

This report represents summary data for the 127 RecruitMilitary Career Fairs held in 2017.

## Event Participation

<b>VETERAN JOB SEEKERS</b>	33,051
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BRANCH OF SERVICE	
Air Force	14.9%
Army	54.0%
Coast Guard	1.2%
Marines	11.4%
Navy	18.5%

RANK	
E-5 & below	55.5%
E-6 & above	30.8%
W-1 to W-5	1.8%
O-3 & below	6.0%
O-4 & above	5.9%

STATUS	
Active Duty	17.9%
National Guard	4.9%
Reservist	7.0%
Retired	25.9%
Separated	41.3%
Spouse	3.0%

<b>ACTIVE CLEARANCE</b>	27.5%
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FUTURE EVENTS
Information about future RecruitMilitary events can be found here <a href="https://events.recruitmilitary.com/exhibitors/schedule">https://events.recruitmilitary.com/exhibitors/schedule</a>

## Event Feedback

EXHIBITOR FEEDBACK	% FAVORABLE	
	2017 Average	3 Year Average
Quality of Candidates	91.3%	92.2%
Number of Candidates	83.3%	87.1%
ROI	91.2%	93.1%
Likelihood of Participating Again	89.1%	90.5%
Overall Experience	93.4%	94.4%

JOB SEEKER FEEDBACK	% FAVORABLE	
	2017 Average	3 Year Average
Variety of Exhibitors	79.7%	76.5%
Likelihood of Recommending the Career Fair	81.7%	80.3%
Likelihood of Securing an Interview	55.9%	54.9%
Overall Experience	77.1%	75.7%

EMPLOYERS EXPECT TO EXTEND	Total	Per Employer
Interviews	25.5k - 45.2k	4-8
Offers	13,754	2.3

ADDITIONAL INFORMATION
-- 6,699 Exhibitors and 33,051 veterans participated in RecruitMilitary Career Fairs in 2017
-- DAV partnered as the title sponsor for all 127 Career Fairs
-- Additional Sponsors for 2017 events included: BlueLine Rental, Colonial Life, Education Corporation of America, Farmers Insurance, First Data, Highmark Health, JPMorgan Chase, Mubea, PNC Bank, Skanska, TravelCenters of America, USAA, and Xavier University
-- Pre-event seminars were presented by: Argosy University, DeVry University, MyComputerCareer, New Horizons Computer Learning Centers, and Union Institute
-- 2017 events were widely promoted by print and digital media, as well as by television and radio stations

*It is not uncommon for some candidates who attend to be displeased with the event because they did not secure the job they sought. We seek to continually improve the Expo experience for both clients and job seekers and will continue to explore ways to do so.*

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### EXHIBITOR TESTIMONIALS

As both a veteran and a corporate hiring manager, I see RecruitMilitary events through multiple perspectives. Great companies hungry to attract outstanding talent, a large pool of well-prepared candidates, and a fantastic support staff putting it all together. (Financial Services recruiter)

This was an outstanding event. I have been working with RecruitMilitary for over 10 years and your customer service and professionalism are second to none. Additionally, year after year the events get better. Well done RecruitMilitary. (Government recruiter)

High quality event with great traffic and plenty of candidates. Far superior to other job fairs. RecruitMilitary always provides a smooth and professional experience. I thoroughly enjoy every event and look forward to the next one. (Education recruiter)

It was well worth our time and investment. We have already realized a positive ROI. (Healthcare recruiter)

Great venue, awesome candidates, and helpful staff. Better than other fairs I have attended. Candidates show up prepared & open to new opportunities. The events hosted by RM are the most organized of all events that I attend. I always have an abundance of candidates to speak with & every event to date has resulted in at least one hire. (Retail recruiter)

Good set-up and good candidate turn out. It was very professional compared to others I've been to and well organized. It's a great organization with a great staff! They love what they do and they're good at what they do. (Construction / Building Supplies recruiter)

These are my favorite military events to attend. The talent at these events is top notch and the service by RecruitMilitary is the same. (Defense recruiter)

RecruitMilitary is an excellent organization to partner with. We seek the best & brightest to develop in our industry and have found our candidates at these events. (Energy & Utilities recruiter)

Very good turnout. Great cross section of veterans from all four branches. Numerous skill sets. RecruitMilitary has the best caliber of candidates thus far. Keep up the good work. (Information Technology recruiter)

This was our first military fair and it was well worth it. The caliber of candidates was high compared to other fairs we have attended. We received great candidates for ALL of our open positions and are in communications with them now. (Manufacturing recruiter)

### JOB SEEKER TESTIMONIALS

All of the events I have attended with RecruitMilitary have been informative and very helpful. The variety and depth of employers at the job fairs is spot on. (Army O-6)

I was very impressed with this job fair. If you are a veteran or current military looking for a job, this is a must. Well organized, multitude of vendors, and positive vibes. I've had three interviews since the fair, which has provided options rather than settling. Thank you! (Air Force E-4)

Great variety of prospective employers to speak with. I was able to secure two interviews, one of which resulted in a job offer within a week of attending the job fair! (Marine E-6)

The job fair had a nice selection of vendors including schools and technology programs to help veterans develop their employment tool belts. (Army National Guard O-3)

This was a welcomed event for me. I stayed for almost three hours, making my way through the tables introducing myself and sharing my resume. I have received several calls and emails from prospective employers and continue to follow up. Thank you, again, for providing such a great opportunity! (Army Spouse)

More than just military-related companies. Innovative, top international organizations and businesses were there and interested in SOFT skills as much as tech. It was a really good experience. (Navy E-7)

I am five months out from retirement and may have already secured a position that I will love and I didn't even know it existed. Just simply attending can change everything. (Army W-3)

Amazing job fair with employers motivated to hire veterans. I participated in four interviews after the event, and have been hired on with an amazing company. (Air Force E-5)

I have been unemployed for four months and have been to several other job fairs. This was the best for the following reasons: 1) Number of employers present. 2) Variety of employers. 3) Employers were very positive and went out of their way to engage me in a conversation. 4) The venue was awesome! (Army O-3)

The event was well organized. Outstanding communication prior to the event as well as following up after the event. Overall great experience! (Marine E-5)

## Summary of Tips

### Tips for exhibitors from candidates

- ▶ Send representatives who are familiar with and knowledgeable about the company's open positions.
- ▶ Company attendees should be outgoing and enthusiastic. Engage with the job seekers and work the crowd.
- ▶ Accept resumes if you can. Go beyond "Apply Online." (They can do that from home.) Interviewing on-site is GREAT!!
- ▶ Don't leave the event early!

### Tips for candidates from exhibitors

- ▶ Come prepared. Dress to impress and have an effective "elevator pitch".
- ▶ Research the exhibitors in advance of the career fair. Know what they do and be able to explain how your skills and experience are a good match for their openings.
- ▶ Visit every booth even if you are unfamiliar with the exhibitor. You never know what positions they might have available.