and Chairman Dan Caporale on FOX news to promote National Hire a Veteran Day.

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