

# **NORTHEAST FLORIDA MILITARY/VETERAN RESOURCE GUIDE**

## **CONNECTING MILITARY MEMBERS AND FAMILIES TO RESOURCES AND BENEFITS**

The Fire Watch ([www.thefirewatch.org](http://www.thefirewatch.org)) was created by Baker, Clay, Duval, Nassau and St. Johns Counties to eliminate veteran suicide in our community. In collaboration with Cohen Veterans Network Clinic, Centerstone, United Way of Northeast Florida, K9s for Warriors, Wounded Warrior Project, and other organizations, The Fire Watch developed this Guide to provide a comprehensive, relevant listing of resources for our active duty members, National Guardsmen, Reservist, veterans and military families. We are committed to keeping this Guide relevant and updated so if you are aware of other resources or have questions please contact us at [info@thefirewatch.org](mailto:info@thefirewatch.org).

### **CONTACT RESOURCES COUNSELOR**

### **REQUEST MILITARY RECORDS**

### **SEEK EMERGENCY ASSISTANCE**

#### **Resources and Assistance**

#### **Housing and Transportation**

#### **Military Spouse**

#### **Employers**

#### **College/University Education**

#### **Northeast Florida Military Installations**

#### **Relocation**

#### **Healthcare**

#### **Women Veterans**

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#### **K-12 Education**

#### **Veteran Support Organizations**

## Contact Resources Counselor

Whether you are active duty, National Guard and Reserve, veteran or military family member there are resources available to assist you. The links below access regional (Baker, Clay, Duval, Nassau, St. Johns counties) and national resources.

### Regional Resources

United Way. United Way coordinates existing services and provide additional resources to make it easier for veterans, active duty service members and their families to get the help they need when they need it. Dial 2-1-1 or go to <https://unitedwaynefl.org/get-help/>

City of Jacksonville Military Affairs and Veterans Department. The Military Affairs and Veterans Department is well-suited to meet the needs of members of the armed forces veterans and their families. The Department works closely with area defense facilities and encourages the military missions they perform. The staff assists Veterans and their families file claims and apply for social and educational assistance. <https://www.coj.net/departments/military-and-veterans-affairs/military-and-veterans-affairs.aspx>

Baker County Veterans Service Office. The Baker County Veterans Service Office assists Veterans and their dependents in preparing claims for benefits or privileges to which they may be entitled as administered by the US Department of Veterans Affairs. <https://www.facebook.com/Baker-County-Veterans-Services-458486007503766/>

Clay County Veteran Services. Assists Veterans and their dependents with VA benefits for non-service-connected pension, service-connected compensations, medical treatment, burial allowances, grave markers, presidential memorial certificates, copies of military personnel and service medical records, and more. The Veterans Service Office assists Clay County Veterans with filing for educational benefits, obtaining VA Home Loan certificates of eligibility, and much more. <https://www.claycountygov.com/departments/veterans-services#ad-image-0>

Nassau County Veterans Service. The Nassau County Veterans' Service Office provides free benefit claims counseling and information and referral assistance to veterans, their dependents, and survivors. <https://www.nassauclerk.com/veterans-service/>

St. Johns County Veteran's Services. The Veterans Services Office assists veterans and their dependents in applying for benefits to which they are entitled under Federal or State Law or Regulations by reason of Active Military Service in the Armed Forces of the United States. This includes, but is not limited to, preparation of formal claims and appeals relating to Compensation, Education, Loan Guaranty for Homes, Special Adapted Housing, Pension, Medical Care, Insurance, Burial Benefits and related matters. <http://www.sjcfl.us/VeteransServices/index.aspx>

Veterans Florida. Veterans Florida is a non-profit created by the State of Florida to help military veterans' transition to civilian life and to promote Florida's status as the nation's most veteran-friendly state. Veterans Florida provides powerful tools for veterans to take advantage of the benefits of living and working in the Sunshine State. <https://www.veteransflorida.org/>

## National Resources

Wounded Warrior Project. Every warrior has a next mission. We know that the transition to civilian life is a journey. And for every warrior, family member, and caregiver, that journey looks different. We are here for their first step, and each step that follows. Because we believe that every warrior should have a positive future to look forward to. There's always another goal to achieve, another mission to discover. We are their partner in that mission. <https://www.woundedwarriorproject.org/>

eBenefits is the gateway to Department of Veterans Affairs and Department of Defense benefits. <https://www.ebenefits.va.gov/ebenefits/homepage>

Military.com. Military.com connects servicemembers, military families and veterans to all the benefits of service — government benefits, scholarships, discounts, lifelong friends, mentors, great stories of military life or missions, and much more. <https://www.military.com>

Military One Source is your 24/7 connection to information, answers and support to help you reach your goals, overcome challenges and thrive. As a member of our military family, you are eligible to use this Department of Defense-funded program anytime, anywhere. Turn to Military OneSource for tax services, spouse employment help, webinars and online training, relocation and deployment tools, and much more. <https://www.militaryonesource.mil/>

National Resource Directory. The National Resource Directory is a searchable database of resources vetted for the use of service members, veterans, family members and caregivers. <https://nrd.gov/>

DAV. Navigating the resources available to veterans can be confusing, but DAV believes no veteran should have to go it alone. You can find links to tools and resources that can help ease the process of attaining earned benefits, coping with the lasting effects of service-connected injuries and finding programs and services that meet your specific needs. <https://www.dav.org/veterans/resources/>

Center for a New American Security. Provides a searchable tool that allows users to filter state-level veteran benefits by type of benefit, beneficiary, and state to identify benefits for which they may be eligible, providing a unique and invaluable reference. <https://www.cnas.org/publications/reports/state-veteran-benefit-finder>

Aunt Bertha. The Social Care Network that enables you to search for free or reduced cost services like medical care, food, job training and more. <https://www.auntbertha.com/>

National Veterans Foundation. Our mission is to serve the crisis management, information and referral needs of all U.S. Veterans and their families through management and operation of the nation's first vet-to-vet toll-free helpline for all veterans and their families. We provide outreach services for veterans and families in need with food, clothing, transportation, employment, and other essential resources. <https://nvf.org/veteran-resources/>

After Action Network (AAN) is a non-profit community engagement platform for veterans. Our mission is to connect you the veteran with fun activities, classes, workshops or other opportunities in your local community. <https://www.afteractionnetwork.org/>

Code of Support's PATRIOTlink® platform is a free online resource database that includes thousands of programs tailored to the military and Veteran community. Through PATRIOTlink, users can search vetted, direct, cost-free services specific to their needs. PATRIOTlink was recently redesigned to make it even easier to use. Now, users can complete searches by entering less information and they can view events and job opportunities in their area through a news feed feature. <https://www.blogs.va.gov/VAntage/71957/free-resources-code-support-partiotlink/>

## Request Military Records

National Archives Military Service Records Request and Research. <https://www.archives.gov/veterans>

## Emergency Assistance

Veteran Crisis Line. The Veterans Crisis Line is a free, confidential resource that's available to anyone, even if you're not registered with VA or enrolled in VA health care. The Crisis Line phone number is 1-800-273-8255, press 1. Veterans also have the ability to text to 838255, or talk online with a [confidential veterans chat](#).

United Way. United Way coordinates existing services and provide additional resources to make it easier for veterans, active duty service members and their families to get the help they need when they need it. Dial 2-1-1 or go to <https://unitedwaynefl.org/get-help/>

Red Cross North Florida Chapter. The Northeast Florida Chapter provides Disaster Relief/Services (24/7) - information about receiving disaster relief assistance and dispatch; and Military & Service to Armed Forces (24/7) - inquiries about connecting military personnel to family members. <https://www.redcross.org/local/florida/north-florida/about-us/locations/northeast-florida.html>

National Veterans Foundation Lifeline for Vets. To serve the crisis management, information and referral needs of all U.S. Veterans and their families through management and operation of the nation's first vet-to-vet toll-free helpline for all veterans and their families.

<https://nvf.org/about-national-veterans-foundation/>

## Resources and Assistance

- [Northeast Florida Veterans Administration Facilities](#)
- [Family Support. Regional, National](#)
- [Financial Assistance](#)
- [Financial Literacy](#)
- [Legal Assistance](#)
- [Senior Veterans](#)
- [Service Dogs](#)
- [Food](#)

### Northeast Florida Veterans Administration Facilities

Jacksonville Vet Center. We provide a broad range of counseling, outreach, and referral services for veterans, active duty servicemembers, Guard and Reservists, and families who have earned this no-cost benefit through their service in combat zones. 3728 Phillips Highway, Suite 31; Jacksonville, FL 32207. Phone: 904-399-8351; Fax: 904-399-8355. For assistance after hours, weekends, and holidays call: 1-877-WAR-VETS (1-877-927-8387) <http://www.vetcenter.va.gov>

VA Community Resource and Referral Center (CRRC). Community Resource and Referral Centers (CRRC) are places where Veterans who are homeless or at risk of homelessness can get connected to stable housing and supportive services. Through the National Center on Homelessness Among Veterans, this “one-stop shopping” homeless service model is being tested in densely populated areas, strategically located sites across the country. CRRCs are collaborative, multi-agency, multidisciplinary programs that provide access to housing, health care, job development programs, and other VA and non-VA benefits. 605 West Beaver Street, Jacksonville, FL 32202. (904) 798-2800

VA Jacksonville Outpatient Clinic. 1536 North Jefferson Street, Jacksonville, Florida 32209. (904) 475-5800 or (877) 870-5048

VA University Boulevard VA Outpatient Clinic. Memorial Health Plaza, 3901 University Boulevard South, Jacksonville, Florida 32216. (904) 732-6300

VA Women's Health Community Based Outpatient Clinic. 3901 University Boulevard South, Building 100, Room 108, Jacksonville, Florida 32216. (904) 732-9818

VA Southpoint Outpatient Clinic. 6900 Southpoint Drive North, Jacksonville, Florida 32216. (904) 470-6900

VA St. Augustine Clinic. 195 Southpark Boulevard, St. Augustine, Florida 32086. (904) 829-0814

VA Jacksonville Vocational Rehabilitation and Employment Office. 7825 Baymeadows Way, Suite 120B, Jacksonville, Florida 32256. (904) 731-0565

VA Naval Air Station Jacksonville Integrated Disability Evaluation System (IDES) Site. 13 Yorktown Avenue, NAS Jacksonville, Jacksonville, Florida 32212. (904) 542-3286

VA VetSuccess on Campus at Florida State College at Jacksonville. 940 North Main Street, Jacksonville, Florida 32202. (904) 631-6227

VA Malcom Randall Department of Veterans Affairs Medical Center. 1601 Southwest Archer Road, Gainesville, FL 32608. (352) 376-1611

VA Middleburg Clinic. 400 College Drive Suite 200, Middleburg, FL 32068-8525. (904) 213-2700

VA Facility Locator. [www.va.gov/landing2\\_locations.htm](http://www.va.gov/landing2_locations.htm)

## **Family Support. Regional, National**

### **Regional**

Fleet and Family Support Center. FFSC programs are aimed at making life in the Navy more meaningful and productive. Single people and married persons, from E-1s through Admirals, are all receiving FFSC services right now. The FFSC offers workshops on personal finance management, ombudsman programs, new parent support, family employment assistance and much more!

<https://www.navymwrjacksonville.com/programs/026db640-0949-49a4-ba5e-cb2c02eadd8e>

Blue Star Families strengthens currently serving military families and veteran military families by connecting them with benefits and services in their community. <https://bluestarfam.org/>

Northeast Florida Family Support Programs by Family Care Council Florida. The Family Care Councils exist to educate Florida residents about the availability and resources in their area that support residents with disabilities and their families. Care Councils host workshops and training while connecting residents with local support groups. <https://www.fccflorida.org/>

## National

Operation Homefront. Operation Homefront is a national 501(c)(3) nonprofit whose mission is to build strong, stable, and secure military families so they can thrive — not simply struggle to get by — in the communities they have worked so hard to protect. For over fifteen years, we have provided programs that offer: RELIEF (through Critical Financial Assistance and transitional housing programs), RESILIENCY (through permanent housing and caregiver support services) and RECURRING FAMILY SUPPORT programs and services throughout the year that help military families overcome the short-term bumps in the road so they don't become long-term chronic problems.

<https://www.operationhomefront.org/aboutus>

PsychArmor Institute. PsychArmor is a national nonprofit that provides free online education and support to all Americans who work with, live with or care for Military Service Members, Veterans and their families. There are over 120 free online educational courses to help the civilian community connect with Veterans.

[https://psycharmor.org/?s=FAMILY&asl\\_active=1&p\\_asid=1&p\\_asl\\_data=cXRyYW5zbGF0ZV9sYW5nPTAmc2V0X2V4YWN0b25seT1jaGVja2VkJnNldF9pbmRpdGxlPU5vbmUmY3VzdG9tc2V0JTVCJTVEPXMmd2QtY291cnNlcw==](https://psycharmor.org/?s=FAMILY&asl_active=1&p_asid=1&p_asl_data=cXRyYW5zbGF0ZV9sYW5nPTAmc2V0X2V4YWN0b25seT1jaGVja2VkJnNldF9pbmRpdGxlPU5vbmUmY3VzdG9tc2V0JTVCJTVEPXMmd2QtY291cnNlcw==)

Project Sanctuary Family Support offers services led by licensed clinical staff for all military families, including veteran and active duty service members, their spouses, and children. Families are invited to engage with our support staff to address their emergency and long-term needs for financial assistance, counseling referrals, and connection to services offered by collaborating partners. Family Support Resource Weekends offer a relaxed and mission-focused environment with direct, in-person access to organizations that serve veterans. <https://projectsanctuary.us/family-support/>

10 Can. Our mission is designed for warriors - by warriors. Military and first responder families stand on the line between good and evil, often enduring traumatic stress. Our mission is to revive heroes, raise warriors, and restore families through outdoor recreation, education, and rehabilitation. We have discovered a cure for Post-Traumatic Stress Disorder (PTSD), the formula for suicide prevention, and a pathway to happiness. We're the Christian Adventure Network that partners with organizations to host hunting, fishing, and survival camps. We foster camaraderie through outdoor adventures, bridge the gap between warriors and the Church, and build communities through service projects and public speaking engagements. <https://www.10canoutdoors.com/>

Teens in Flight. Teens-In-Flight provides flight training and aviation maintenance scholarships to those teens who have lost a parent or sibling in the Global War on Terrorism or, is the teen or sibling of a parent who was wounded in action and is disabled. <http://www.teens-in-flight.com/>

## Financial Assistance

Debt Management Credit Counseling Corporation. We are a nonprofit credit counseling organization committed to educating consumers on financial issues and providing personal assistance to consumers who have become overextended with debt. The organization employs certified credit counselors to provide its program services, including financial education, counseling and debt consolidation plans. <https://www.dmcccorp.org/>

Catholic Charities' Emergency Financial Assistance Program (EA) is a recognized and proven way to prevent homelessness in Jacksonville. Our program serves those in our community who are struggling to pay utility bills, rent/mortgage payments or need food assistance. By aiding them with these basic needs, we ensure they can stay safely in their homes. <https://www.ccbjax.org/>

Operation Homefront. OH provides emergency financial assistance to service members and their families. The program funds: shelter, rent, mortgage, temporary lodging, utilities, vehicles, car payments, car insurance, registration, airfare, childcare during illness or surgery, funeral and/or cremation expenses for military children non covered by SGLI, personal property taxes and emergency dental expenses. <http://www.operationhomefront.org/>

Salute Inc. We know deployment to active duty, injury and/or the transition back to civilian life can cause military personnel, veterans and their families a great deal of emotional and financial stress. SALUTE, INC. helps affected families by providing financial aid for rent/mortgage payments, auto expenses, phone, utility bills, and other everyday living expenses. <http://www.saluteinc.org/>

Semper Fi Fund. We provide direct financial assistance and vital programming for combat wounded, critically ill and catastrophically injured service members and their families during hospitalization and recovery. <https://semperfifund.org/>

USA Cares. USA Cares' mission is to provide post-9/11 military veterans, service members and their families with emergency financial assistance and post-service skills training that will create a foundation for long-term stability. Our services improve the quality of life for veterans and their families and reduce potential factors that contribute to veteran suicide. [www.usacares.org](http://www.usacares.org)

Modest Needs Organization. To provide short-term financial assistance to individuals and families in temporary crisis who, because they are working and live just above the poverty level, are ineligible for most types of conventional social assistance but who (like many of us) are living one or two lost paychecks away from the kind of financial catastrophe that eventually leads to homelessness <https://www.modestneeds.org/>

American Legion. The American Legion Temporary Financial Assistance (TFA) program has awarded cash grants to minor children of current active duty or American Legion members. These grants help families in need meet the cost of shelter, food, utilities and health expenses, thereby keeping the child or children in a more stable environment. <https://www.legion.org/financialassistance/about>

VFW. Unmet Needs is there to help America's military families who have run into unexpected financial difficulties as a result of deployment or other military-related activity or injury. The program provides financial aid grants of up to \$1,500 to assist with basic life needs in the form of a grant - not a loan - so no repayment is required. To further ease the burden, we pay the creditor directly. <http://www.vfw.org/assistance/financial-grants>

Project Vet Relief supports our service members and their families with immediate financial assistance. We grant funds during a financial crisis. By providing this temporary relief, we can deter the possibility of homelessness, malnutrition, loss of basic utilities, termination of employment, or deteriorating health and get them back on their feet. <https://www.projectvetrelief.org/>

Navy and Marine Corps Relief Society. The mission of the Navy-Marine Corps Relief Society is to provide, in partnership with the Navy and Marine Corps, financial, educational, and other assistance to members of the Naval Service of the United States, eligible family members, and survivors when in need; and to receive and manage funds to administer these programs. <https://www.nmcrs.org/>

Army Emergency Relief. AER provides interest-free loans, grants and scholarships for Soldiers, Retired Soldiers and Families. <https://www.aerhq.org/>

City of Jacksonville Foreclosure Intervention Program. The Foreclosure Intervention Program helps City of Jacksonville residents stay in their home and stop the foreclosure process by providing mortgage counseling services; direct mortgage assistance; loan modification and refinance counseling; budget and financial literacy. <https://www.coj.net/departments/neighborhoods/neighborhoods-property-administration/foreclosure-intervention-program>

The Salvation Army provides a wide range of traditional social services and emergency assistance programs. As programs vary by community, please click link below to learn more about the services offered in your area. Provides financial assistance to individuals experiencing a financial emergency to assist with rent and utilities. Assistance depends on availability of funds, must call to check availability. Also provides shelter, food, and clothing. <https://salvationarmyflorida.org/social-services/>

Northeast Florida Financial Assistance Resources. <https://www.auntbertha.com/money/financial-assistance--jacksonville-fl?postal=32217>

## **Financial Literacy**

Family Foundations Provides financial counseling services for; budgeting, credit reports, pre/post-bankruptcy, mortgage delinquency, pre/post-purchase housing, and debt management. We also provide the Home Buyer Education Course. Other services offered include mental health counseling for; individuals, couples, families, premarital/marital, domestic violence, and substance abuse. [www.familyfoundations.org](http://www.familyfoundations.org)

VeteransPlus is a financial literacy organization devoted to improving the quality of life of those who have worn our nation's uniform. VeteransPlus has three programs that deliver financial education and literacy: One on One Personalized Phone coaching; Military and Veterans Family Outreach; Pro-Bono Financial Planning Advice. <https://www.veteransplus.org/programs/>

Consumer Financial Protection Bureau (CFPB) Office of Servicemember Affairs (OSA) works to help military families overcome unique financial challenges by providing educational resources, monitoring complaints, and working with other agencies to solve problems faced by servicemembers. <http://www.consumerfinance.gov/servicemembers>

The Guide to Financial Planning for Servicemembers and Veterans. Total Path provides a downloadable PDF with topics that discuss securing a service member financial future. <http://www.totalmortgage.com/total-path/financial-planning-for-servicemembers-veterans/>

MONEY's The Veterans Guide to Financial Success. To help make the transition to civilian life easier, MONEY has created this guide to navigating the most common financial challenges. <http://money.com/money/page/veterans-financial-guide/>

Money Management Guide for Veterans. This guide offers applicable advice on things veterans should consider when planning their retirement from the military. We'll help navigate benefits available to veterans, health care, financial responsibilities and the unique perks veterans are granted in return for their service. <https://www.lexingtonlaw.com/blog/finance/money-guide-for-veterans.html>

Military Times Mil Money. Personal finance advice for service members. <https://www.militarytimes.com/pay-benefits/mil-money/>

United Way of Northeast Florida RealSense Services. RealSense provides free financial education, counseling and tax preparation services to help families and individuals save money and build assets. <https://unitedwaynefl.org/our-work/financial-security/realsense/>

Veterans Benefits Banking Program (VBBP). The U.S. Department of Veterans Affairs (VA) Veterans Benefits Administration (VBA) and the Association of Military Banks of America (AMBA) have partnered in the Veterans Benefits Banking Program (VBBP) to create banking options for Veterans and their families. <https://veteransbenefitsbanking.org/>

Department of Defense Financial Readiness Site. Personal Financial Managers and Counselors that can help plan your financial future, establish spending, savings and credit management plans and much more. <https://finred.usalearning.gov/>

Free Credit Report. Provides a free copy of your credit report every 12 months from each of the three main credit bureaus. Also provides information and resources on how to protect your identity. [www.annualcreditreport.com](http://www.annualcreditreport.com)

Northeast Florida Financial Education Resources. Aunt Bertha provides additional financial education resources for Northeast Florida. <https://www.auntbertha.com/money/financial-education--jacksonville-fl?postal=32217>

## Legal Assistance

Veteran Justice Outreach Program. The mission of the Veterans Justice Programs is to identify justice-involved Veterans and contact them through outreach, in order to facilitate access to VA services at the earliest possible point. Veterans Justice Programs accomplish this by building and maintaining partnerships between VA and key elements of the criminal justice system. <https://www.va.gov/homeless/vjo.asp>

National Institute of Corrections Justice-Involved Veterans Network. The Justice-Involved Veterans Network (JIVN) is a cross divisional effort at NIC in partnership with the VA working to improve outcomes for justice involved veterans. <https://info.nicic.gov/jiv/node/113>

Guide to Veterans Legal Issues: Describes the legal issues that veterans may encounter and guides readers to the appropriate resources to help veterans who need assistance accessing benefits. [www.benchmarkinstitute.org/t by t/substantive/Guide to Veterans Legal Issues.pdf](http://www.benchmarkinstitute.org/t%20by%20t/substantive/Guide%20to%20Veterans%20Legal%20Issues.pdf)

American Bar Association Military Pro Bono Center. The Home Front Pro Bono Center brings together military and civilian attorneys to help military families. [https://www.americanbar.org/groups/legal\\_services/milvets/aba\\_home\\_front/Military\\_Pro\\_Bono/](https://www.americanbar.org/groups/legal_services/milvets/aba_home_front/Military_Pro_Bono/)

Jacksonville Area Legal Aid. Through the support of the Florida Department of Veterans Affairs, The Florida Veterans Legal Helpline provides a convenient point of access for Florida veterans for legal issues relating to housing, family law and child support, driver's license suspensions, disability and veterans' benefits, expungement, and more. [www.jaxlegalaid.org/veterans](http://www.jaxlegalaid.org/veterans)

Three Rivers Legal Services. At Three Rivers Legal Services, we support our veterans throughout the year with legal representation and free legal advice related to housing, VA benefits, social security, and family law. As a Supportive Services for Veterans and Families (SSVF) recipient in 17 of Florida's counties, we prioritize veteran assistance as part of our overarching mission. We also work with various community partners to connect with veterans. In addition, we provide legal clinics to answer questions and deliver aid to veterans. <https://trls.org/supporting-veterans-in-jax-with-legal-services/>

Northeast Florida Legal Services Resources. Aunt Bertha provides additional legal resources for Northeast Florida. <https://www.auntbertha.com/legal/advocacy-%26-legal-aid--jacksonville-fl?postal=32217>

Veterans Treatment Court. The Duval County Veterans Treatment Court is a program designed to provide essential substance abuse treatment services, mental health treatment services, or both, to current and former military service members who have been arrested for a criminal offense,

and in which a nexus between the offense or diagnoses and the veteran's military service exists. The mission of Veterans Treatment Court is to provide an interagency, collaborative, non-adversarial treatment strategy for veteran defendants in the criminal justice system. Veterans Treatment Court strives to serve a target population of veteran defendants who suffer from post-traumatic stress disorder, traumatic brain injury, other psychological conditions, sexual trauma, or substance abuse problems that are identified as service-related conditions and that manifested themselves while in active military service or after an honorable or general under honorable discharge. This program utilizes multiple interventions, including a collaborative approach to treatment and rehabilitation, drug/alcohol testing, regular court appearances and educational opportunities that are intended to provide the skills necessary to maintain a clean and sober lifestyle and to reconnect with families and community. Veterans Treatment Court will provide eligible veterans with the opportunity to receive specialized one-on-one veteran peer mentor support, assistance in gaining access to veteran healthcare and benefits from the US Department of Veteran Affairs, and community supervision, thus ensuring public safety and accountability.

- Duval County <https://www.jud4.org/Court-Programs/Drug,-Mental-Health,-and-Veterans-Treatment-Courts/Veterans-Treatment-Court-Programs/Clay-County-Veterans-Treatment-Court>
- St. Johns County [http://www.circuit7.org/Program%20and%20Services/SJC\\_VTC\\_Participant\\_Handbook.pdf](http://www.circuit7.org/Program%20and%20Services/SJC_VTC_Participant_Handbook.pdf)
- Baker County <https://circuit8.org/departments-services/specialty-courts/>
- Nassau County <https://www.jud4.org/Court-Programs/Drug,-Mental-Health,-and-Veterans-Treatment-Courts/Veterans-Treatment-Court-Programs/Nassau-County-Veterans-Treatment-Court>
- Clay County <https://www.jud4.org/Court-Programs/Drug,-Mental-Health,-and-Veterans-Treatment-Courts/Veterans-Treatment-Court-Programs/Duval-County-Veterans-Treatment-Court>

Veterans Resource Guide for the Florida State Court System (prepared by Supreme Court Task Force)  
[https://www.flcourts.org/content/download/217311/file/VETERANS\\_RESOURCE\\_GUIDE.pdf](https://www.flcourts.org/content/download/217311/file/VETERANS_RESOURCE_GUIDE.pdf)

Florida Attorney General Military Veteran Assistance Program (MVAP) was created to help educate military members and veterans on the types of scams that target their communities, what they can do to protect themselves, and how they can help protect others by reporting scams and deceptive business practices. In addition, members of the MVAP team work directly with military servicemembers and veterans who have been targeted, or their representatives, to help resolve their consumer protection related issues or find other outside assistance if necessary.

<http://myfloridalegal.com/85256CC5006DFCC3.nsf/0/DC72253DC136688785258123003E1ADD?Open&Highlight=0,mvap>

Florida Attorney General Military Consumer Protection Resource Guide. This guide offers information on predatory lending practices, identity theft, debt collection, foreclosure fraud, and other schemes used to target members of the military. With a designated team on standby to review complaints submitted by servicemembers and veterans, my office will continue working to ensure that all military members are protected from unscrupulous businesses and individuals. [http://myfloridalegal.com/webfiles.nsf/WF/RMAS-A9KQ6C/\\$file/CP+Military+Guide.pdf](http://myfloridalegal.com/webfiles.nsf/WF/RMAS-A9KQ6C/$file/CP+Military+Guide.pdf)

The Florida Bar Consumer Information and Pamphlets. The Florida Bar offers 47 consumer pamphlets as a service for consumers. These pamphlets are not a substitute for hiring an attorney, but they provide basic legal information about the topics they cover. Here you'll also find links to useful forms and resources, and a list of volunteer opportunities, developed by the Bar's Citizens Advisory Committee, for nonlawyers interested in getting involved with the legal and judicial system. <https://www.floridabar.org/public/consumer/>

## Senior Veterans

VA Geriatrics and Extended Care. Summary of services offered for Senior Veterans. <https://www.va.gov/GERIATRICS/index.asp>

VA Care Home and Community Based Services. [https://www.va.gov/GERIATRICS/pages/Home\\_and\\_Community\\_Based\\_Services.asp](https://www.va.gov/GERIATRICS/pages/Home_and_Community_Based_Services.asp)

VA Residential Settings and Nursing Homes. [https://www.va.gov/GERIATRICS/pages/Nursing\\_Home\\_and\\_Residential\\_Services.asp](https://www.va.gov/GERIATRICS/pages/Nursing_Home_and_Residential_Services.asp)

Paying for Long Term Care. [https://www.va.gov/GERIATRICS/pages/Paying\\_for\\_Long\\_Term\\_Care.asp](https://www.va.gov/GERIATRICS/pages/Paying_for_Long_Term_Care.asp)

VA Caregiver Support. <https://www.caregiver.va.gov/>

VA and Non-VA Geriatric Resources. [https://www.va.gov/GERIATRICS/pages/other\\_resources.asp](https://www.va.gov/GERIATRICS/pages/other_resources.asp)

Veteran-Directed Care Program (VDC). Veteran Directed Home and Community Based Services gives Veterans of all ages the opportunity to receive the Home and Community Based Services they need in a consumer-directed way. Veteran Directed Care is for Veterans who need assistance with activities of daily living (e.g., bathing and getting dressed) or instrumental activities of daily living (e.g., fixing meals); are isolated, or their caregiver is experiencing burden. Veterans in this program are given a flexible budget for services that can be managed by the Veteran or the family caregiver. Veteran-Directed Care can be used to help Veterans continue to live at home or in their community.

[https://www.va.gov/GERIATRICS/pages/Veteran-Directed\\_Care.asp](https://www.va.gov/GERIATRICS/pages/Veteran-Directed_Care.asp)

State of Florida Veteran Assisted Living Facility and Nursing Homes. The Florida Department of Veterans' Affairs operates six skilled nursing facilities and one assisted living facility. All facilities are licensed by the Agency for Health Care Administration and inspected annually by AHCA and the U.S. Department of Veterans Affairs. The homes are supervised round the clock by registered and licensed nurses. Basic admission requirements for all state veterans' homes include an honorable discharge, state residency prior to admission, and certification of need of assisted living or skilled nursing care as determined by a VA physician. <http://floridavets.org/locations/state-veterans-nursing-homes/>

Senior Helpers. Senior Helpers is helping senior Veterans to understand how they can qualify and apply for the VA's Aid & Attendance Benefit, which pays seniors for the in-home senior care they need to live comfortably and safely. Veterans, their spouses, and surviving spouses of veterans may be eligible for this benefit, which is a tax-free pension benefit that provides financial aid to help offset the cost of long-term, nonmedical in-home care. <https://www.seniorhelpers.com/services/va-benefit-assistance>

Elder Source. Veterans and persons with disabilities and their caregivers face many challenges in finding assistance. The Aging and Disability Resource Center (ADRC) Help Line will work with you to find in-home care or community assistance programs. We have relationships with a number of agencies to give you support. <https://www.myeldersource.org/programs-services/adults-with-disabilities-veterans/>

Aging True Community Senior Services guides older individuals to help make their elder years an enriching and graceful culmination of life. We provide seniors with the care and assistance they need to live independently. <https://www.agingtrue.org/>

Community Hospice Veterans Care. Military veterans, especially those who saw combat, can experience the end of life differently than those who didn't serve. We are honored to not only serve veterans and their caregivers by providing specialized compassionate care to meet their unique needs now and at the end of life, but to also commemorate their sacrifices in meaningful ways that ensure their legacies live on. <https://www.communityhospice.com/services/veterans-care/>

Military Funeral and Burial Benefits. Veterans' Burial Benefits Checklist <https://www.funeralbasics.org/veterans-burial-benefits-checklist/> Military Retiree Survivor Checklist <https://www.military.com/benefits/survivor-benefits/military-retiree-survivor-checklist.html> Disabled Veterans of America Death Benefits Guide [https://www.dav.org/wp-content/uploads/Death\\_Benefits\\_Guide.pdf](https://www.dav.org/wp-content/uploads/Death_Benefits_Guide.pdf) National Cemetery Administration Burial Benefits [https://www.cem.va.gov/cem/burial\\_benefits/index.asp](https://www.cem.va.gov/cem/burial_benefits/index.asp) How to Apply for a Veterans Burial Allowance <https://www.va.gov/burials-memorials/veterans-burial-allowance/>

Northeast Florida Senior Services Resources. Aunt Bertha provides additional senior service resources for Northeast Florida. <https://www.auntbertha.com/search/text?term=elder+care&postal=32217&language=en>

## Service Dogs

Patriot Service Dogs. Dedicated to helping our disabled military community gain a sense of independence through a partnership with a well-trained service dog. <https://www.patriotservicedogs.org/>

Golden PAWS Assistance Dogs. Promotes independence for combat wounded veterans and children with life-changing disabilities through partnerships with skilled assistance dogs. [www.goldenpaws.org](http://www.goldenpaws.org)

K9s for Warriors. Dedicated to providing service canines to our warriors suffering from Post-Traumatic Stress Disorder, Traumatic Brain Injury, and/or Military Sexual Trauma as a result of military service post-9/11. [www.k9sforwarriors.org](http://www.k9sforwarriors.org)

New Horizons Service Dogs. We train our service dogs primarily to assist adults and children in wheelchairs and also to assist those individuals with other mobility and balance problems. We have specialized programs for veterans with disabilities and children with autism.

<https://newhorizonsservicedogs.org/>

## Food

Community Health Outreach “The Lord’s Pantry.” The Community Health Outreach “The Lord’s Pantry” provides food assistance for those who need it most. <https://www.chojax.net/hours>

Mission House. Mission House is the only day facility to help meet the needs of people who are homeless at the Beaches through compassion, faith, and programs designed to provide assistance at an individual level. Today, our number one goal is to assist people who are homeless off the streets of the Beach and back to productive and self-sufficient lives. <https://www.missionhousejax.org/services> -

Food Pantry Locator. [https://ampleharvest.org/find-pantry/?gclid=Cj0KCQjw3qzzBRDnARIsAECmryrWfq0ae6NenqrRcvcXpozZwsyOLWGMgtJufGPuQa71uo0UjLrjviEaAhdXEALw\\_wcB](https://ampleharvest.org/find-pantry/?gclid=Cj0KCQjw3qzzBRDnARIsAECmryrWfq0ae6NenqrRcvcXpozZwsyOLWGMgtJufGPuQa71uo0UjLrjviEaAhdXEALw_wcB)

Lutheran Social Services Hunger Relief. Lutheran Social Services has spent 40 years fighting local hunger through a wide array of hunger-relief initiatives. In 2014, Lutheran Social Services rebranded this portion of its outreach as the Nourishment Network to focus on specific populations.

[https://www.lsfnet.org/?gclid=Cj0KCQjw3qzzBRDnARIsAECmryqJHHPUENg-VtkqPH6Di5LRZArKZFODCZx\\_oOhq6ggcI7zJfMBf\\_isaAo\\_eEALw\\_wcB](https://www.lsfnet.org/?gclid=Cj0KCQjw3qzzBRDnARIsAECmryqJHHPUENg-VtkqPH6Di5LRZArKZFODCZx_oOhq6ggcI7zJfMBf_isaAo_eEALw_wcB)

Feeding Northeast Florida. Feeding Northeast Florida feeds local children and families, senior, and veterans that struggle to put food on the table. This link provides a listing of Feeding Assistance and Partners of Feeding Northeast Florida in Baker, Bradford, Clay, Duval, Flagler, Nassau, Putnam, and St. Johns County. <https://www.feedingnefl.org/feeding-assistance/>

Food Pantry Green Cove Springs. Since 1989, we have been providing Clay County with emergency food for families and individuals in need. We rely on food drives from local organizations to stock our shelves and donations from foundations, corporations, and individuals in the community.

<https://foodpantryofgreencovesprings.org/>

Salvation Army Meal Ministry. 900 W. Adams Street, Downtown Jacksonville. Dinner for unsheltered homeless persons and the working poor occurs every night of the year at 6pm, and on Sunday mornings at 8:30am in the dining room of the Towers Center of Hope at 900 W. Adams Street in Downtown Jacksonville. The line forms at 5:30pm at the gate on the Davis Street side of the building.

<https://salvationarmyflorida.org/jacksonville-ac/#toggle-id-2>

Greater Jacksonville Area USO Healthy Family Initiatives and No Dough Dinners. A year-round program offered by the USO offers free homestyle dinners to service members and their families. <https://jax.uso.org/programs>

Department of Children & Families (Access Florida) – Food Stamps. Apply for food stamps, TANF, and Medicaid online (quickest way) or submit a paper application. The online application takes about 30 minutes. You will need information about household members, rent/mortgage information, expenses, vehicle information, bank statements, income, and assets. Most households must have gross annual income less than or equal to 200% of the Federal Poverty Level. [www.myflorida.com/accessflorida](http://www.myflorida.com/accessflorida)

Northeast Florida Food Resources. Aunt Bertha provides additional food resources for Northeast Florida.

<https://www.auntbertha.com/food/emergency-food--jacksonville-fl?postal=32217>

## Healthcare

- [Veterans Administration Northeast Florida Medical Facilities](#)
- [Veterans Administration Medical Programs](#)
- [Department of Defense Northeast Florida Medical Facilities](#)
- [Veterans Health Library](#)
- [No Cost/Low Cost Medical Facilities](#)
- [Mental Health/PSTD](#)
- [Support Groups](#)
- [Specialty Care](#)
- [Healthcare Professionals](#)

### **Veterans Administration Northeast Florida Medical Facilities**

Jacksonville Vet Center. We provide a broad range of counseling, outreach, and referral services for veterans, active duty servicemembers, Guard and Reservists, and families who have earned this no-cost benefit through their service in combat zones. 3728 Phillips Highway, Suite 31; Jacksonville, FL 32207. Phone: 904-399-8351; Fax: 904-399-8355. For assistance after hours, weekends, and holidays call: 1-877-WAR-VETS (1-877-927-8387) [https://www.va.gov/find-locations/facility/vc\\_0305V](https://www.va.gov/find-locations/facility/vc_0305V)

VA Community Resource and Referral Center (CRRC). 605 West Beaver Street, Jacksonville, FL 32202. (904) 798-2800

VA Jacksonville Outpatient Clinic. 1536 North Jefferson Street, Jacksonville, Florida 32209. (904) 475-5800 or (877) 870-5048

VA University Boulevard VA Outpatient Clinic. Memorial Health Plaza, 3901 University Boulevard South, Jacksonville, Florida 32216. (904) 732-6300

VA Women's Health Community Based Outpatient Clinic. 3901 University Boulevard South, Building 100, Room 108, Jacksonville, Florida 32216. (904) 732-9818

VA Community Based Outpatient Clinic; 3901 University Blvd S, Bldg 100 32216; Women Veterans Clinic same address?

VA Southpoint Outpatient Clinic. 6900 Southpoint Drive North, Jacksonville, Florida 32216. 9904) 470-6900

VA St. Augustine Clinic. 195 Southpark Boulevard, St. Augustine, Florida 32086. (904) 829-0814

VA Malcom Randall Department of Veterans Affairs Medical Center. 1601 Southwest Archer Road, Gainesville, FL 32608. (352) 376-1611

VA Middleburg Clinic. 400 College Drive Suite 200, Middleburg, FL 32068-8525. (904) 213-2700

VA Facility Locator. [www.va.gov/landing2\\_locations.htm](http://www.va.gov/landing2_locations.htm)

## Veterans Administration Medical Programs

**VA MISSION Act.** The MISSION Act gives Veterans greater access to health care in VA facilities and the community, expands benefits for caregivers, and improves VA's ability to recruit and retain the best medical providers. [www.missionact.VA.gov](http://www.missionact.VA.gov)

**VA Health Care Benefits.** With VA health care, you're covered for regular checkups with your primary care provider and appointments with specialists (like cardiologists, gynecologists, and mental health providers). You can access Veterans health care services like home health and geriatric (elder) care, and you can get medical equipment, prosthetics, and prescriptions. Find out how to apply for and manage the health care benefits you've earned. [www.va.gov/healthbenefits](http://www.va.gov/healthbenefits)

**Women Veterans Healthcare.** Learn more about the changing face of women Veterans and what VA is doing to meet their health care needs. [www.womenshealth.va.gov](http://www.womenshealth.va.gov)

**Caregiver Support Program.** As a family caregiver you play an important role in caring for the Veteran at home and in the community. VA has two programs for caregivers: The Program of General Caregiver Support Services (eligible Veterans all eras) and the Program of Comprehensive Assistance for Family Caregivers (eligible post-9/11 Veterans). [www.caregiver.va.gov](http://www.caregiver.va.gov)

## Department of Defense Northeast Florida Medical Facilities

Naval Hospital Jacksonville. 2080 Child Street, Jacksonville, Florida 32214. <https://tricare.mil/mtf/jacksonville>

Branch Health Clinic NAS Jacksonville. Building 964 (corner of Enterprise Ave., Ajax St. and Birmingham Ave.), Jacksonville, FL. 32214  
<https://tricare.mil/mtf/Jacksonville/Health-Services/Naval-Branch-Health-Clinic-Jacksonville>

Branch Health Clinic Mayport Naval Station. Building 2104, 2104 Massey Ave. Jacksonville, FL. 32228.  
<https://tricare.mil/mtf/Jacksonville/Health-Services/Naval-Branch-Health-Clinic-Mayport>

Coast Guard Sector Jacksonville Medical. <https://www.atlanticarea.uscg.mil/Our-Organization/District-7/Units/Sector-Jacksonville/Medical/>

## Veterans Health Library

**Veterans Health Library.** The VHL offers Veterans, family members, and caregivers 24/7 access to comprehensive, consistent, Veteran-focused health information, no matter where the Veteran receives care. The VHL provides information that's been approved by VA experts; is designed to be easy for Veterans to use and understand; features Veteran-specific health topics, like posttraumatic stress disorder (PTSD), Agent Orange and combat-related traumatic brain injury; has been improved with testing and feedback from Veterans, family members, and health care providers.  
<https://www.veteranshealthlibrary.va.gov/>

## No Cost/Low Cost Medical Facilities

Volunteers in Medicine Jacksonville. Volunteers in Medicine is a free healthcare clinic that provides outpatient primary and specialty medical services to Northeast Florida's working, low-income, uninsured individuals and their families. <https://vim-jax.org/>

MASS Clinic. MASS Clinic provides free, volunteer-based care management to the uninsured population of Duval County. <https://massclinic.org/>

WeCareJax. WeCareJax is a non-profit 501(c)3 formed in 1993 to improve access to specialty health care for low-income and uninsured patients.  
<https://wecarejacksonville.org/>

University of Florida Jacksonville Health and Transition Services. The transition from pediatric health care to adult-oriented health care can be very complicated for people with disabilities and chronic health conditions. The Jacksonville Health and Transition Services (JaxHATS) clinic was created to help make this transition easier. JaxHATS serves teens and young adults, ages 16-26, with chronic medical or developmental problems.  
<https://hscj.ufl.edu/jaxhats/>

St. Vincent's Mobile Health Outreach Ministry (MHOM) provides free acute and preventive medical care to those who are medically underserved in Northeast Florida, by bringing fully staffed doctors-offices-on-wheels to the neighborhoods where its services are needed most. Adults: The

program is for the uninsured and those who fall at or below 200% of the Federal Poverty Level. Call 904-308-7809. Children: No financial information is needed. For information on our pediatric program and which schools are serviced, please contact 904-308-7919.

Low-cost or sliding scale clinics in Florida. [https://www.needymeds.org/medical\\_clinics.taf?function=state&state=FL](https://www.needymeds.org/medical_clinics.taf?function=state&state=FL)

Resource Listing for Area Healthcare Payment Assistance. <https://www.auntbertha.com/health/help-pay-for-healthcare--jacksonville-fl?postal=32217>

Community Health Outreach has been providing services for 25 years, operating a primary medical care and emergency dental treatment facility administered through the Access to Health Care Act, food pantry, and pregnancy center located in Duval County, Florida. <https://chojax.org/>

The Healthy Start Coalition. In Northeast Florida too many babies die from preventable causes and lack of health services. The Healthy Start Coalition leads a cooperative community effort to reduce infant mortality and improve the health of children, childbearing women and their families in Northeast Florida. <http://nefhealthystart.org/about/>

Vision is Priceless. Vision Is Priceless (VIP) was founded in Jacksonville, FL as a non-profit organization in 1996 to fill the need in the community for vision screenings. Screenings help identify problems as early as possible for those at risk for eye disease. When screenings detect potential problems, clients are referred to their eye care professionals for proper treatment. For the uninsured and underserved in our community, Vision Is Priceless also provides access to vision care that includes eye exams, prescription glasses, and specialty care. Vision Is Priceless serves Duval, Clay, St. Johns, Nassau, and Baker Counties. <http://www.visionispriceless.org/about/>

Florida Department of Health offers a variety of health care programs and services. We have a dedicated team of physicians, dentists, nutritionists, health educators, mental health counselors, social workers, pharmacists, family support workers, health support technicians, and other health personnel who provide quality care to our patients. Duval County <http://duval.floridahealth.gov/programs-and-services/clinical-and-nutrition-services/index.html> Baker County <http://baker.floridahealth.gov/programs-and-services/clinical-and-nutrition-services/index.html> Clay County <http://clay.floridahealth.gov/programs-and-services/clinical-and-nutrition-services/index.html> Nassau County <http://nassau.floridahealth.gov/programs-and-services/clinical-and-nutrition-services/index.html> St. Johns County <http://stjohns.floridahealth.gov/programs-and-services/clinical-and-nutrition-services/index.html>

Department of Children & Families – Medicaid. Medicaid provides medical coverage for low income individuals and families. Can apply online by creating a MyACCESS Account or by paper application. Florida residents who are eligible for SSI are automatically eligible for Medicaid from the Social Security Administration. Share of Cost: Individuals who are not eligible for “full” Medicaid due to income or assets may qualify for this program. Individual must have a certain amount of medical bills each month before Medicaid can be approved. Once an individual meets the share

of cost for the month they must contact DCF to approve Medicaid for the remainder of the month. <https://www.myflfamilies.com/service-programs/access/medicaid.shtml>

Northeast Florida Medical Resources. <https://www.auntbertha.com/health/medical-care--jacksonville-fl?postal=32217>

## Mental Health/PTSD

### Regional

VA Mental Health Service. Your mental health is a critical component to your overall wellness. If you are experiencing mental health challenges or suspect a family member would benefit from talking to a mental health provider, VA offers ways to help. Veterans and their family members can connect with support through in-person appointments at local VA facilities, telehealth sessions, and online resources. Learn more about how you or someone you care about can find help, either in your local community or online.

[https://www.mentalhealth.va.gov/index.asp?utm\\_source=google&utm\\_medium=cpc&utm\\_campaign=search-va&utm\\_content=mental-health&utm\\_term=%2Bva%20mental%20health%20services&gclid=Cj0KCQjw3qzzBRDnARIsAECmrypNq-sqa6jShOhQKw8Ai4-AdktdNf8sIdND1O3m5MVkUb8rY15PHNwaAiUUEALw\\_wcB](https://www.mentalhealth.va.gov/index.asp?utm_source=google&utm_medium=cpc&utm_campaign=search-va&utm_content=mental-health&utm_term=%2Bva%20mental%20health%20services&gclid=Cj0KCQjw3qzzBRDnARIsAECmrypNq-sqa6jShOhQKw8Ai4-AdktdNf8sIdND1O3m5MVkUb8rY15PHNwaAiUUEALw_wcB)

Cohen Veterans Network. At the Cohen Veterans Network (CVN), we seek to improve the quality of life for veterans, including those from the National Guard and Reserves, and their families. CVN works to strengthen mental health outcomes and complement existing support, with a particular focus on post-traumatic stress. CVN's focus is on post-9/11 veterans, their families, and active duty military families in order to get ahead of transition challenges before they become chronic or acute. CVN offers care at their Jacksonville Clinic and through telehealth.

<https://centerstone.org/cohen-military-family-clinic/jacksonville/>

Polytrauma/TBI System of Care. VA's Polytrauma System of Care (PSC) is an integrated network of specialized rehabilitation programs dedicated to serving Veterans and Service Members with both combat and civilian related Traumatic Brain Injury (TBI) and polytrauma. Services available through PCS include: interdisciplinary evaluation and treatment, development of a comprehensive plan of care, case management, patient and family education and training, psychosocial support, and application of advanced rehabilitation treatments and prosthetic technologies.

<https://www.polytrauma.va.gov/>

Eisenhower Clinic offers military veterans impact and brain injury rehabilitation in Jacksonville, Florida.

<http://www.eisenhowercenter.com/facilities/florida/>

Mental Health Resource Center. Founded in Jacksonville in May 1977, Mental Health Resource Center, Inc. (MHRC) is a Florida nonprofit corporation that provides a wide range of behavioral health and social services to the community. Included in MHRC's service array are 24-hour emergency services; inpatient psychiatric services for children, adolescents and adults; and numerous outpatient services, including medication management, case management, counseling, supported housing, psychosocial rehabilitation, two programs for the homeless, a therapeutic family program, state hospital liaison services, forensic services, in-jail services, and nine Florida Assertive Community Treatment (FACT) programs for adults with severe and persistent mental illness located in Clearwater, Gainesville, Jacksonville, Kissimmee, Rockledge, Tampa, and Winter Haven. <http://www.mhrcflorida.com/>

Wekiva Springs Center. Wekiva Springs Center provides mental health and substance abuse treatment to adults and senior adults. Our diverse continuum of programs is designed to help patients achieve stability and develop coping skills that can promote long-term recovery and mental wellness. We strive to help patients recognize self-destructive patterns and their self-worth. Programs are offered at multiple levels of care to meet each patient's treatment needs. The level of care an individual receives is determined by a [no-cost, confidential assessment](#). We also offer military-specific care for active duty service members, veterans and their families through TRICARE®. <https://wekivacenter.com/treatment-services/>

Starting Point Behavioral Healthcare. Starting Point Behavioral Healthcare has served Nassau County and the surrounding communities since 1992, when it opened under the name Nassau County Mental Health Alcoholism and Drug Abuse Council, Inc. We are a private, not-for-profit agency providing psychiatric treatment, mental health counseling and substance use disorder treatment. Our goal is to provide a coordinated approach to care that meets the individual needs of the client and addresses the total behavioral health needs of the community. Through collaborative efforts with other health care providers, we have created a robust treatment approach that includes private clinicians, family service agencies, the legal system, schools, clergy and hospitals. [www.spbh.org](http://www.spbh.org)

The Recovery Village® is one of the many rehabilitation centers in the country that helps veterans with substance use disorders. With centers in Florida, Colorado, Ohio and Washington, we offer comprehensive treatment for dual diagnosis-based drug and alcohol cases, among other conditions. Top-of-the-line medical care, wellness programs, and holistic therapy designed to treat the whole self are just a few of the many treatments you can expect at our centers. Each facility is also staffed with experienced specialists who all share the same goal of helping patients on the road to recovery. <https://www.therecoveryvillage.com/resources/veterans/>

Heroes' Mile provides in-patient and outpatient programs for Substance Abuse, Post-Traumatic Stress (PTS) and Military Sexual Trauma (MST) program designed for Military Service Veterans who are experiencing problems with addiction and other psychological impacts. We are unique, having veterans serving veterans. Our mission is to guide individuals from self-defeating thinking and behaviors to a higher level of social, emotional and moral awareness. We choose to serve Veterans because we have a long history of working with those suffering from addiction and the effects of Post-Traumatic Stress (PTS) and Military Sexual Trauma (MST) while serving in the Military. <https://www.heroesmile.com/resources/faqs/>

Florida Traumatic Brain Injury Resources. <https://www.traumaticbraininjury.com/resources/florida/>

Northeast Florida Mental Health Resources. <https://www.auntbertha.com/health/mental-health-care--jacksonville-fl?postal=32217>

## National

Emory Healthcare Veterans Program. We offer, expert treatment to Service members and Post-9/11 Veterans battling with PTSD, Traumatic Brain Injury, Military Sexual Trauma, Anxiety, or Depression. We provide a 2-week intensive outpatient program that delivers as many sessions of therapy as a full year of standard outpatient treatment. We can treat Service members and Veterans anywhere in the US regardless of discharge status. We cover the cost of transportation, lodging, and meals during the program. There are no out-pocket costs for patients.

<https://www.emoryhealthcare.org/centers-programs/veterans-program/index.html>

The SHARE Military Initiative at Shepherd Center is a comprehensive rehabilitation program that focuses on assessment and treatment for active duty or separated service members who have served in the U.S. military since September 11, 2001. The program helps service members who are experiencing symptoms of or have a diagnosis of mild to moderate brain injury, or concussions and any co-occurring psychological or behavioral health concerns, including post-traumatic stress. SHARE Military Initiative provides hope, assistance, support, and education to service members and their families during their recovery treatment and beyond. <https://www.shepherd.org/patient-programs/care-for-us-service-members>

Project Healing Heroes. We are combat veterans who have expertise in treating post-traumatic stress (disorder), often referred to as PTS(D). PTS(D) treatment programs have better results when they are flexible and individualized. Our Resiliency Formation Training Series educates trauma survivors and provides them with a precision-targeted, personalized training plan. <https://www.projecthealingheroes.org/about>

Veterans Mental Health. n Online Community for those who want to learn more about Veteran Mental Health, support those who have served, and reduce the barriers to health and wellness that exist for our nation's service members. <http://veteranmentalhealth.com/>

Vets Prevail is an online mental health awareness and education platform that uses technology, clinical mental health counseling resources, and anonymous peer support to assist veterans in gaining better understanding and awareness about their mental health and wellness. Anonymous self-assessments help provide an understanding of challenges you may be facing. Self-guided learning helps to teach the veteran about the different aspects of mental health and wellness. Users have the ability to be connected to a Peer and participate in an anonymous online chat with a certified user that has worked through the program themselves. <https://www.vetsprevail.org/>

Give An Hour is a national 501(c)3 Nonprofit that administers a network of licensed mental health providers that have agreed to provide no-cost services to veterans and those who support them. <https://giveanhour.org/get-help/>

Make the Connection connects Veterans, their family members and friends, and other advocates with mental health information, local resources, and Veterans' own inspiring stories of recovery. <https://maketheconnection.net/>

## Support Groups

American Foundation for Suicide Prevention (AFSP) provides support and resources for right after a Suicide, connecting with other survivors, and Honoring a loved one. <https://afsp.org/find-support/ive-lost-someone/>

Survivors of Suicide. Founded in 1995, Survivors of Suicide of Northeast Florida (SOS) is a nonprofit organization that provides support to families, friends, and those who have lost a loved one to suicide. Our mission is to guide, educate and support survivors through the healing process. <http://www.neflsurvivors.com/home.aspx>

The Vinson Foundation: Helping Families Coping with Suicide Loss: Offering Support Groups monthly in the Orange Park, Jacksonville, and St. Augustine areas: <https://thevinsonfoundation.org/>

Stepping Stone Center for Recovery provides a free group for those who know someone suffering with substance abuse. <https://www.stepsingstonecenter.com/>

Operation Home Front – This organization assists immediate family members of those who are wounded, ill, injured or deployed. Criteria is listed under each type of assistance that may be provided and will guide you to your local chapter. [www.operationhomefront.net](http://www.operationhomefront.net)

VA Caregiver Support Program. As a family caregiver you play an important role in caring for the Veteran at home and in the community. VA has two programs for caregivers: The Program of General Caregiver Support Services (eligible Veterans all eras) and the Program of Comprehensive Assistance for Family Caregivers (eligible post-9/11 Veterans). [www.caregiver.va.gov](http://www.caregiver.va.gov)

Gratitude America's mission is to provide critical support for service members, veterans, and their families by conducting meaningful restorative retreats to assist participants affected by deployment exposures such as combat related stress and Traumatic Brain Injury. <https://www.gratitudeamerica.org/>

National Alliance on Mental Wellness (NAMI) Veterans and Active Duty. NAMI provides advocacy, education, support and public awareness so that all individuals and families affected by mental illness can build better lives. The NAMI Veterans and Active Duty page focus on questions that military personnel often ask, concerning treatment resources, disclosure and staying healthy during the transition to civilian life. <https://www.nami.org/Find-Support/Veterans-and-Active-Duty>

Florida Region of Nar-Anon Family Groups. Nar-Anon is a twelve-step support group for families and friends of addicts. There are no dues or fees to join. Just come to a meeting. You will hear others, who are going through similar problems, talk about how they cope and find recovery.

<https://naranonfl.org/>

A Handbook for Survivors of Suicide. [https://suicidology.org/wp-content/uploads/2019/07/SOS\\_handbook.pdf](https://suicidology.org/wp-content/uploads/2019/07/SOS_handbook.pdf)

## Specialty Care

Jacksonville Speech & Hearing Center. As the only non-profit agency in Northeast Florida accredited for both speech-language pathology and audiology services, we provide the highest quality compassionate care through the generosity of individuals, corporations, foundations, and partnering organizations to ensure that no one is turned away. <https://shcjax.org/>

Gateway is proud to be a recognized leader in addiction treatment for adults and adolescents in the Northeast Florida region. Since 1978, Gateway has been committed to providing compassionate services to those lost in the despair of addiction. <https://www.gatewaycommunity.com/>

Community Hospice & Palliative Care Military veterans, especially those who saw combat, can experience the end of life differently than those who didn't serve. We are honored to not only serve veterans and their caregivers by providing specialized compassionate care to meet their unique needs now and at the end of life, but to also commemorate their sacrifices in meaningful ways that ensure their legacies live on.

<https://www.communityhospice.com/services/veterans-care/>

River Region Human Services. River Region serves the entire Northeast Florida community, including metro Jacksonville and residents of Baker, Clay, Duval, St. Johns and Nassau counties. We provide a wide variety of prevention, education, and treatment services for drug and alcohol abuse or addiction, mental health issues, and HIV/AIDS. <https://www.rrhs.org/>

Hope Therapy. It is Hope Therapy's mission to improve the quality of life of children and adults, with various diagnoses, using equine assisted activities and therapy. We serve children as young as 2 and adults that are 60+ years old. Clients are taken on a case by case basis, ensuring that it will be a productive and positive experience for them. Some of the diagnoses we serve include: Cerebral Palsy, Down's Syndrome, Multiple Sclerosis, Spina Bifidia, ADHD, behavior disorders, developmental delay, traumatic brain injury, stroke, Autism, cancer, PTSD, and learning disabilities.

<https://hopetherapy.org/>

Brooks Rehabilitation offers one of the most comprehensive and diverse adaptive sports and recreation programs in the country. We believe that everyone in our community should have access to the health-promoting, life-enhancing benefits of participation in sport and recreation. Veterans are welcome to participate in veteran exclusive activities as well as regular programming. <https://brooksrehab.org/services/adaptive-sports/>

Pleural Mesothelioma Center. Countless veterans are currently suffering from life-threatening illnesses that are a result of exposure to asbestos, a material that was commonly used in hundreds of military applications, products, and ships because of its resistance to fire. Veterans who have been diagnosed with mesothelioma even qualify for special benefits from the U.S Department of Veteran Affairs. We recently published an educational guide about pleural mesothelioma, the most common type of mesothelioma. [pleuralmesothelioma.com/treatment/](http://pleuralmesothelioma.com/treatment/)

## Healthcare Professionals

VA Community Provider Toolkit. Specifically for providers outside the U.S. Department of Veterans Affairs (VA), this website provides a wide array of resources to assist providers who treat veterans and their families. It includes information on understanding military culture and experience, connecting with your local VA, and tools for working with a variety of mental health conditions. [www.mentalhealth.va.gov/communityproviders](http://www.mentalhealth.va.gov/communityproviders)

Non-VA Provider Overview. Community providers are a vital part of VA's high-performing health care network; making sure Veterans who have served our country and their families get the timely, high-quality health care they need. With community care, Veterans and their family members (dependents) can receive care from a local provider in their community depending on specific eligibility requirements, their medical needs and circumstances, care available at VA, and other factors. Find out how you can serve Veterans and their families through this web site: <https://www.va.gov/COMMUNITYCARE/providers/index.asp>

Center for Deployment Psychology: Training and consultation services for providers working with service members and veterans on deployment related behavioral health services and treatment. Resources include online coursework, condition criteria, and treatment guidelines. <https://deploymentpsych.org/MilFam-Resources>

Military Cultural Competence Training. The DoD and VA developed a free web-based Military Cultural Competence training for health care professionals. This course consists of four interrelated modules to better understand military culture. The training offers up to 8 CE credits (2 credits per module) and takes about 8 hours to complete. <http://deploymentpsych.org/military-culture-course-modules>

## Housing and Transportation

- [Veterans Administration Housing Programs](#)
- [Homeless/Transitional Housing. Regional, National](#)
- [Permanent Housing. Regional, National](#)
- [Home Repairs](#)
- [Transportation](#)

### Veterans Administration Housing Programs

National VA Homeless hotline – 24 hour - 877-424-3838. Veterans who are homeless or at imminent risk of becoming homeless can call or visit their local VA Medical Center or Community Resource and Referral Center where VA staff are ready to help. Veterans and their families may also call 1-877-4AID-VET (1-877-424-3838) to access VA services.

Community Resource and Referral Center (CRRC) Jacksonville. The CRRC is located directly adjacent to the Clara White Mission in downtown Jacksonville, and it serves as a one-stop shop for Veterans who are homeless and at risk of homelessness with one-stop access to community-based, multiagency services to promote permanent housing, health and mental health care, career development and access to VA and non-VA benefits. <https://www.va.gov/homeless/crrc.asp>

VA Programs for Homeless Veterans. [https://www.va.gov/HOMELESS/for\\_homeless\\_veterans.asp](https://www.va.gov/HOMELESS/for_homeless_veterans.asp)

VA Programs for At-Risk Veterans and Their Families. [https://www.va.gov/HOMELESS/for\\_at\\_risk\\_veterans.asp](https://www.va.gov/HOMELESS/for_at_risk_veterans.asp)

VA Programs to End Homelessness Among Women Veterans. [https://www.va.gov/HOMELESS/for\\_women\\_veterans.asp](https://www.va.gov/HOMELESS/for_women_veterans.asp)

VA home loan programs help you buy, build, or improve a home or refinance your current home loan—including a VA direct loan and 3 VA-backed loans. Learn more about the different programs and find out if you can get a Certificate of Eligibility for a loan that meets your needs. <https://www.va.gov/housing-assistance/home-loans/loan-types/>

## Homeless/Transitional Housing. Regional, National

### Regional

Beaches Emergency Assistance Ministry (BEAM). BEAM is a 501(c)(3) community-based organization serving low income residents living in Jacksonville's beach communities and serve residents of the following zip codes; 32233, 32266, 32250, 32082, 32224, and 32227. We rely heavily on community support to assist our neighbors in times of need. To prevent homelessness, we provide emergency assistance to cover overdue rent and utility payments. To help families struggling with food insecurity, we operate two client-choice food pantries; one in Jacksonville Beach and one in Mayport. <https://www.jaxbeam.org/>

Liberty Center III is a HUD subsidized, Single Room Occupancy (SRO) property for homeless women only, transitioning to permanent housing. We accept only single women, no children. Monthly rent and deposit are based on the applicant's income. HUD establishes rent and deposit amounts. We do accept women with no income at all. <https://www.libertycenters.org/liberty-center-iii>

Homeless Veteran Reintegration Program (HRVP). The City of Jacksonville, Military Affairs and Veterans Department (MAVD) houses the HVRP which provides an array of services utilizing a case management approach that directly assists homeless veterans and offers critical access to a variety of local support services. The program is employment focused, and veterans receive the employment and training services they need to re-enter the labor force. Job placement, training, job development, career counseling and resume preparation are among the services that are provided. Support services such as interview clothing and work tools are made available to participants, as well as referrals to temporary, transitional and permanent housing, medical and substance abuse treatment, and transportation assistance. [https://www.coj.net/departments/military-and-veterans-affairs/homeless-veteran-reintegration-program-\(hvrp\)](https://www.coj.net/departments/military-and-veterans-affairs/homeless-veteran-reintegration-program-(hvrp))

Homes for Our Brave. Changing Homelessness works hard to make life better for low-income Veterans and their families living in Duval, Clay and Nassau counties. Funding is provided through the U.S. Department of Veterans Affairs, Supportive Services for Veteran Families (SSVF) program to promote housing stability. We connect homeless and low-income veterans and their families in Duval, Clay and Nassau Counties with partner agencies through one central application process. <http://changinghomelessness.org/homesforourbrave/>

Trinity Rescue Mission provides emergency services including shelter, hot meals, showers, clean clothing, toiletry/hygiene items, and counseling. Trinity also offers a Women & Children's Center, Freedom Farm (a real, working farm located in St. Johns County. In the peaceful and secure environment of Freedom Farm, men come face-to-face with the root causes of their addiction) and other services <https://trinityrescue.org/programs/>

City Rescue Mission, Inc. (CRM) is a 501(c)(3) corporation that provides food, clothing, shelter, emergency services and residential recovery programs to homeless men, women, and women with children. CRM exists to transform the lives of the homeless and needy, serving them through the love and compassion of Jesus Christ. <https://www.crmjax.org/>

Clara White is working in partnership with the community to prevent and reduce homelessness through advocacy, housing, job training, and employment <http://theclearwhitemission.org/>

Salvation Army Center. Shelter for the homeless, food for the hungry, and clothing for the poor provided with care and compassion is what The Salvation Army does best. We believe that lives can be changed for the better and we minister tirelessly to that end. <https://salvationarmyflorida.org/jacksonville-ac/#programs>

Sulzbacher Center's mission is to empower homeless and at-risk women, children and men through health, housing and income services thereby restoring hope and self-sufficiency. Sulzbacher provides a continuum of care approach, addressing all aspects of homelessness including housing, income and health care. Over the more than two decades since the agency opened, the services have grown to include street outreach, primary health, behavioral health and dental care for all ages, permanent housing, job placement and early learning. <https://sulzbacherjax.org/about/#history>

Five Star Veterans Center. For homeless veterans the road home starts here. Our 12-18-month on-site program has proven successful in helping veterans rejoin our community. We provide safe housing, a full complement of health and wellness services, reunite veterans with their families, and help with education and job preparedness. <https://www.5starveteranscenter.org/>

Family Promise of Jacksonville. Family Promise of Jacksonville is a non-profit, interfaith hospitality network providing temporary assistance, hospitality and case management for families with children experiencing homelessness. We recognize that poverty is a multifaceted problem that requires a multifaceted response. Our interfaith, nonsectarian network brings the faith community together to help our community's families regain housing, independence and dignity in a time of need. With an 85% success rate of homeless to home transition, Family Promise of Jacksonville is building better communities, one family at a time. <http://familypromisejax.org/>

Mercy Support Services. Mercy Support Services serves the people of Clay County, Florida who are circumstantially in need by providing services that guide them to self-sufficiency. Working together with local community agencies, governments, and compassionate-hearted people, Mercy serves as a centralized point of contact for those in crisis. A non-profit organization, Mercy works collaboratively to provide "a hand up, not a handout" to families and individuals in need. <https://mercysupportservices.org/about-us/mission-vision/>

Volunteers of America Florida Ben Singleton Center. The Ben Singleton Center GPD program provides transitional housing and supportive services to homeless Veterans to stabilize and prepare them for a life of independence. Program fees are based on income. Veterans are able to stay

in the program for up to two years. Volunteers of America of Florida is a 501c3 nonprofit with results-driven programming which is measured through outcomes. 90% of all participants successfully transition to independent housing. <http://voaflorida.org/bensingleton/>

Emergency Services & Homeless Coalition of St. Johns County (ESHC) provides innovative programs to assist the most chronic homeless families with children in Florida's St. Johns County to get off the street and on the road to self-sufficiency. <http://homelesscoalitionstjohns.com/>

Operations Baranabas. We offer peer mentorship program that allows the veteran or first responder growth and improvement while having one of our volunteers with them every step of the way. <https://operationbarnabasfl.com/>

## National

National Listing of Non-VA Resources for Homeless Veterans Assistance <https://www.va.gov/homeless/nonvaresources.asp>

Veterans Inc. The Veterans Inc. Supportive Services for Veterans and Veteran Families Program helps individuals and families who are homeless or at risk. If you meet the basic eligibility requirements, Veterans Inc. provides direct services and financial assistance to help search for housing, assist with initial rent costs, and pay for certain bills related to back rent or utilities <http://www.veteransinc.org/services/supportive-services-for-veteran-families/>

## Permanent Housing. Regional, National

### Regional

Florida Salute our Soldiers Military Loan Program. The Salute our Soldiers Military Loan Program offers our military service personnel and veterans 30-year, fixed-rate first mortgage loans at a lower rate and with several down payment assistance options. This program is available in all 67 counties throughout the State of Florida to borrowers who are purchasing a primary residence, meet income and purchase price limits, can qualify for a first mortgage loan, and successfully complete a homebuyer education course. <https://floridahousing.org/programs/homebuyer-loan-program-wizards/salute-our-soldiers-military-loan-program>

Jacksonville Housing Authority. <http://www.jaxha.org>

Florida Housing Finance Corporation (Florida Housing) was created by the state Legislature 35 years ago to assist in providing a range of affordable housing opportunities for residents that help make Florida communities great places in which to live, work and do business. Our vision is to be

recognized as an outstanding provider of innovative, measurable, data-driven and fiscally sustainable solutions that respond to the affordable housing challenges of our state. <https://www.floridahousing.org/about-florida-housing>

Nassau County Housing Resources. <https://www.nassaucountyfl.com/909/Housing-Resources-and-Information>

Clay County Housing Resources. <https://www.claycountygov.com/departments/state-housing-initiative-program-ship>

Baker County Housing Resources. <http://machsatsat.org/>

St. Johns County Housing Resources. <http://www.sjcfl.us/Housing/index.aspx>

Northeast Florida Housing Resources. <https://www.auntbertha.com/housing/residential-housing--jacksonville-fl?postal=32217>

Neighborhood Assistance Corporation of America (NACA). Provides housing counseling and access to mortgages with; no down payment, no closing costs, no fees, and no PMI. They do not have a minimum or maximum income requirement, or credit score requirement. Approval for a loan is based on individual circumstances. NACA's "Best in America Mortgage" provides affordable monthly payments, and a below market 30-year or 15-year fixed rate. Must attend a free NACA Homebuyer workshop and face-to-face counseling meeting(s). [www.naca.com](http://www.naca.com)

## **National**

VA home loan programs help you buy, build, or improve a home or refinance your current home loan—including a VA direct loan and 3 VA-backed loans. Learn more about the different programs and find out if you can get a Certificate of Eligibility for a loan that meets your needs. <https://www.va.gov/housing-assistance/home-loans/loan-types/>

Homes For Our Troops (HFOT) builds specially adapted custom homes for severely injured post-9/11 Veterans so they may live in a safe and barrier-free environment. <https://www.hfotusa.org/help/#resources>

Habitat for Humanity Veterans Build Program focuses on five areas: Building, Employment, Volunteer Engagement, Education, and Honor. <https://www.habitat.org/volunteer/near-you/veterans-build>

## Home Repairs

Northeast Florida Community Action Agency' mission is to collaborate with community partners to stabilize vulnerable households and empower families in Northeast Florida to achieve self-sufficiency through education, employment, and advocacy. Low-Income Energy Assistance Program (LIHEAP) assists low-income households with immediate & emergency home energy needs. Weatherization Assistance Program (WAP) helps lower utility costs by replacing or repairing elements of the home that contribute to energy waste. <http://www.nfcaa.net/about/>

Air Angels Foundation of Florida Inc. (Duval, Clay, St. Johns Counties) Our goal is to provide heating & air conditioning to those who are military and seriously ill or disabled & do not have the means or ability to provide it for themselves. In these cases, the lack of air conditioning is detrimental to the health & wellbeing to one or more permanent resident in the household. This may include repairing or replacing an existing air conditioning system or providing air conditioning to a home that does not have it. <http://www.airangels.net/>

USA.gov Repairing and Improving a Home. <https://www.usa.gov/repairing-home>

Habitat for Humanity Veterans Build Program focuses on five areas: Building, Employment, Volunteer Engagement, Education, and Honor. <https://www.habitat.org/volunteer/near-you/veterans-build>

HUD.gov Florida Home Repairs Resources. <https://www.hud.gov/states/florida/homeownership/homerepairs>

Northeast Florida Home Maintenance and Repairs Resources. <https://www.auntbertha.com/housing/maintenance-%26-repairs--jacksonville-fl?postal=32217>

## Transportation

Transportal. Welcome to TransPortal, a virtual transportation resource center funded by the Federal Transit Administration (FTA). This project is a joint effort of the Northeast Florida Mobility Coalition. The Coalition is made up of transportation providers, elected officials, policy makers, planning experts, funding agency representatives and agencies that support transportation disadvantaged individuals including veterans and military families. <http://www.transportal.net>

Northeast Florida Transportation Resources. <https://www.auntbertha.com/transit/help-pay-for-transit--jacksonville-fl?postal=32217>

## Women Veterans

Women's Center of Jacksonville. The Women's Center of Jacksonville is a nonprofit Jacksonville-based organization offering education, support and advocacy to survivors of all genders and ages. <https://womenscenterofjax.org/who-we-are-womens-center-of-jacksonville/>

Northeast Florida Women Veterans is focused on ensuring women who have served on active duty, National Guard or Reserves and their children, transition into the civilian community with the tools they need to become self-sufficient. We operate a resource center to provide supportive and career services to women veterans and advocate for and promote community awareness of their challenges and accomplishments at the local, state and national level ensuring each has a voice. [www.forwomenvets.org](http://www.forwomenvets.org)

Hope 4 Veterans provides military women (women veterans & women spouse) with career readiness/employment, referral, and financial services. We empower military women by bringing them together with projects and events to build confidence and help women whom struggle. (Homelessness, single parent, death of a loved one, unemployment, suicide concerns). We provide financial and employment assistance (Additional assistance such as: Child Care Grants, Transportation Grants and Basic Needs) <https://www.hope4veterans.org/about-us/>

Jacksonville Business Women's Business Center. Programs designed for woman entrepreneurs operating an established business in NE Florida in Duval, Baker, Clay, Nassau, Flagler, St. Johns or Putnam County. <https://jaxchamberfoundation.org/jacksonville-womens-business-center/>

Military Sisterhood Initiative. A peer support community of and for women of the military. <https://www.militarysisterhoodinitiative.org/>

VA Women Veterans Healthcare. Learn more about the changing face of women Veterans and what VA is doing to meet their health care needs. [www.womenshealth.va.gov](http://www.womenshealth.va.gov)

Hubbard House. Highly trained advocates are available 24/7 to talk confidentially with anyone experiencing domestic violence, seeking resources or information, or questioning unhealthy aspects of their relationship. <https://www.hubbardhouse.org/gethelp>

Quigley House. Quigley House offers advocacy and empowerment to victims of domestic violence and sexual assault and provides community education to heighten awareness. Services include 24 Hour Crisis Hotline; 24 Hour Shelter; Individual, Group, and Child Counseling; Sexual Assault Crisis Center. <https://quigleyhouse.org/services/>

Florida Department of Veterans Affairs. The Sunshine State is home to the second largest population of women veterans in the nation, with more than 144,000. Women veterans are one of the fastest growing segments of the veterans' population. Many women veterans don't know that they are eligible for the full range of federal and state benefits, to include special programs for them. <https://floridavets.org/our-veterans/women-veterans/>

Zahara Veterans Network. Established to serve the unique needs of Women Veterans and connect them to the resources needed to positively impact their families and communities. <https://www.zaharavets.org/>

Other Area Women's Resources. <https://www.auntbertha.com/search/text?term=women&postal=32217&language=en>

## Employers

Veterans and transitioning military service members are ready to supply the very skills businesses need to be successful. These men and women have acquired a wealth of knowledge, skills, and competencies through practical workforce experience. In hiring a Veteran, you are providing your company an individual who is committed to excellence and has a passion to perform. Hiring a Veteran is simply good business.

- [Jacksonville Military Veterans Coalition](#)
- [Resources for Hiring Veterans](#)
- [Financial Incentives for Hiring Veterans](#)
- [Employer Recognition](#)
- [Military 101 – Enhancing Employee Knowledge of the United States Military and Veterans](#)

## Jacksonville Military Veterans Coalition

The Jacksonville Military Veterans Coalition can help you reach a valuable resource for your business: Military Veterans. List your business and job opportunities on the Jobs for Vets website and enhance your access to this valuable talent pool. [https://www.coj.net/departments/military-affairs,-veterans-and-disabled-services/jobs-for-vets-\(1\)/jmvc/employers/list-your-job-opportunities.aspx](https://www.coj.net/departments/military-affairs,-veterans-and-disabled-services/jobs-for-vets-(1)/jmvc/employers/list-your-job-opportunities.aspx)

## Resources for Hiring Veterans

Society for Human Resource Management “Veteran Hiring Toolkit.” <https://www.shrm.org/about-shrm/press-room/press-releases/pages/militaryveteranhiringtoolkit.aspx>

CareerSource Northeast Florida Resources for Hiring Veterans. [https://careersourcenortheastflorida.com/hiring\\_veterans](https://careersourcenortheastflorida.com/hiring_veterans)

Veterans Florida Workforce Services provides Florida employers an individualized and tailored approach to overcome employment challenges through skilled veterans who bring a mission-focused mindset with information on Workforce Grants (in qualified Targeted Industries) and Workforce Recruiting. <https://www.veteransflorida.org/employers/>

Employ Florida Veterans Program Portal. This web portal is a gateway to information and resource links that will assist veterans, veterans' families and employers in accomplishing their employment goals. You will find information about the Employ Florida web site that will match job seekers with employers and other employment-related services. <https://veteran.employflorida.com/vosnet/Default.aspx>

US Department of Labor Employer Guide to Hire Veterans. <https://www.dol.gov/veterans/hireaveteran/pdf/Employer-Guide-to-Hire-Veterans-June-2018.pdf>

Families and Work Institute Employer Support for the Military Community. <https://www.familiesandwork.org/research/2013/employer-support-for-the-military-community>

DAV Employment Program. DAV's employment program connects employers with military veterans and their spouses seeking meaningful employment opportunities. <https://www.dav.org/veterans/employment-resources/employers/>

The Veteran Advantage: Hiring and Retaining Veterans with Disabilities. <https://www.dav.org/veterans/employment-resources/hiring-guide/>

Support for Veterans with Little or No Civilian Work Experience. <https://www.coj.net/departments/military-and-veterans-affairs/jmvc/employers/employer-assistance-military-101#Support%20for%20Veterans%20with%20Little%20or%20No%20Civilian%20Work%20Experience>

Best Practices. <https://www.coj.net/departments/military-and-veterans-affairs/jmvc/employers/employer-assistance-military-101#Best%20Practices>

Employer Assistance Web Sites. <https://www.coj.net/departments/military-and-veterans-affairs/jmvc/employers/employer-assistance-military-101#Employer%20Assistance%20Web%20Sites>

## Financial Incentives for Hiring Veterans

Veterans Florida Workforce Services provides Florida employers an individualized and tailored approach to overcome employment challenges through skilled veterans who bring a mission-focused mindset with information on Workforce Grants (in qualified Targeted Industries) and Workforce Recruiting. <https://www.veteransflorida.org/employers/>

Business Incentives for Hiring Veterans. <https://www.debt.org/veterans/business-incentives-hiring/>

How to Get Tax Credits for Hiring Veterans. <https://www.military.com/hiring-veterans/resources/tax-credits-for-hiring-veterans.html>

Veterans Administration Vocational Rehabilitation and Employment (VR&E). Veterans leave military service with a wealth of skills and professional experience. VR&E works to match Veterans with employers for successful careers and offers incentives such as Salary Subsidies; Assistive Technology; Salary Reimbursement; Federal Tax Credit; Non-Paid Work Experience Training. <https://www.benefits.va.gov/vocrehab/employers.asp>

## Employer Recognition

Military Times Best for Vets Employers. Military Times invites companies across the country to fill out a rigorous, 91 question survey evaluating their culture, recruitment and policies for veterans, service members and military families then provides a ranking of veteran friendly companies. <https://charts.militarytimes.com/chart/13>

US Department of Labor HIRE Vets Medallion Program. The HIRE Vets Medallion Award is the only federal-level veterans' employment award that recognizes a company or organization's commitment to veteran hiring, retention, and professional development. <https://www.hirevets.gov/>

Employer Support of the Guard and Reserve Employer Awards. To recognize employers who support their Guard and Reserve employees, ESGR grants a series of Department of Defense awards: Patriot Award; Spouse Patriot Award; Seven Seals Award; Above and Beyond Award; Pro Patria Award; Extraordinary Employer Support Award; Secretary of Defense Employer Support Freedom Award. <https://www.esgr.mil/Employer-Awards/ESGR-Awards-Programs>

National Veterans Employment and Education Commission Awards. <https://www.legion.org/careers/awards>

AMVETS Employer of the Year. The AMVETS Veteran Friendly Employer of the Year Awards program recognizes employers who make a commitment to include veterans in their organizational culture through both their hiring practices and community involvement.

<https://amvets.org/employers-year/>

## **Military 101**

[Military 101 – Enhancing Employee Knowledge of the United States Military and Veterans](#) was designed to assist employers, human resources personnel, and employees in maximizing the Veteran and transitioning service member workforce population within recruiting and retention efforts. With a basic understanding of military job skills, rank structure, and methods to increase awareness within the Veteran and transitioning service member workforce, employers can reach this population of potential candidates which can result in a long-lasting positive impact on business operations today and into the future. In addition to leaders involved in the hiring process, to ensure retention and support of veteran employees, it is crucial that fellow employees have a basic understanding of a military veteran's experience. Military 101 can be placed on a company's intranet or public site so employees can have access to this information 24/7.

## Veteran Employment

- [Jacksonville Military Veterans Coalition](#)
- [Employment Opportunities. Regional, National](#)
- [Transition and Employment Programs/Resources. Regional, National](#)
- [No Cost Skills Enhancement Training Opportunities](#)
- [Veteran Business Ownership and Entrepreneurship. Resources, Veteran Owned Businesses](#)

### Jacksonville Military Veterans Coalition

The Jacksonville Military Veterans Coalition (JMVC) is committed to honoring military veterans and currently serving members of the National Guard and Reserve by facilitating career, business, and education opportunities in Jacksonville. We have over 500 companies in the Coalition that have committed to hiring veterans. <https://www.coj.net/mavd/jobs4vets>

## Employment Opportunities

### Regional

Northeast Florida Job Opportunities. <https://www.coj.net/departments/military-and-veterans-affairs/jmvc/veterans/jacksonville-job-opportunities>

CareerSource Northeast Florida CareerSource Northeast Florida Career Centers offer many resources for veterans, including specialized Local Veterans' Employment Representatives (LVERs), who visit businesses that do business with the government, and Disabled Veterans Outreach Program (DVOP) staff who work with veterans with significant barriers to employment. You can work with staff at any of the Career Centers to find jobs, acquire skills and education, plan a career, attend workshops and take advantage of many other resources. Our specialists are experts at converting military job skills to civilian terms and have relationships with federal contractors and other employers committed to hiring veterans. <https://careersourcenortheastflorida.com/veterans>

Veterans Florida. Veterans Florida's mission can be summed up in our theme – Your Pursuit. Our Power. – because we recognize military veterans are incredibly focused and will succeed in achieving their personal and professional goals when they take advantage of our tools and resources. The veterans on the Career Services Team will personally assist you with resume preparation and can help you determine employment goals and match you with career opportunities at veteran-friendly employers in Florida. [www.veteransflorida.org/careers](http://www.veteransflorida.org/careers)

The Nonprofit Center Job Bank is the “go to” job site for people seeking positions in the nonprofit sector. <http://nonprofitctr.org/job-bank/>

Career Pathways for In-Demand Florida Jobs. <https://earnup.org/career-pathways-for-indemand-jobs>

Employ Florida Veterans Program Portal. This web portal is a gateway to information and resource links that will assist veterans, veterans' families and employers in accomplishing their employment goals. You will find information about the Employ Florida web site that will match job seekers with employers and other employment-related services. <https://veteran.employflorida.com/vosnet/Default.aspx>

## National

CASY brings military and veteran job seekers together with employers who are looking to hire. <http://www.casy.us/>

Military Times Job Board aims to connect veterans with thousands of job opportunities with employers seeking to hire people with military experience. <https://jobboard.militarytimes.com/>

Hiring our Heroes. The U.S. Chamber of Commerce Foundation's Hiring Our Heroes (HOH) initiative launched in March 2011 as a nationwide effort to connect veterans, service members, and military spouses with meaningful employment opportunities. Working with the U.S. Chamber of Commerce's vast network of state and local chambers and strategic partners from the public, private, and non-profit sectors, our goal is to create a movement across America in hundreds of communities where veterans and military families return every day. <https://www.hiringourheroes.org/>

Military Veterans in Journalism. Military Veterans in Journalism is a professional association that builds community for vets, supports their career growth, and advocates for diversifying newsrooms through hiring and promoting more vets. <https://www.mvj.network/>

Wells Fargo. At Wells Fargo, we're committed to employing 20,000 veteran team members. We value the leadership, discipline, and skills you've gained through your service to our country. Let's talk about turning your military experience into a great civilian career. <https://www.wellsfargo.com/military/veterans>

Green Veterans US Green Building Council. The USGBC Green Veterans Group regenerate men and women who have served in the military for green jobs and green living. Veterans are reintegrated to a healthy lifestyle that focuses on green living and trauma resolution in the built environment, with emphasis on career development for green industry jobs and entrepreneurship. Our program participants receive on-the-job training for green industry professions by participating in veteran service-oriented projects with best in class, proven community partners. <https://greenvets.org/index.html>

Citi. Citi has built a strong record in leading the effort to support military personnel and their families and especially to hire veterans in key positions throughout the company. <https://www.citigroup.com/citi/citizen/community/citalutes/working-jobs.html>

Vets2Set acts as an open door for veterans, helping them jumpstart a career in the commercial production business. <https://www.vets2set.org/>

Home Builders Institute (HBI) Veterans Program, which started in 2012, empowers our nation's veterans with the skills and experience they need to secure meaningful careers in the construction industry. The program uniquely supports transitioning military and veterans at every stage of the employment continuum—successfully connecting, assessing, training, certifying, placing them in high-growth construction careers, and charting participant progress for a minimum of one year. <https://www.hbi.org/military-programs/>

Project Patriot is a national Veteran consulting program that supports infusing skilled and diligent Veterans into the American workforce. Our objective is to use our experience and expertise to support those who have selflessly given so much to our country. Through dedicated career coaching efforts, we provide Veterans career opportunities that they may not have had access to otherwise, while educating our enterprise client base and giving them access to an untapped talent pool. <https://www.brooksource.com/project-patriot>

## **Transition and Employment Programs/Resources. Regional, National**

### **Regional**

Jacksonville Military Veterans Coalition Transition Assistance. <https://www.coj.net/departments/military-and-veterans-affairs/jmvc/veterans/transition-from-military-to-civilian-life>

CareerSource Northeast Florida CareerSource Northeast Florida Career Centers help veterans to find jobs, acquire skills and education, plan a career, attend workshops and take advantage of many other resources. CareerSource Northeast Florida provides the following services: Initial assessment; Career counseling; Resume writing; Interviewing skills; Electronic job banks/computer access; Job vacancy listings; Job search; Job placement; Labor market information; Financial aid information. <https://careersourcenortheastflorida.com/veterans>

K9s for Warriors. Dedicated to providing service canines to our warriors suffering from Post-Traumatic Stress Disorder, Traumatic Brain Injury, and/or Military Sexual Trauma as a result of military service post-9/11. [www.k9sforwarriors.org](http://www.k9sforwarriors.org)

Operation New Uniform. Mission is to train veterans and their families for fulfilling careers and develop their skills as they grow within an organization. <https://onuvets.org/about/>

Greater Jacksonville Area USO Pathfinder Program supports service members and military spouses as they transition from the military to their future community. Pathfinder Scouts work with service members 12 months before leaving the military and up to 12 months after separation or retirement. Scouts also work with military spouses through any transition during their family's military career. Pathfinder Scouts work one-on-one with individuals to identify their personal and professional goals, create an Action Plan, and get connected to the resources that are the best fit for them, regardless of where they plan to call home. <https://jax.uso.org/jax-pathfinder>

Onward to Opportunity – formerly known as the Veteran Career Transition Program – at Tri-Base Jacksonville offers two career tracks: Information Technology and Business Management. Your journey will begin with five days of face-to-face career development training and facilitation. This classroom training includes the two-day Onward to Your Career course, two-days of Community Support briefs and mock interview sessions with local employer partners, and one-day of your industry foundations followed by the Employer Spotlight Lunch & Learns and networking event. The classroom portion is followed by 12-16 weeks of online coursework to earn an industry certification. <https://ivmf.syracuse.edu/programs/career-training/>

Northeast Florida Women Veterans is focused on ensuring women who have served on active duty, National Guard or Reserves and their children, transition into the civilian community with the tools they need to become self-sufficient. We operate a resource center to provide supportive and career services to women veterans and advocate for and promote community awareness of their challenges and accomplishments at the local, state and national level ensuring each has a voice. [www.forwomenvets.org](http://www.forwomenvets.org)

Savvy Job Hunters Ministry. Gifted professionals offer free monthly workshops to provide practical, emotional and spiritual support for the unemployed, under-employed, or less-than-happily employed. The workshops include guest speakers, job search presentations, and featured employers. Each month there is an opportunity for a “Five Minute Resume Review” as well as time to network with the spotlighted employer and other participants. This ministry is open to the entire community. <https://www.christepiscopalchurch.org/connect/christ-church-cares/ministries/savvy-job-hunters/>

## National

Military Times Military Transition Assistance Program Overview. <https://www.military.com/military-transition/transition-assistance-program-overview.html>

Military One Source Transition Assistance Programs and Resources. <https://www.militaryonesource.mil/military-life-cycle/separation-transition/military-separation-retirement/transition-assistance-programs-and-resources>

Federal, State, and Private Employment Resources for Veterans. <https://www.coj.net/departments/military-and-veterans-affairs/jmvc/veterans/federal-state-private-resources-for-veterans>

American Corporate Partners (ACP). ACP's free Mentoring Program connects post-9/11 veterans, active duty spouses and eligible military spouses (Protégés) with corporate professionals (Mentors) for customized mentorships. ACP assists veterans and eligible spouses on their path towards fulfilling, long-term careers, whether the veteran is job searching or newly employed. Typical mentorship goals include: Résumé review and interview preparation; Career exploration and understanding job opportunities; Career advancement once a position is obtained; Work-life balance Networking; Small business development; Leadership and professional communication. <https://www.acp-usa.org/mentoring-program/program-overview>

Transition from Military to Civilian Life web site resource list. <https://www.coj.net/departments/military-and-veterans-affairs/jmvc/veterans/transition-from-military-to-civilian-life>

Career Preparation. <https://www.coj.net/departments/military-and-veterans-affairs/jmvc/veterans/career-preparation>

Hard Hat Heroes How to Receive NCCER Credentials for Military Training. <http://veterans.byf.org/>

How to turn your MOS into a civilian health care career <https://rebootcamp.militarytimes.com/transition-tips/employment/2019/05/10/heres-how-to-turn-your-mos-into-a-civilian-health-care-career/>

Military Times Rebootcamp Employment Resource Center. <https://rebootcamp.militarytimes.com/employment/>

7 tips for veterans to land a federal job. [https://www.militarytimes.com/education-transition/2019/11/06/7-tips-for-veterans-to-land-a-federal-job/?utm\\_source=Sailthru&utm\\_medium=email&utm\\_campaign=EBB%2011.06.19&utm\\_term=Editorial%20-%20Early%20Bird%20Brief](https://www.militarytimes.com/education-transition/2019/11/06/7-tips-for-veterans-to-land-a-federal-job/?utm_source=Sailthru&utm_medium=email&utm_campaign=EBB%2011.06.19&utm_term=Editorial%20-%20Early%20Bird%20Brief)

LinkedIn Military and Veterans Program. <https://socialimpact.linkedin.com/programs/veterans>

## No Cost Skills Enhancement Training Opportunities

Free Skills Enhancement Training Opportunities. <http://earnup.org/training-opportunities>

Northeast Florida Builders Association 904-421-0296 103 Century 21 Drive, Suite 100 Jacksonville, FL 32216 Offers apprenticeships for carpentry, electrical, HVAC, and Plumbing. While learning the skills for your desired trade you will work alongside a mentor to get on the job training. Hourly pay rate is available online. Continued employment after graduation from program. <http://www.nefbaapprenticeship.org/>

## Veteran Business Ownership and Entrepreneurship. Resources, Veteran Owned Businesses

### Resources

**Northeast Florida Veteran Entrepreneurship Resources.** According to a Small Business Administration Office of Advocacy study, veterans are at least 45% more likely to take the plunge into entrepreneurship than people with no active-duty military experience. More than 2.4 million U.S. businesses are owned by veterans, about nine percent of all American firms. Jacksonville was recently ranked No. 6 for local business population growth in Yelp's quarterly local economic outlook report. There are dynamic opportunities for veterans to become successful entrepreneurs. The Regional and Statewide resources on this website can assist veterans in achieving the dream of starting, growing, and running their own business. <http://earnup.org/veterans-entrepreneurship>

**University of North Florida Entrepreneurship Training for Veterans (ETV).** "ETV" events are free one-day workshops designed to help active duty military, veterans, guard, reserve, and military spouses learn the information they need to start, grow or maintain their small business or franchise business. <https://www.unf.edu/military-veterans/ETV.aspx>

**Veterans Florida Entrepreneurship Program.** The Veterans Florida Entrepreneurship Program equips you with the tools you need to successfully launch and operate a business. Whether you're exploring an idea or growing an existing venture, we offer training and connect you with resources, mentors, and networking opportunities. Our participants have received numerous awards and national coverage for their success. <https://www.veteransflorida.org/entrepreneurship/>

**Chamber of Commerce Veteran's Guide to Starting a Business.** <https://www.chamberofcommerce.org/veterans-guide-to-starting-a-business>

**Jacksonville Chamber of Commerce.** The JAX Chamber's Entrepreneurial Growth Division provides mentoring, entrepreneurial education, business consulting, targeted mentoring and networking opportunities designed to support startup, small, and midsize businesses in Northeast Florida. <https://www.myjaxchamber.com/start-bus/entrepreneurial-growth-division/>

Jacksonville Business Women's Business Center. Programs designed for woman entrepreneurs operating an established business in NE Florida in Duval, Baker, Clay, Nassau, Flagler, St. Johns or Putnam County. <https://jaxchamberfoundation.org/jacksonville-womens-business-center/>

**Small Business Administration Boots to Business.** Boots to Business (B2B) is an entrepreneurial education and training program offered by the U.S. Small Business Administration (SBA) as part of the Department of Defense Transition Assistance Program (TAP). The course provides an overview of entrepreneurship and applicable business ownership fundamentals. Active Duty Service members (including National Guard and Reserve), Veterans of all eras, and spouses are eligible to participate. <https://sbavets.force.com/s/>

US Small Business Administration Small Business Development Center. The Florida Small Business Development Center at the University of North Florida's no-cost consulting, low-cost training and extensive information resources offer entrepreneurs access to the business solutions that help them grow and succeed. By helping businesses grow, we create a better community for all. <https://www.sbdc.unf.edu/>

SmallBusiness.com Guide to Resources for Military Veterans. <https://smallbusiness.com/resources/military-owned-businesses/>

Eight Tips for Vets Who Want to Own Their Own Business. [https://www.militarytimes.com/education-transition/2019/11/13/eight-tips-for-vets-who-want-to-start-their-own-businesses/?utm\\_source=Sailthru&utm\\_medium=email&utm\\_campaign=EBB%2011.12.19&utm\\_term=Editorial%20-%20Early%20Bird%20Brief](https://www.militarytimes.com/education-transition/2019/11/13/eight-tips-for-vets-who-want-to-start-their-own-businesses/?utm_source=Sailthru&utm_medium=email&utm_campaign=EBB%2011.12.19&utm_term=Editorial%20-%20Early%20Bird%20Brief)

## Veteran Owned Businesses

**Northeast Florida Veteran Owned Businesses.** The Veteran Owned Business Project is a comprehensive, user friendly member network directory of small, medium and large businesses owned by veterans, service-disabled veterans (SDVOSBs / DVBEs) active duty military, reservists and military spouses. <https://www.veteranownedbusiness.com/fl/duval/jacksonville>

## Florida Support for the Military

2019 Florida Military Friendly Guide. A Summary of Sunshine State Laws, Programs and Benefits for Active Duty, National Guard and Reserve Service Members and Families <https://www.enterpriseflorida.com/wp-content/uploads/Florida-Military-Friendly-Guide.pdf>

Florida Department of Veterans Affairs. With 1.5 million veterans, Florida is the most veteran-friendly state in the nation. The Florida Department of Veterans' Affairs is the premier point of entry for Florida veterans to access earned services, benefits and support. <http://floridavets.org/>

Visit Florida Military Site. If you're active military or a veteran, Florida salutes you. Check out these events, historical sites, monuments, museums, destinations, and resources of special interest to you and yours. You can also explore military discounts available for tours, auto rentals, flights, and at theme parks. [www.visitflorida.com/military](http://www.visitflorida.com/military)

## Northeast Florida Military Installations

Naval Air Station Jacksonville. [https://www.cnic.navy.mil/regions/cnrse/installations/nas\\_jacksonville.html](https://www.cnic.navy.mil/regions/cnrse/installations/nas_jacksonville.html)

Naval Station Mayport. [https://www.cnic.navy.mil/regions/cnrse/installations/ns\\_mayport.html](https://www.cnic.navy.mil/regions/cnrse/installations/ns_mayport.html)

Naval Submarine Base Kings Bay. [https://www.cnic.navy.mil/regions/cnrse/installations/navsubbase\\_kings\\_bay.html](https://www.cnic.navy.mil/regions/cnrse/installations/navsubbase_kings_bay.html)

Marine Corps Support Facility Blount Island. <https://www.bic.marines.mil/>

Coast Guard Sector Jacksonville. <https://www.atlanticarea.uscg.mil/Our-Organization/District-7/Units/Sector-Jacksonville-Home/>

Camp Blanding Joint Training Center. <https://fl.ng.mil/commands/Pages/Camp-Blanding-Joint-Training-Center.aspx>

Florida Air National Guard. <https://www.125fw.ang.af.mil/>

Headquarters, Florida National Guard. <https://fl.ng.mil/Pages/Home.aspx>

## Military Spouse

- [Spouse Support](#)
- [Spouse Employment](#)

### Spouse Support

National Military Spouse Network. We are the National Military Spouse Network (NMSN) - the pre-eminent networking, mentoring and professional development organization committed to the education, empowerment and advancement of military spouses. NMSN creates a community of military spouse professionals, businesses, academics and media to share expertise and craft innovative solutions on both balancing a viable career with the military lifestyle and laying the foundation for a successful career post military life.

<https://www.nationalmilitaryspousenetwork.org/public/About-NMSN.cfm>

Blue Star Families strengthens currently serving military families and veteran military families by connecting them with benefits and services in their community. <https://bluestarfam.org/>

Military One Source Military Spouse Transition Program (MySTeP) is made for YOU – a military spouse – to support and encourage you throughout your service member’s time in the military. MySTeP will help you plan, prepare and be ready for the life your family wants after transitioning out of the military, whenever that time comes. The information, tools and programs highlighted in MySTeP will connect you with the right resources at the right time to help you successfully navigate military life at every stage of your service member’s career.

<https://myseco.militaryonesource.mil/portal/mystep>

### Spouse Employment

CareerSource Northeast Florida Military Spouse Employment Advocate. More than 25,000 active duty personnel call Northeast Florida home. Many active duty members are married, and these spouses comprise a significant part of Jacksonville’s dynamic workforce. Our representatives are right on base at the Family Service Center. We also understand the military lifestyle, so our experience and advice are targeted at military family issues. We focus on portable careers (jobs that can transfer from one part of the country to another when your family changes duty stations). We understand the challenges you face, from managing schedules for military members to finding affordable childcare, from developing a network to aid you in your job search to finding resources to study the local economy. [https://careersourcenortheastflorida.com/military\\_spouses](https://careersourcenortheastflorida.com/military_spouses)

Spouseforce is new, tech-forward online portal, paired with a Blue Star Career Manager, creating connections between military spouses, training partners and employers. On top of all that, Spouseforce communicates to employers and decision makers the value military spouses bring to the workforce. We highlight your education, skills, and conditions needed in order to be successful in the workforce.

<https://bluestar.yourjobpath.com/auth/signup>

Microsoft Military Spouse Technology Academy (MSTA) provides an intensive training program designed to empower military spouses with in-demand digital skills leading to well-paying and meaningful careers. Military spouses are an integral supporting force for members of our military. Through MSTA, Microsoft seeks to deepen its commitment to this community and to help military spouses build the skills necessary to succeed in the technology sector. <https://military.microsoft.com/programs/msta/>

Department of Labor Military Spouse Interstate License Recognition Options. Military spouses serving in professions with occupational license requirements face special challenges. They experience gaps in employment and costly interruptions in their career trajectory due to frequent relocations. It is the policy of the U.S. Department of Labor to reduce employment barriers and enhance career opportunities for military spouses. Many states support military spouse license recognition options by allowing for expedited applications, temporary licenses, or complete license recognition. Use the Military Spouse Interstate License Recognition Options map to find out the rights of a military spouse.

<https://www.veterans.gov/milspouses/>

Department of Defense Spouse Education and Career Opportunities (SECO) Program provides education and career guidance to military spouses worldwide and offers comprehensive resources and tools for all stages of your career progression. <https://myseco.militaryonesource.mil/portal/>

Department of Defense Military Spouse Employment Partnership. The Department of Defense Military Spouse Employment Partnership (MSEP) connects military spouses with hundreds of partner employers who have committed to recruit, hire, promote and retain military spouses.

<https://msepjobs.militaryonesource.mil/msep/>

Department of Labor Military Spouse Resources. Employment, education, and relocation resources just for military spouses.

<https://www.careeronestop.org/MilitarySpouse/default.aspx>

US Government Military Spouse preference hiring authority. If you're a military spouse, you may be eligible to apply using a non-competitive process designed to help you get a job in the federal government. Federal agencies can use the military spouse non-competitive hiring process to fill positions on either a temporary or permanent basis. <https://www.usajobs.gov/Help/working-in-government/unique-hiring-paths/military-spouses/>

Reimbursement of Spouse Relicensing. Moving across the country – or around the world – can be a great adventure. Here's some help for making sure your licenses and certifications travel with you during your next move. <https://www.militaryonesource.mil/education-employment/for-spouses/education-training-licensing/transferring-your-professional-license-what-s-involved>

VA Military Spouse Recruitment. VA actively recruits military spouses for careers serving Veterans. As a military spouse, you're qualified, educated and ready to serve. You have a unique perspective and understanding of what it means to care for our nation's heroes. Here at VA, we value this experience. <https://www.blogs.va.gov/VAntage/71032/va-actively-recruits-military-spouses-careers-serving-veterans/>

LinkedIn Premium Upgrade. Military spouses with a Department of Defense Spouse Education and Career Opportunities (SECO) account can access a free upgrade to LinkedIn Premium to assist with job searches, networking and more. [https://myseco.militaryonesource.mil/portal/content/view/8256?utm\\_campaign=mos-eneews-feb2020&utm\\_content=html&utm\\_medium=email&utm\\_source=govdelivery](https://myseco.militaryonesource.mil/portal/content/view/8256?utm_campaign=mos-eneews-feb2020&utm_content=html&utm_medium=email&utm_source=govdelivery)

## Veterans Support Organizations

### Regional

- Veterans Florida. Veterans Florida is a non-profit created by the State of Florida to help military veterans transition to civilian life and to promote Florida's status as the nation's most veteran-friendly state. Veterans Florida provides powerful tools for veterans to take advantage of the benefits of living and working in the Sunshine State. [www.veteransflorida.org](http://www.veteransflorida.org)
- National Association of Veterans and Families. To provide support and advocacy services for wartime veterans, spouses and families from WWII, Korea, Vietnam, Gulf War and thru the current conflicts. We believe that all Veterans matter. <https://www.navf.org/>
- Duval County Veterans Council. To unify the veteran's organizations of Duval County, Florida, thereby providing solidarity in communications of the veterans' viewpoints and a means for disseminating information on the issue before local, state, and national legislative bodies that affect veterans, their families, and surviving spouses. <http://jaxvcdc.org/>
- St. Johns County Veterans Council. The objective of the Veterans Council of St. Johns County, Florida is to be of assistance to all veterans who have served in any of the military branches of service of the United States of America. <http://www.veteranscouncilsjc.org/>
- Clay County Veterans Council. Veterans Council of Clay County welcomes all Veterans, Retirees, family members, Veteran caregivers and supporters of Veterans for Clay County. <https://www.facebook.com/VeteransCouncilofClayCountyFlorida/>
- Nassau County Veterans Council. <http://v4vflorida.org/counties/>

- Baker County Veterans Council. The Baker County Veterans Council is a 501(c)3 organization that was formed in January 2012 with the primary objective of helping needy Veterans in the Baker County area. Our motto is “Veterans Helping Veterans”. <https://www.bakercountyveteranscouncil.org/>
- Greater Jacksonville Area USO. For almost 34 years, Jacksonville, Florida’s three local USO Centers in Duval County (Mayport USO Center, Naval Air Station Jacksonville USO Center, and the Jacksonville International Airport USO Welcome Center) have served our 250,000-plus active duty military population by offering the many programs of support to improve their quality of life and create that “Home Away from Home” environment in each of our Centers hosting thousands of visitors each year. <https://jax.uso.org/>
- Mission United of Northeast Florida. MISSION UNITED™ connects veterans and their families with the services they need – from securing a roof over their heads, to finding a stable job, to getting health treatment. <https://www.unitedway.org/mission-united>
- North Florida Wish for Our Heroes. WISH for OUR HEROES’ North Florida Chapter is proudly serving United States active-duty military men and women in the north Florida area. We saw the toll that war takes on families back home, and we needed something that could help families with small issues. Small issues can spiral into larger issues, and larger issues can spiral into things like divorce, suicide, and all of the problems our military members face as a result of daily military life. By providing resources to the “average” military member, North Florida WISH for OUR HEROES aims to make our active-duty military deployments a little easier, and to improve the quality of their family lives while home or during deployment. <https://www.wishforourheroes.org/chapters/north-florida/>
- Vets4Vets. Vets4Vets’ mission is to inform our Veterans about policy changes, resources, and issues that we face as a collective group, connect our Veterans with organizations that will build a better future for tomorrow’s Veterans and programs that can assist today’s Veterans during times of need, unite our Veterans to one another in an effort to build strong relationships and networks within our community, and organize the voice of our Veterans so that we are heard within our Community, our State, and our Country. [www.v4vflorida.org](http://www.v4vflorida.org)

## National

- Wounded Warrior Project. The WWP mission is to honor and empower Wounded Warriors who incurred a physical or mental injury, illnesses, or wound, co-incident to your military service on or after September 11, 2001. You may also be eligible for the program if you are the family member or caregiver of a Wounded Warrior. <https://www.woundedwarriorproject.org/>
- Disabled American Veterans. DAV is a nonprofit charity that provides a lifetime of support for veterans of all generations and their families, helping more than 1 million veterans in positive, life-changing ways each year. <https://www.dav.org/>
- Operation Homefront. Operation Homefront is a national 501(c)(3) nonprofit whose mission is to build strong, stable, and secure military families so they can thrive — not simply struggle to get by — in the communities they have worked so hard to protect. <https://www.operationhomefront.org/>

- Military Officers Association of America. MOAA is the nation's largest and most influential association of military officers. It is an independent, nonprofit, politically nonpartisan organization. [www.moaa.org](http://www.moaa.org)
- WISH for OUR HEROES. Our goal is to meet the needs of the average military member, in order to make their deployments a little easier and improve the quality of life for their family. [www.wishforourheroes.org/north-florida](http://www.wishforourheroes.org/north-florida) ACTIVE DUTY MEMBERS
- Transgender American Veterans Association. TAVA is a grassroots organization that advocates for the equality of transgender veterans and active duty service members to receive fair and equal treatment in areas such as healthcare, benefits, and open transgender military service. <http://www.transveteran.org>
- American Legion. The American Legion was chartered and incorporated by Congress in 1919 as a patriotic veterans organization devoted to mutual helpfulness. It is the nation's largest wartime veterans service organization, committed to mentoring youth and sponsorship of wholesome programs in our communities, advocating patriotism and honor, promoting strong national security, and continued devotion to our fellow servicemembers and veterans. <https://www.legion.org/>
- Air Force Sergeants Association. Our mission is to advocate improved quality of life and economic fairness that will support the well-being of all military personnel and their families. <https://www.hqafsa.org/>
- American Red Cross. The Red Cross helps members of the military, veterans and their families prepare for, cope with, and respond to, the challenges of military service. <https://www.redcross.org/about-us/our-work/military-families.html>
- American Veterans. AMVETS (American Veterans) is the nation's most inclusive Congressionally-chartered veterans service organization, representing the interests of 20 million veterans. AMVETS is open to and fighting for all who honorably served in the United States military, including the Reserve and Guard. With more than 250,000 members nationwide, we are veterans serving veterans. <https://amvets.org/>
- Fleet Reserve Association. The Fleet Reserve Association (FRA) is a congressionally chartered, non-profit organization that represents the interests of the Sea Service community before the U.S. Congress. <https://www.fra.org/>
- Korean War Veterans. The Mission of KWVA is to: Defend our Nation, Care for our Veterans, Perpetuate our Legacy, Remember our Missing and Fallen, Maintain our Memorial, and Support a Free Korea. <https://kwva.us/>
- Marine Corp League. The mission of the Marine Corps League is to promote the interest and to preserve traditions of the United States Marine Corps; strengthen the fraternity of Marines and their families; serve Marines, FMF Corpsmen, and FMF Chaplains who wear or who have worn the Eagle, Globe and Anchor; and foster the ideals of Americanism and patriotic volunteerism. <https://www.mclnational.org/>
- Military Order of the Purple Heart. The mission The Purple Heart is to foster an environment of goodwill and camaraderie among combat wounded veterans, promote patriotism, support necessary legislative initiatives, and most importantly, provide service to all veterans and their families. <https://www.purpleheart.org/>
- Project Hero Hub. Founded in 2008, Project Hero is a groundbreaking national non-profit organization dedicated to helping Veterans and First Responders affected by PTSD, TBI and injury achieve rehabilitation, recovery, and resilience in their daily lives and increasing awareness to combat the national mental health emergency posed by PTSD and TBI. [www.weareprojecthero.org](http://www.weareprojecthero.org)

- The Mission Continues. The Mission Continues is a national, nonpartisan nonprofit that empowers veterans to continue their service, and empowers communities with veteran talent, skills and preparedness to generate visible impact <https://www.missioncontinues.org/about/>
- National Association for Black Veterans. NABVETS was create to help ensure that the veterans who come out of their service are not lost but have a way to help them to go back to lead a healthy life. <https://nabvets.com/>
- Team RWB. Team RWB’s mission is to enrich the lives of America’s veterans by connecting them to their community through physical and social activity. <https://www.teamrwb.org/>
- VFW. To foster camaraderie among United States veterans of overseas conflicts. To serve our veterans, the military and our communities. To advocate on behalf of all veterans. [www.vfw.org](http://www.vfw.org)
- Vietnam Veterans of America. VVA’s goals are to promote and support the full range of issues important to Vietnam veterans, to create a new identity for this generation of veterans, and to change public perception of Vietnam veterans. <https://vva.org/>
- United States Submarine Veterans, Inc. The purpose/creed of USSVI is to perpetuate the memory of our shipmates who gave their lives in the pursuit of their duties while serving their country that their dedication, deeds, and supreme sacrifice may be a constant source of motivation toward greater accomplishments, and to pledge loyalty and patriotism to the United States of America and its Constitution. <http://ussvi.org/>
- Women’s Army Corps Veterans’ Association. The purpose of the association is to promote the general welfare of all veterans, especially women veterans, who have served or are serving in the United States Army, the Army Reserve, and the Army National Guard; to recognize outstanding women in college ROTC units throughout the United States; to provide services and support to patients in medical facilities of the Department of Veteran Affairs throughout the United States; to provide civic betterment programs for the community; and, to provide social and recreational activities for members. [www.armywomen.org](http://www.armywomen.org)

## College/University Education

- [Veterans Administration Education Programs](#)
- [Northeast Florida Universities and Colleges](#)
- [Transfer Military Experience to Academic Credit](#)
- [Veteran Education Benefits](#)
- [Scholarships](#)
- [Credentialing Military Experience](#)

## Veterans Administration Education Programs

VA Education Programs. [https://www.benefits.va.gov/gibill/education\\_programs.asp](https://www.benefits.va.gov/gibill/education_programs.asp)

VA Veterans Educational Assistance Program (VEAP). <https://www.benefits.va.gov/gibill/veap.asp>

VA Reserve Educational Assistance Program (REAP). <https://www.benefits.va.gov/gibill/reap.asp>

VA Survivors/Dependents Assistance. [https://www.benefits.va.gov/gibill/survivor\\_dependent\\_assistance.asp](https://www.benefits.va.gov/gibill/survivor_dependent_assistance.asp)

Veteran Employment Through Technology Education Courses (VET TEC). <https://www.benefits.va.gov/gibill/fgib/VetTec.asp>

## Northeast Florida Universities and Colleges

University of North Florida. UNF is conveniently situated in a military friendly community, is an excellent school for veterans seeking support during their college journey. Through innovative programming and services, the university's Military and Veterans Resource Center is determined to successfully transition students from combat to college by delivering tangible tools and services to optimize academic success leading to graduation and employment opportunity. <https://www.unf.edu/military-veterans/>

Florida State College at Jacksonville. FSCJ is a public, non-profit higher education institution that offers a variety of programs and services. FSCJ has five campuses and six centers throughout Duval and Nassau counties including online classes globally accessed through Open Campus. FSCJ's Military and Veterans Service Center (MVSC) furnishes educational resources to further academic success, leading to a degree, certification or licensure and employment in a high-demand, high-wage career field. <https://www.fscj.edu/military-veterans>

Jacksonville University. JU is a private university that has been named one of "America's Best Colleges in the South" for 10 consecutive years by U.S. News and World Report. The University has been named one of the Top 50 Colleges for Veterans by Military Times, fully participates in the Yellow Ribbon Program and provides a full Veterans & Military resource center helping all veterans or military personnel with furthering their education. <https://www.ju.edu/military/index.php>

Edward Waters College. EWC is Florida's oldest independent institution of higher learning as well as the state's first institution established for the education of African Americans. The College is a small, private, Christian, Urban, Liberal Arts College that offers quality baccalaureate degree programs. EWC strives to prepare students holistically to advance in a global society through the provision of intellectually stimulating programs and an environment which emphasizes high moral and spiritual value in keeping with the African Methodist Episcopal Church. <http://www.ewc.edu/>

Keiser University Jacksonville. Kaiser is a regionally accredited private career university that provides educational programs at the undergraduate and graduate levels for a diverse student body in traditional, nontraditional and online delivery formats. The main campus is in Fort Lauderdale, with campuses located throughout the State of Florida and internationally. Through quality teaching, learning, and research, the university is committed to provide students with opportunities to develop the knowledge, understanding, and skills necessary for successful employment. Keiser University is committed to helping Servicemembers, Veterans, and their families obtain their college degree. The University has received several accolades and recognition for our military program to include Best for Vets Colleges from Military Times. <https://www.keiseruniversity.edu/military/>

St. Johns River State. SRSC, founded in 1958, has built a solid reputation as a full-service college dedicated to meeting the educational and workforce training needs of its Northeast Florida district. With campuses in Orange Park, Palatka and St. Augustine, SJR State is truly the community's college, enriching a diverse population of students ranging in age from 16 to 60. St. Johns River State College is dedicated to meeting the needs of its military students. Whether you are currently serving in the active military, National Guard, or Reserves, or if you are a former member of any of the Armed Services, the Office of Military Educational Opportunities welcomes the opportunity to speak to veterans and military family members. <http://www.sjrstate.edu/catalog/military.pdf>

Nova Southeastern University. NSU's campus in Jacksonville provides a personal touch to education. Nova Southeastern University has been actively supporting service members and their families for more than 40 years. NSU is committed to assisting veterans in taking advantage of their educational benefits and providing them and their families with opportunities for educational and career growth. <https://www.nova.edu/financialaid/veterans/index.html>

University of Phoenix. UoP was founded upon the vision of making higher education more accessible for working professionals and those who have a full time commitment to work and family. UoP is a strong supporter of its military students, they offer military tuition assistance, education options that fit a military lifestyle, and veteran educational benefits. UoP can help you earn a degree or continue your education whether you want to enhance your role in the military or your civilian career. Their military representatives are positioned to help you discover programs that are relevant for your goals and desired position. [https://www.phoenix.edu/colleges\\_divisions/military.html](https://www.phoenix.edu/colleges_divisions/military.html)

Florida Coastal School of Law. Coastal Law has a unique skills-based program that is student-centered. Located in Jacksonville, Florida, its programs are designed to advance students' success in law school, on the bar exam, and in their careers. Coastal Law has been designated a 2016 Military Friendly School. Program highlights include, LSAT Prep (with an acceptance guarantee program), AAMPLE (an alternative acceptance program), traditional three-year J.D., two year accelerated J.D., part-time day and evening J.D., and a new, Third Year at Home option. Coastal Law also offers the Yellow Ribbon Program, sponsors a Veteran's Mentoring program, and has an active student-run Military Law Society that works to discuss the issues that affect the military today and to promote awareness of the relationship between Military Law, Civilian Law and International Law. <https://www.fcsl.edu/>

## Transfer Military Experience to Academic Credit

Transfer Military Service Experience to Academic Credit. <https://earnup.org//veterans>

## Veteran Education Benefits

Veteran Education Benefits. <https://earnup.org/veterans-benefits>

## Scholarships

Florida Advisory Council on Military Education <http://www.fla-acme.org/scholarships/> Florida Veterans, AD Scholarship  
<http://www.fla-acme.org/scholarships>

State of Florida scholarships for children and spouses of deceased or disabled veterans.  
<https://www.floridastudentfinancialaidsg.org/PDF/factsheets/CSDDV.pdf>

Children of Fallen Patriots. Our mission is to provide college scholarships and educational counseling to military children who have lost a parent in the line of duty. <https://www.fallenpatriots.org/who-we-are>

**Military Scholarships** – <http://www.militaryscholar.org/> The Scholarships for Military Children Program is primarily funded through the generosity of manufacturers and suppliers whose products are sold at military commissaries, worldwide. Go to “scholarships” and the right menu will provide qualifications and directions to apply.

**Folds of Honor** – FHF’s unique post-secondary educational scholarships can be applied to schooling now or held by the Foundation on behalf of young children until needed at the time of enrollment. Scholarships for children of veterans are to be used to subsidize the costs of tuition, school books, fees, room and board, special tools and equipment necessary for coursework, school-approved tutoring, and any other expense that the school in which the student is enrolled may deem appropriate and unmet. [www.foldsofhonor.org](http://www.foldsofhonor.org)

**Guide to Military Scholarships.** <https://thescholarshipssystem.com/blog-for-students-families/our-guide-to-military-scholarships-for-veterans-dependents-and-spouses/>

**Scholarships.com** Veteran/Military Scholarships. <https://www.scholarships.com/financial-aid/college-scholarships/scholarships-by-type/veteran-scholarships/>

**US Veterans Magazine Veteran/Military Scholarships.** <https://www.usveteransmagazine.com/list-of-military-scholarships-for-service-members-spouses-and-dependents/>

## **Credentialing Military Experience**

The Department of Defense (DoD) is pleased to present DoD Credentialing Opportunities On-Line (COOL). DoD COOL is the result of extensive inter-Service collaboration to facilitate credentialing of Service members. The Army, Navy, Air Force, Marine Corps and Coast Guard each have their own Service-specific COOL programs designed to match military occupations to civilian credentials (occupational certifications, licenses, and apprenticeships) and provide resources to help Soldiers, Sailors, Airmen, Coast Guardsmen and Marines attain these credentials. The Services disseminate this information on their own COOL websites. DoD COOL is the umbrella site providing a single point of access to the Services' COOL websites. <https://www.cool.osd.mil/about-cool/index.htm>

## K-12 Education

- [Public Schools](#)
- [Private Schools](#)
- [Military Children Resources](#)

### Public Schools

- Baker County Public Schools. <https://www.bakerk12.org/>
- Clay County Public Schools. <https://www.oneclay.net/>
- Duval County Public Schools. <https://dcps.duvalschools.org/>
- Duval County Public Charter Schools. <https://dcps.duvalschools.org/domain/5451>
- Nassau County Public Schools. <https://www.nassau.k12.fl.us/>
- St Johns County Public Schools. <https://www.stjohns.k12.fl.us/>

### Private Schools

- Baker County Private Schools. <https://www.yellowpages.com/macclenny-fl/private-schools-k-12>
- Clay County Private Schools. <http://www.usa.com/clay-county-fl-private-schools.htm>
- Duval County Private Schools. <http://www.usa.com/duval-county-fl-private-schools.htm>
- Nassau County Private Schools. <http://www.usa.com/nassau-county-fl-private-schools.htm>
- St Johns County Private Schools. <https://www.privateschoolreview.com/florida/st.-johns-county>

### Military Children Resources

- Naval Station Mayport School Liaison Officer. [https://www.cnic.navy.mil/regions/cnrse/installations/ns\\_mayport/ffr/child\\_and\\_youth\\_programs/school\\_liaison.html](https://www.cnic.navy.mil/regions/cnrse/installations/ns_mayport/ffr/child_and_youth_programs/school_liaison.html)
- Naval Air Station Jacksonville School Liaison Officer. <https://www.navywmwrjacksonville.com/programs/671587d7-a1c5-4e85-8764-16c154bf65bc>

- Military Child Education Coalition's mission is to ensure inclusive, quality educational opportunities for all military-connected children affected by mobility, transition, deployments and family separation. <https://www.militarychild.org/>

## Relocation

Northeast Florida is the most military and veteran community in the United States. We fully support our active duty members, National Guard and Reserve, veterans and military families. Wallet Hub recently ranked Jacksonville as the tenth best city for veterans to live.

Visit Jacksonville. <https://www.visitjacksonville.com/>

Find Your Jax. <https://findyourjax.com/>

Jacksonville Relocation Guide <https://www.904living.com/wp-content/uploads/Jacksonville-FL-Relocation-Guide.pdf>

Experience Jax <https://www.coj.net/categories/community.aspx#leisure>

Downtown Vision [http://www.downtownjacksonville.org/Downtown\\_Vision\\_Inc\\_Home.aspx](http://www.downtownjacksonville.org/Downtown_Vision_Inc_Home.aspx)

Living in Jacksonville. <https://www.northamerican.com/moving-resources/relocation-guides/moving-to-jacksonville-fl>

Tips on Moving to Jacksonville. <https://www.movebuddha.com/blog/moving-to-jacksonville-fl/>

MilitaryOneSource Plan My Move. [https://millifelearning.militaryonesource.mil/MOS/f?p=SYS:9:0::::P9\\_ID:49](https://millifelearning.militaryonesource.mil/MOS/f?p=SYS:9:0::::P9_ID:49)

## **Military 101**

### **Enhancing Employee Knowledge of the United States Military and Veterans**

***“Military 101 – Enhancing Employee Knowledge of the United States Military and Veterans”*** was designed to assist employers, human resources personnel, and employees in maximizing the Veteran and transitioning service member workforce population within recruiting and retention efforts. With a basic understanding of military job skills, rank structure, and methods to increase awareness within the Veteran and transitioning service member workforce, employers can reach this population of potential candidates which can result in a long-lasting positive impact on business operations today and into the future. In addition to leaders involved in the hiring process, to ensure retention and support of veteran employees, it is crucial that fellow employees have a basic understanding of a military veteran’s experience.

Did you know that military Veterans and military members transitioning out of the military:

- have expertise in hundreds of fields and functions, including contracting, engineering, financial, information technology, logistics, maintenance, transportation, intelligence, medical, food service, and warehousing.
- learn leadership, teamwork, and management skills in military service that enable them to work across a range of environments to support organizational mission and objectives.
- obtain and maintain professional and technical training and certifications across leadership, finance, management, and technology frameworks.
- are reliable, highly motivated, and are ready and able to ‘roll up their sleeves’ to meet deadlines and customer expectations.
- work well in both team and independent settings.
- traditionally learn new skills quickly and can reduce employer training costs due to the faster learning curve.
- the majority of Veterans have security clearances, which require extensive background checks, and are less likely to cheat, steal, or fraud organizations.

In hiring a Veteran, you are providing your company an individual who is committed to excellence and has a passion to perform. The qualities of honesty, respect for others, pride, and a powerful sense of belonging enables Veterans to acclimate quickly into the business culture.

As an employer, human resource manager, or recruiter, it is important to be familiar with the knowledge, skills, and abilities of the available workforce. While potential candidates have a wide variety of backgrounds, education, and experience, the intangible benefits and individual attributes, leadership skills, and work ethic are not easily identified or communicated through a resume. Being able to understand and relate job skills and expertise on resumes to current operations requires information from both the candidate and the employer. Candidates should have tailored resumes that showcase how their skills and abilities apply to the specific position. Employer job descriptions should

focus on skills, attributes, and expectations for successful performance. Unfortunately, there are several missed opportunities on both sides when it comes to the Veteran and transitioning service member workforce due to potential barriers in understanding and translating military skills into civilian terminology.

The information below provides points to remember about veterans; an overview of the military branches and their missions; and military rank structure with civilian equivalent positions. As with any profession the military has its own language and acronyms so to provide a better understanding of military terminology and acronyms the Department of Defense Dictionary of Military and Associated Terms web site is listed below.

- [Points to Remember](#)
- [Military Branches Overview](#)
- [Understanding Military Rank Structure](#)
- [National Guard and Reserve Component Overview](#)
- [Department of Defense Dictionary of Military and Associated Terms \(Acronyms\)](#)
  - <https://www.jcs.mil/Portals/36/Documents/Doctrine/pubs/dictionary.pdf>

### **Points to Remember**

**Veteran Population.** There were around 20.4 million U.S. veterans in 2016, according to data from the Department of Veterans Affairs, representing less than 10% of the total U.S. adult population.

**The United States military prides itself on values.** These values not only apply for the military at war but also bear meaning for personal behavior. Each of the services has their own set of values but the Army's values illustrate the way in which our military views values:

1. **Loyalty:** Bear true faith and allegiance to the U.S. Constitution, the Army, your unit, and fellow Soldiers.
2. **Duty:** Fulfill your obligations.
3. **Respect:** Treat others as they should be treated.
4. **Selfless Service:** Put the welfare of the nation, the Army, and your subordinates before your own.
5. **Honor:** Live the Army Values.
6. **Integrity:** Do what's right, both legally and morally.
7. **Personal Courage:** Face fear, danger, or adversity, both physical and moral.

**Decisiveness:** Military actions require innumerable split-second decisions under stressful conditions, waiting to act until one has all of the facts can cost lives.

**Pride and Honor:** Troops see the defense of our country as a calling and one of the greatest forms of service.

**Commitment to Winning:** The can-do attitude instilled in the military includes a commitment to getting the job done no matter what.

**Serving in uniform was the first choice of many options.** The narrative of reinventing oneself through military service has been the hallmark of many movies and TV shows, and even the focal point of many military recruiting campaigns. This narrative may lead many Americans to presume that the decision to join the military is born of necessity rather than choice. The reality of today's all-volunteer force and the thousands of men and women who join its ranks every year, however, is that the clear majority do so as the first choice of many opportunities that they may have. Given the range of options and opportunities in front of these young men and women the question remains: Why do they choose military service? A 2011 Pew Research Center study found that the top reason recruits join the military is directly tied to the very principle of service itself.

Nearly 90 percent of recruits say the primary reason they joined the military was to serve. Additionally, 75 percent joined for the educational benefits, which are a primary factor in the ever-increasing level of education veterans have as they transition back to civilian life. Just over half joined to gain a job skill or training. What's telling, however, is that fewer and fewer recruits (less than one-third) joined the military because they faced challenges finding civilian employment. Service members have always joined to serve their country—that's certainly not a new phenomenon. What's changed over recent decades is that highly qualified young men and women are joining the military's ranks as a first choice over several other opportunities.

**Veterans are agile and don't require hierarchy to thrive.** Hiring managers within "flat" organizations may assume that veterans would not be right for their organizations based on the assumption that veterans require very specific structure and guidance to thrive. In fact, veterans have had trouble breaking through in specific industries (tech companies, startups) because of the assumption that these organizations function outside of the veteran's cultural comfort zone. The fact is that most veterans operated in very fluid and asymmetric environments, where accomplishing the mission required both autonomy and agility. Whether it's as part of a small team in remote Afghanistan, or as part of a larger team here in the United States, service members thrive when given an objective—not a laundry list of specific tasks. The "why" of the mission is just as important as the "how" of the mission—if not more so. With the right resources and training, veterans are both agile and autonomous in operating as part of a team or leading one.

**Only 14 percent of the active duty military are combat specialists.** In many cases, the civilian world only sees tactical training, a by-product of a purposeful attempt to market and project our military's strength. These combat specialties, however, are only a small percentage of the overall military, with nearly 9 in 10 occupational specialties directly linked to similar and transferable civilian occupations. Whether it's an HR professional, mechanic, medic, construction engineer, or any of the several hundred administrative and support jobs, each of these military specialties has an everyday, routine business application to them that may not be glamorous but is certainly transferable to the civilian workforce. While there are some challenges in terms of gaining civilian credentials and licenses, those who have served in these roles are able to continue in them as they transition to the civilian workforce.

**As the nation has grown more diverse, so have the armed forces.** As the private sector has focused on these diversity initiatives, so has the military. During what's called the post-Sept. 11

period of military service—2001 to at least 2018—the demographics of those who serve our military have changed significantly, with a more ethnically diverse cohort than ever before. According to Department of Defense statistics, racial and ethnic minority groups made up 40 percent of the active duty military in 2015, up from 25 percent in 1990. As a frame of reference, in 2015, 44 percent of all Americans ages 18 to 44 identified as racial or ethnic minorities. African-American people account for 17 percent of the active duty military—4 percentage points higher than their share of the US population ages 18 to 44 (13 percent). The percentage of Hispanic service members has increased by 33 percent over the last decade as well, probably a by-product of both the increasing population and a historically strong tie between military service and Hispanic culture.

**Women play an ever-increasing role in the military.** According to a Pew Research Center study, the percentage of women in military service is now at 16 percent and growing. While this percentage varies across the services, there are now more women serving in the armed forces than ever before. Nearly one in three of the roughly 1.8 million female veterans served in our military since Sept. 11—by far the largest cohort of female veterans. What does this mean for hiring managers and businesses? First, you will continue to see an ever-increasing number of female veterans who've served their country in exactly the same manner their male counterparts have served. Second, and perhaps equally important, significantly fewer male veterans served in "gender isolation," whether they were deployed to active combat or served here in the United States. Gender equality in the workplace is an essential element of any successful business, and for today's veterans, these shifts in policy and inclusive practices foster this principle long before they transition to the civilian workforce.

**More veterans are college-educated now than ever before, with rates surpassing those of civilians.** Because of a highly competitive military recruiting market and the implementation of the Post-9/11 GI Bill, we've seen a dramatic shift and significant increase in the level of education our service members have achieved before, during and immediately following their time in service. While military officers have habitually outpaced their civilian counterparts in earning both bachelor's and advanced degrees, now the overall cohort of officers and enlisted service members are on par with and, in certain demographics (female veterans), surpass their civilian counterparts. If you look at only post-Sept. 11 veterans (enlisted and officer), there are more with some college, bachelor's degrees, and advanced degrees than there are civilians in the same cohort.

**Nearly four in ten service members are "warrior citizens" (Reserve and National Guard members).** The Reserve and National Guard components make up 38 percent of the overall military, serving in communities across the country. While many have served alongside their active duty counterparts in the conflicts in Afghanistan and Iraq, typical Reserve and National Guard service members traditionally serve in uniform while simultaneously holding down jobs in their communities. These Reserve and National Guard members—historically labeled "warrior citizens"—are teachers, doctors, lawyers, students, and employees of all kinds, balancing the dual responsibilities of service to their country and obligation to the organizations in their communities. Many don't necessarily serve in the same role in uniform that they do in their civilian jobs. They do, however, call upon many of the leadership and professional skills they've fostered during their time in uniform.

Balancing and managing these two roles and cultures is not without its challenges. Reserve and National Guard units serve in isolated pockets, at times far removed from the resources and support of military installations. Psychologically, the prospect of post-deployment reintegration is daunting as well. While their active duty counterparts return to military communities that wholeheartedly embrace their return, Reserve and National Guard members return to their civilian communities and occupations with less fanfare and a sense that they are playing catch-up as they resume their civilian roles. The warrior citizen's ability to adapt and adjust to these circumstances clearly demonstrates their agility and resilience and has served as the model for active duty members as they transition from the military. In many ways, this cohort is a microcosm of how veterans in general can accept the challenges of transitioning. It's often said that there is no greater challenge than the commitment of a Reservist or National Guard member. Nevertheless, tens of thousands of them thrive every day in their civilian careers, bringing the best of who they are in uniform to their workplace, no matter the job.

## **Military Branches Overview**

### **Department of Defense**

The Department of Defense is headed by the Secretary of Defense (a civilian) who is appointed by the President of the United States. Under the Secretary of Defense, there are three military departments: The Department of the Army, the Department of the Navy, and the Department of the Air Force. Each of these military departments are also headed up by civilians known as "service secretaries" who are also appointed by the President. There are five branches of the Military: Army, Marine Corps, Navy, Coast Guard, and Air Force.

<b>Branch</b>	<b>Role/Mission</b>	<b>Personnel</b>
Army	Engage in large scale ground operations	"Soldiers"
Navy	Ensure American dominance of the oceans, seas and rivers, and transport other assets across waters	"Sailors"
Air Force	Ensure American dominance of air, space, and cyberspace; provide the ability to strike targets anywhere in the world; provide "close air support" to ground forces, transport personnel, equipment, and supplies worldwide	"Airmen"
Marine Corps	Serve as an expeditionary "force in readiness" prepared to deploy at a moment's notice and be on the ground within about five days, with at least a battalion, anywhere in the world. Marines are the first force on the ground in any combat operation, and the last out.	"Marines"
Coast Guard	Both a military and law enforcement service. During peacetime, falls under Dept of Homeland Security. During war, under Dept of the Navy.	"Coastguardsmen"

### **Type of service**

- **Active:** Military members who serve on full time status in the Army, Navy, Air Force, or Marine Corps.
- **Reserve Component.** The reserve components of the United States Armed Forces are military organizations whose members generally perform a minimum of 39 days of military duty per year

and who augment the active duty (or full-time) military when necessary. The reserve components are also referred to collectively as the Guard and Reserves.

## **Army**

The main function of the Army is to protect and defend the United States (and its interests) by way of ground troops, armor (tanks), artillery, attack helicopters, tactical nuclear weapons, etc. The Army is the oldest U.S. Military service, officially established by the Continental Congress on June 14, 1775. The Army is also the largest U.S. Military Service. The Army is supported by two Reserve Forces which can be tapped for trained personnel and equipment during times of need: The Army Reserves and the Army National Guard. The primary difference between the two is that the Reserves are "owned" and managed by the federal government, and each state "owns" its own National Guard. However, the President of the United States or the Secretary of Defense can "activate" state National Guard members into Federal military service during times of need.

Army personnel are referred to as Soldiers.

## **Marine Corps**

The Marines are often referred to as the "Infantry of the Navy." Marines specialize in amphibious operations. In other words, their primary specialty is to assault, capture, and control "beach heads," which then provide a route to attack the enemy from almost any direction. The Marines were officially established on 10 November 1775 by the Continental Congress, to act as a landing force for the United States Navy. In 1798, however, Congress established the Marine Corps as a separate service. While amphibious operations are their primary specialty, in recent years, the Marines have expanded other ground-combat operations, as well. Like the Navy, there is no Marine Corps National Guard, but Marines are supported in times of need by the Marine Corps Reserves.

Personnel are referred to as Marines.

## **Navy**

The Navy ensures American dominance of the oceans, seas and rivers, and transport other assets across waters. Like the Army, the Navy was officially established by the Continental Congress in 1775. The Navy's primary mission is to maintain the freedom of the seas. The Navy makes it possible for the United States to use the seas where and when our national interests require it. In addition, in times of conflict, the Navy helps to supplement Air Force air power. The Navy is also primarily responsible for transporting Marines to areas of conflict. The Navy is supported in times of need by the Naval Reserves. However, unlike the Army and Air Force, there is no Naval National Guard (although a few states have established "Naval Militias.")

Navy personnel are commonly referred to as Sailors.

## **Coast Guard**

The United States Coast Guard was originally established as the Revenue Cutter Service in 1790. In 1915, it was reformed as the United States Coast Guard, under the Treasury Department. In 1967, the Coast Guard was transferred to the Department of Transportation. Legislation passed in 2002 transferred the Coast Guard to the Department of Homeland Security. In peacetime, the Coast Guard is primarily concerned with law enforcement, boating safety, sea rescue, and illegal immigration control. However, the President of the United States can transfer part or all of the Coast Guard to the

Department of the Navy in times of conflict. The Coast Guard is a military and law enforcement service. During peacetime, the Coast Guard reports to the Department of Homeland Security, however during wartime, it reports to the Navy. The Coast Guard is also supported by the Coast Guard Reserves, and a volunteer "Coast Guard Auxiliary" in times of need.

Personnel that work in the Coast Guard are referred to as Coastguardsmen.

### **Air Force**

The Air Force is the youngest military service, established in 1947. The Air Force's mission is to ensure American dominance of air, space, and cyberspace; provide the ability to strike targets anywhere in the world; provide "close air support" to ground forces, transport personnel, equipment, and supplies worldwide. To accomplish this mission, the Air Force operates fighter aircraft, tanker aircraft, light and heavy bomber aircraft, transport aircraft, and helicopters (which are used mainly for rescue of downed-aircrew, and special operations missions). The Air Force is also responsible for all military satellites, and controls all of our Nation's strategic nuclear ballistic missiles. Like the Army, the active duty Air Force is supplemented by the Air Force Reserves, and the Air National Guard.

Personnel in the Air Force are referred to as Airmen.

### **Reserve and National Guard**

The reserve components of the United States Armed Forces are military organizations whose members generally perform a minimum of 39 days of military duty per year and who augment the active duty (or full-time) military when necessary. The reserve components are also referred to collectively as the Guard and Reserves.

According to 10 U.S.C. § 10102, the purpose of each reserve component is to provide trained units and qualified persons available for active duty in the armed forces, in time of war or national emergency, and at such other times as the national security may require, to fill the needs of the armed forces whenever, during and after the period needed to procure and train additional units and qualified persons to achieve the planned mobilization, more units and persons are needed than are in the regular components.

The National Guard of the United States, part of the reserve components of the United States Armed Forces, is a reserve military force, composed of National Guard military members or units of each state and the territories of Guam, of the Virgin Islands, and of Puerto Rico, as well as of the District of Columbia, for a total of 54 separate organizations. All members of the National Guard of the United States are also members of the militia of the United States as defined by 10 U.S.C. § 311. National Guard units are under the dual control of the state and the federal government.

The majority of Reserve and National Guard personnel hold a civilian job full-time while serving in their military role. These personnel are augmented by a full-time cadre of fellow Reservists and National Guard members who serve in an active status.

## **Understanding Military Rank Structure**

Military rank is more than just who salutes whom; military rank is a badge of leadership. Responsibility for personnel, equipment, and mission grows with each increase in rank. Do not confuse rank with pay grades, such as E-1, W-2 and O-5. Pay grades are administrative classifications used primarily to standardize compensation across the military services. The "E" in E-1 stands for "enlisted" while the "1" indicates the pay grade for that position. The other pay categories are "W" for warrant officers and "O" for commissioned officers. Some enlisted pay grades have two ranks.

There are three general categories of rank/rate (Note: The Navy/Coast Guard calls it "rate," the other services refer to it as "rank"): Enlisted personnel, Warrant Officers, and Commissioned Officers. While each branch of service (Air Force, Army, Coast Guard, Navy, and Marine Corps) have their own rank naming convention, they each follow mandated principals in regard to how those ranks are defined.

It is important to understand that regardless of the rank the individual has achieved during their time of service, they are all required to start with some form of basic training. After that is completed, Service Members then attend specialized or advanced training in their field. Their area of study is classified by the Military Occupational Specialty, or MOS. There are hundreds of MOS fields.

An overview of the rank structure used by the military is below.

### **Enlisted (E-1 through E-9)**

Enlisted members are the "backbone" of the military as they perform the primary jobs that need to be done. This is the largest component of military service members. Enlisted members are "specialists" as they are trained to perform specific specialties in the military. As enlisted personnel progress up the ranks (there are nine enlisted ranks), they assume more responsibility, and provide direct supervision to their subordinates. Enlisted personnel in certain grades have special status.

To join the military today, and become an enlisted member, requires a high school diploma (although a very few -- less than 10% each year, are accepted with "alternative credentials," such as a GED). However, a majority of enlisted members on active duty today have some college. Many have associates and bachelor's degrees. Some even have higher-level degrees, such as masters and doctorates. An overview of responsibilities for enlisted members is outlined below:

- E-1 through E-4 personnel are new to their military career and are "doers" rather than leaders. While promotion times vary by organization, traditionally enlisted personnel achieve the rank of E-4 within the first three years of active duty.
- E-5 through E-9 personnel are considered Non-commissioned officers (NCO) (the Marine Corps considers an E-4 a NCO), with responsibility to train, supervise, enforce policies, and make decisions. Over time, responsibilities increase and include leadership and supervision of junior enlisted personnel. Promotions take longer to achieve in these ranks.

# RANK INSIGNIA OF THE U.S. ARMED FORCES

## ENLISTED

E-1 E-2 E-3 E-4 E-5 E-6 E-7 E-8 E-9 SENIOR ENLISTED ADVISORS

### ARMY

no insignia											
Private E-1 (PV1)	Private E-2 (PV2)	Private First Class (PFC)	Specialist (SPC)	Sergeant (SGT)	Staff Sergeant (SSG)	Sergeant First Class (SFC)	Master Sergeant (MSG)	First Sergeant (1SG)	Sergeant Major (SGM)	Command Sergeant Major (CSM)	Sergeant Major of the Army (SMA)

### MARINES

no insignia												
Private (Pvt)	Private First (PFC)	Lance Corporal (LCpl)	Corporal (Cpl)	Sergeant (Sgt)	Staff Sergeant (SSgt)	Gunnery Sergeant (GySgt)	Master Sergeant (MSgt)	First Sergeant (1stSgt)	Master Gunnery Sergeant (MGySgt)	Sergeant Major (SgtMaj)	Sergeant Major of the Marine Corps (SgtMajMC)	

### AIR FORCE

no insignia													
Airman Basic (AB)	Airman (Amn)	Airman First Class (A1C)	Senior Airman (SrA)	Staff Sergeant (SSgt)	Technical Sergeant (TSgt)	Master Sergeant (MSgt)	First Sergeant (E-7)	Senior Master Sergeant (SMSgt)	First Sergeant (E-8)	Chief Master Sergeant (CMSgt)	First Sergeant (E-9)	Command Chief Master Sergeant (CCM)	Chief Master Sergeant of the Air Force (CMSAF)

### NAVY

no insignia												
Seaman Recruit (SR)	Seaman Apprentice (SA)	Seaman (SN)	Petty Officer Third Class (PO3)	Petty Officer Second Class (PO2)	Petty Officer First Class (PO1)	Chief Petty Officer (CPO)	Senior Chief Petty Officer (SCPO)	Master Chief Petty Officer (MCPPO)	Force or Fleet Chief Petty Officer (FORMC) (FLTMC)	Command Master Chief Petty Officer (CMC)	Master Chief Petty Officer of the Navy (MCPON)	

### COAST GUARD

Seaman Recruit (SR)	Seaman Apprentice (SA)	Seaman (SN)	Petty Officer Third Class (PO3)	Petty Officer Second Class (PO2)	Petty Officer First Class (PO1)	Chief Petty Officer (CPO)	Senior Chief Petty Officer (SCPO)	Master Chief Petty Officer (MCPPO)	Command Master Chief (CMC)	Master Chief Petty Officer of the Coast Guard (MCPPO-CG)



[www.army.mil/symbols](http://www.army.mil/symbols)

### **Military Rank with Civilian Business Equivalents**

Although civilian businesses label their employees differently than the military, the roles of military members are similar in nature to any business. Think of the enlisted member as the worker in a civilian company, the ones who hands-on perform the job. Within the "worker group," NCOs (Army, Air Force, and Marines) and Petty Officers (Navy and Coast Guard) are the foremen and line-supervisors. They perform the job, but also provide direct supervision to the other workers. Senior NCOs (Army Air Force and Marines) and Chief Petty Officers (Navy and Coast Guard) are assistant managers who came up through the ranks of the corporation. They are valuable as managers because of their many years of experience but will never make it to the Board of Directors.

**Non-Commissioned Officer Rank and Typical Role (Note: This is merely a guideline for how these roles and responsibilities might translate to civilian business. All personnel should be evaluated on their own merits.)**

<b>Corporate Position</b>	<b>Enlisted Rank</b>	<b>Typical Role</b>	<b>Typical years experience</b>
Senior Management	E-7 through E-9.	Plan, direct, supervise, and coordinate work activities of subordinates and staff relating to employment, compensation, labor relations, and employee relations. Can command hundreds of troops and significant impact on policy and war fighting. Perform difficult staff duties, including dealing with understaffing, refereeing disputes, firing employees, and administering disciplinary procedures.	16-30 Years (age: 40s)
Middle Management	E-6	Has much work experience, able to lead Junior Middle Management and below, and assist Senior Management. Typically responsible for ensuring subordinates understand and carry out directions. Responsible for resolving Junior Middle Management and Junior employee issues; serve as role model for Junior employees.	10-16 years (age: 30s)
Junior Middle Management	E-5	Halfway through the Enlisted Rank Structure. Gets much done on the ground or ship. They have the opportunity to lead Junior employees and carry out the direction of senior personnel. Considered first line supervisor for Junior employees.	4-10 years (age: 20s to early 30s)
Junior Employees	E-2 through E-4	Knowledgeable on how things operate but still gaining work experience. Are typically responsible for completing tasks assigned by E-5s.	2-4 years (age: late teens to early 20s)

Entry Level	E-1	Young, energetic, and in their first year of service. Typically just out of basic training and/or completing additional training for their job specialty.	4-10 years (age: late 20s to early 30s)
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### **Officers (O-1 through O-6)**

Officers are individuals that receive a commission signed by the Secretary of Defense after obtaining a degree. Officers are responsible for the Enlisted Service Members in their department or field. Unlike enlisted members and warrant officers, commissioned officers do not specialize as much (with certain exceptions such as pilots, doctors, nurses, and lawyers). As Officers move up the ranks, most will obtain a master's degree as they are promoted.

- O-1 through O-3 – these are new officers in the military. On average, it takes approximately 4-6 years to be promoted in these ranks.
- O-4 through O-6 – these positions continue to have higher levels of leadership and areas of responsibilities, and promotions take longer.

### **Flag Officers (Generals and Admirals)**

Making up less than 1% of the officers, Flag Officers (senior officers) are selected by the President and command the highest levels of the military. Most Flag Officers have more than 20 years' experience and have commanded large military commands.

# RANK INSIGNIA OF THE U.S. ARMED FORCES

## OFFICERS

0-1    0-2    0-3    0-4    0-5    0-6    0-7    0-8    0-9    0-10    SPECIAL

### ARMY - AIR FORCE - MARINES

Second Lieutenant (2LT)	First Lieutenant (1LT)	Captain (CPT)	Major (MAJ)	Lieutenant Colonel (LTC)	Colonel (COL)	Brigadier General (BG)	Major General (MG)	Lieutenant General (LTG)	General (GEN)	General of the Army (GA)

### NAVY - COAST GUARD

Ensign (ENS)	Lieutenant Junior Grade (LTJG)	Lieutenant (LT)	Lieutenant Commander (LCDR)	Commander (CDR)	Captain (CAPT)	Rear Admiral Lower Half (RADM)(L)	Rear Admiral Upper Half (RADM)(U)	Vice Admiral (VADM)	Admiral (ADM)	Fleet Admiral (FADM)

W-1

W-2

W-3

W-4

W-5

### ARMY

Warrant Officer (WO1)	Chief Warrant Officer (CW2)	Chief Warrant Officer (CW3)	Chief Warrant Officer (CW4)	Chief Warrant Officer (CW5)

### NAVY - COAST GUARD

Warrant Officer 1 W-1 *The grade of Warrant Officer W-1 is no longer in use.				NO Chief Warrant Officer (CW05)
	Chief Warrant Officer (CW02)	Chief Warrant Officer (CW03)	Chief Warrant Officer (CW04)	

### MARINES

Warrant Officer (WO)	Chief Warrant Officer (CW02)	Chief Warrant Officer (CW03)	Chief Warrant Officer (CW04)	Chief Warrant Officer (CW05)

### AIR FORCE

NO WARRANT				
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[www.army.mil/symbols](http://www.army.mil/symbols)

### **Military Rank with Civilian Business Equivalents**

Although civilian businesses label their employees differently than the military, the roles of military members are similar in nature to any business. Commissioned officers are the managers of the company. They have broad areas of responsibility for the management, organization, and efficiency of various departments of the corporation. Senior commissioned officers (generals and admirals) are the board of directors.

**Officer Rank and Typical Role (Note: This is merely a guideline for how these roles and responsibilities might translate to civilian business. All personnel should be evaluated on their own merits.)**

<b>Corporate Position</b>	<b>Officer Rank</b>	<b>Typical Role</b>	<b>Typical years experience</b>
CEO	General, (Navy Admiral) O-7 through O-10 = 1 to 4 stars	Responsible for thousands of people and billions in equipment. Make major policy decisions within their command, and on strategic military policy.	22+ years
Vice Presidents	Colonel, (Navy Captain) O-6	Command thousands of troops and significant impact on policy and warfighting	20+ years
Senior Management	Lt Col, (Navy Commander) O-5	Can command hundreds of troops or hold important policy staff jobs in the offices of senior leaders	16-22 years (age: 40s)
Middle Management	Major, (Navy Lt Commander) O-4	Middle of officer ranks, a plateau point for many. Can run most staff operations, from logistics to combat plans. In the Navy, they may command ships	10-16 years (age: 30s)
Junior Middle Management	Captain, (Navy Lieutenant) O-3	Many O-3s get much done on the ground, particularly in combat situations. They may command groups of up to 100 or 200 troops, or aircraft.	4-10 years (age: late 20s to early 30s)
Junior employees	1 <sup>st</sup> Lieutenant, (Navy LT Junior Grade) O-2	Knowledge of how things operate, but still gaining experience to effectively lead large groups. May command platoons	2-4 years (age: mid-20s)
Entry level	2 <sup>nd</sup> Lieutenant, (Navy Ensign), O-1	Young, energetic, and in their first year of service.	O-2 years (age: early 20s)

### **Warrant Officers (WO1-WO5)**

Approximately 2% of military service members, Warrant Officers are personnel within a very specific profession, and are higher in rank than Enlisted, but report to Officers. Unlike commissioned officers, warrant officers remain in their primary specialty to provide specialized knowledge, instruction, and leadership to enlisted members and commissioned officers alike. Traditionally, Warrant Officers are in technical specialties including aviation, communications security and medical. With few exceptions, one must be an enlisted member with several years of experience, recommended by their commander,

and pass a selection board to become a warrant officer. The Air Force is the only service which does not have warrant officers. Warrant officers are not required to have college degrees (they are selected primarily based upon technical skills and experience), but many of them do.

### **Military Rank with Civilian Business Equivalents**

Although civilian businesses label their employees differently than the military, the roles of military members are similar in nature to any business. Warrant Officers can be thought of as the experienced technical specialists that the company hired to perform highly specialized functions.

**Warrant Officer Rank and Typical Role (Note: This is merely a guideline for how these roles and responsibilities might translate to civilian business. All personnel should be evaluated on their own merits.)**

<b>Corporate Position</b>	<b>Officer Rank</b>	<b>Typical Role</b>	<b>Typical years experience</b>
Senior Management	WO1 – CWO5 (Warrant Officer 1 – Chief Warrant Officer 5) Rankings after WO1 are considered to be Chief Warrant Officers	Senior specialist personnel are normally technical leaders and specialists in Medical, Supply/Logistics, Engineering, Electronics, Maintenance, and Administration of the company or organization. Will possess all certifications in their field. Knowledge of Human Resources, Customer Relations skills, and Business Acumen. Able to communicate effectively and carry out mission of organization. At least a 2-4 year degree in related fields and requires at least 10 years experience as enlisted to move to the Warrant Officer Corps.	16-30 years (age: 40s)

### **National Guard and Reserve Component Overview**

The United States Armed Forces are comprised of the Army, Air Force, Navy, Marines and Coast Guard. The U.S. Coast Guard is under the control of the Department of Homeland Security, while the other four branches report to the Department of Defense. Each of these services has a Reserve or National Guard component to supplement that service's active duty forces.

### **Reserve Component**

Each branch of the military has a Reserve component that is under the command of their respective military branch (e.g., Army Reserve are under the command of the Army). The purpose of the Reserve is to provide and maintain trained units and qualified personnel to be available for active duty in the armed forces when needed. This may be in times of war, in a national emergency, or as the need occurs based on threats to national security. Their presence can be called upon to serve

either stateside or overseas. Members of the Reserve are required to participate in training drills at a minimum one weekend a month and two weeks per year.

## **National Guard**

The National Guard consists of the Army National Guard and the Air Force's Air National Guard. The National Guard has a unique dual federal and state mission. Like the Reserve Components of the Army, Navy, Marine Corps, Air Force and Coast Guard, the Guard's federal mission is to support active duty military forces in responding to threats abroad and humanitarian disasters. This mission mandates the Guard maintains properly trained and equipped units, available for prompt mobilization for war, national emergency, or as otherwise needed. The Guard's state mission leverages this trained force to support Homeland Security missions such as man-made and natural disasters, and other emergencies under the command of the state's Governor.

The primary difference between the Guard and Reserve Components lies in the command. Reserve units are part of the federal armed forces, and as such they are always under Presidential command. As they are federally funded, Guard units must meet the unit and individual standards of their respective service (Army and Air Force) but the National Guard is organized on the state level. The President has the power to federalize Guard troops, if needed, but a governor has no control over reserve units.

## **Duty Status and Benefits**

### **Reserve Component**

**Drilling/Inactive Duty Reservist.** In this status a drilling Reservist serves at a minimum one weekend a month and two weeks per year of duty. After 9/11 the operations tempo for Reserve units greatly increased and many units perform training well beyond this minimum. While a drilling Reservist is paid for these training periods, the Reservist is not eligible for Tricare or other medical benefits other than those needed for injuries occurring during training. During non-training periods the drilling Reservist is not eligible for any military benefits.

**Mobilized Reservist.** In this status a Reservist is on Title 10 active duty and eligible for all pay, allowance, and benefits that an active duty military member receives to include Tricare.

**Training Orders.** Reservists are placed on orders for schooling, training and other requirements. Depending on the length of these orders Reservists may be eligible for benefits including Tricare.

**Full-Time Support.** Selected individual Reservists perform in a Full-Time Support (FTS) status to provide support to their unit or programs for their individual service. Reservists in a FTS position receive the same pay, allowances, and benefits as active-duty members including Tricare.

## National Guard

**Drilling/Inactive Duty Guardsman.** In this status a drilling Guardsman serves at a minimum one weekend a month and two weeks per year of duty. After 9/11 the operations tempo for National Guard units greatly increased and many units perform training well beyond this minimum. While a drilling Guardsman is paid for these training periods, the Guardsman is not eligible for Tricare or other medical benefits other than those needed for injuries occurring during training. During non-training periods the drilling Guardsman is not eligible for any military benefits.

**Mobilized Guardsman.** In this status a Guardsman is on Title 10 active duty and eligible for all pay, allowance, and benefits that an active duty military member receives to include Tricare.

**Training Orders.** Guardsman are placed on orders for schooling, training and other requirements. Depending on the length of these orders Guardsman may be eligible for benefits including Tricare.

**Full-Time Support.** Selected Guardsman perform in a Full-Time Support (FTS) status to provide support to their unit or programs for their individual service. Guardsman in a FTS position receive the same pay, allowances, and benefits as active-duty members including Tricare.

**State Active Duty.** The Governor can activate National Guard personnel to “State Active Duty” (SAD) in response to natural or man-made disasters or Homeland Defense missions. SAD is based on state statutes and policy as well as state funds and Guardsmen in this status are under the command and control of the Governor. Guardsmen on SAD receive pay, benefits and retirement credit according to their state’s employment laws, policies and programs. Federal laws, policies, pay and benefits do not apply. In effect, the Guardsman on SAD is a state employee. Injuries on SAD are not eligible for Tricare and are addressed through the individual state’s medical plan.

## Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA)

The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) <https://www.esgr.mil/USERRA/What-is-USERRA> is a Federal law that establishes rights and responsibilities for uniformed Service members and their civilian employers.

USERRA is a Federal law intended to ensure that persons who serve or have served in the Armed Forces, Reserve, National Guard, or other uniformed Services: (1) are not disadvantaged in their civilian careers because of their service; (2) are promptly reemployed in their civilian jobs upon their return from duty; and (3) are not discriminated against in employment based on past, present, or future military service. The law is intended to encourage non-career uniformed service so the United States can enjoy the protection of those Services, staffed by qualified people, while maintaining a balance with the needs of private and public employers who also depend on these same individuals.

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to perform service in the uniformed Services, to include certain types of service in the National Disaster Medical System and the Commissioned Corps of the Public Health Service.

USERRA affects employment, reemployment, and retention in employment, when employees serve in the uniformed Services. USERRA also prohibits employers from discriminating against past and present members of the uniformed Services and applicants to the uniformed Services.