

## AJAH Campaign Fast Facts

To Register: [www.CenterForAmerica.org/register.html](http://www.CenterForAmerica.org/register.html)

**American Jobs for America's Heroes** is a nonprofit alliance with the National Guard to help unemployed Veterans, National Guard members, and Reservists find jobs in the private sector.

Hundreds of thousands of highly skilled candidates with military experience are looking for full-time jobs and good careers.

**Campaign Management:** **Center for America**, a nonprofit, is coordinating the campaign under a written agreement with the Army National Guard. [www.CenterForAmerica.org](http://www.CenterForAmerica.org)

**Campaign Overview:** AJAH's mission is to encourage employers across America to provide free job postings that are provided to employment transition counselors in all military branches who match with job candidates. More than 2,300 employers are participating.

Job postings made via the campaign are accessible by military transition teams and candidates through a secure internet technology platform donated IBM.

Two nonprofits, **Corporate America Supports You** (CASY) and **Military Spouse Corporate Career Network** (MSCCN), manage the posting process and provide direct support to the military transition teams, employers and job seekers.

These components – AJAH, the employment transition counselors, the technology platform and the support of CASY and MSCCN – comprise a unique channel for free job postings.

**Video:** [www.CenterForAmerica.org/video.html](http://www.CenterForAmerica.org/video.html) and [www.CFAawards.org](http://www.CFAawards.org)

**Costs:** There are **no costs** for employers, military job seekers or associations.

**Collaboration:** AJAH is complementary to efforts by job fairs and *Hiring Our Heroes*.

**Campaign Sponsorship:** Major corporations, foundations and trade associations.

**Ongoing Campaign:** This is not a limited-time event. Employers can post jobs as openings arise throughout the year.

**Employer Support:** Employers receive personal help at no cost in screening candidates and understanding how military training experience relates to job requirements.

**Campaign Supporters:** more than **160 trade associations**, including 29 State Chambers have encouraged their members to post jobs for veterans and service members via AJAH.

### Best Practices Guide for Small Employers in Recruiting and Hiring National Guard Members, Veterans and Reservists



This **Free** Guide is tailored for employers relying on smaller HR functions and company leaders to recruit new employees. It provides short summaries for each of 28 best practices along with action steps and insights to give you a head start and help avoid time-wasting missteps. Links to government agencies and nonprofit resources are included. 20 Pages

**Free Download!**

[www.CenterForAmerica.org/bpg.html](http://www.CenterForAmerica.org/bpg.html)

## Employer Q&A: Posting is Quick and Easy!

### How much does it cost for associations, employers and applicants to participate?

No costs; all services are free.

### After registering for the AJAH campaign, what happens next?

After registering, you'll receive an email within two business days to set up a phone call with Stacey Cummings, your CASY point of contact. Stacey will answer your questions, review your specific needs and provide electronic forms for you to use to submit postings. You can also call Stacey at 757-262-1295 or email her at [s\\_cummings@CorporateAmericaSupportsYou.org](mailto:s_cummings@CorporateAmericaSupportsYou.org).

### Do I fill out the posting forms?

Yes, you can cut and paste from an existing job description or use the form to compose the posting. It takes only a few minutes. Then you email the forms back for staff review.

### I don't have experience creating job descriptions. Is free help available?

Yes. Call Stacey Cummings and she or one of her colleagues will help you.

### Why do the postings need to be reviewed by CASY-MSCCN?

This is a quality control step. There is often different military and civilian terminology for the same or similar skills and training. We also verify every participant.

Experienced counselors at CASY and MSCCN help translate qualifications and duties to ensure that jobs and candidates are not overlooked because of jargon.

### How is the job posting distributed?

When the posting is ready, it will be distributed for you through the nationwide National Guard Employment Network online system and to employment teams in the National Guard and other military branches in the states. The counselors work one-on-one with unemployed National Guard members and veterans, and will look for matches between your posting and candidates to email to you.

Other Guard members and veterans not working with

military counselors who come directly to the CASY-MSCCN website can access your postings there. Thousands do every year!

### How do I find out about possible matches?

In your job postings, you should indicate how you want applicants to contact you – via your computer website, by fax, phone, mail or email. Also, applicants searching the CASY-MSCCN job board on their own can contact you directly based on the preferences you indicate in your posting.

### How is the job posting tracked?

The National Guard Employment Network (NGEN) and CASY-MSCCN use a world-class secure internet software platform donated by Kenexa, an IBM company.

This enables the NGEN counselors using the system to log interactions and communications with applicants. Those counselors and applicants looking at your posting through distribution channels beyond online access can not be tracked.

### How is NGEN and CASY-MSCCN different from military "job boards"?

The military employment counselors who receive the postings work one on one with Guard members and other veterans to match them with your job requirements. Rather than just depend on candidates to see your posting through their own searches, the counselors reach out to candidates to tell them about the jobs and encourage them to apply.

These integrated teams offer extensive personal help and coaching to both employers and applicants, personalized to individual needs. You can have help from this experienced staff without charge.

### Is the AJAH campaign limited to National Guard members?

No. Postings are distributed widely to counselors in several military branches, such as the U.S. Army, the Navy and the Marines.

### How often can I submit postings?

Submit them anytime throughout the year - the campaign is ongoing.