



Pittsburgh Hires Veterans 2025 Annual Report

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**HIRE A LEADER.
HIRE A VETERAN.**

The PHV Mission

Providing **free, one-on-one support** to veterans and their spouses, empowering them to improve their employment outcomes and secure their futures.

Letter from the Executive Director

It is such a pleasure to share this annual summary with the community of veterans, advocates, and supporters! 2025 was a difficult year for many and the labor market was undeniably turbulent. Our mission met its greatest challenge to date: navigating a regional economy where job growth had slowed to a crawl.

However, while the economy floundered, two things remained unshakable: our team's dedication to those we serve and the unwavering confidence of our donors and supporters.

Despite the downturn, Pittsburgh Hires Veterans (PHV) met the moment. Last year, we provided direct services and advocacy to **over 370 veterans**, successfully helping **149 veterans and spouses** secure meaningful employment.

These weren't just "jobs" - they were family-sustaining careers. Our clients secured full-time positions with average annual wages exceeding **\$57,000**, providing the stability our heroes deserve.

For a decade, PHV has walked alongside job seekers, helping them define their goals, craft professional resumes, and master the interview process. As we enter 2026 with our experienced team fully staffed, our mission is clearer than ever: helping even more veterans and spouses transition from struggling to thriving.

While we are humbled by the gratitude of the veterans we serve, the true credit belongs to our **donors and sponsors**. Your consistent generosity serves as the vital link between Pittsburgh veterans and the meaningful careers they have truly earned. We are proud to be part of the Pittsburgh Veteran Community and invite you to join us in continuing this vital work. Read about one of the veterans who benefited from PHV's personalized services as you meet Veteran Brad Piazza below.

With gratitude,

Jack Lyden, Executive Director, Pittsburgh Hires Veterans



Meet Veteran Brad Piazza



“On April 7, 2004 — the day I was leaving Iraq and heading into Kuwait — our vehicle was struck by an IED along Military State Route Tampa.

I was seated behind the driver when the blast hit from the left side. The explosion knocked me unconscious. I am incredibly blessed and humbly grateful to have survived that day and to have made it home alive. I truly believe God and many angels were watching over me. Yet I felt broken and was struggling deeply with mental health challenges following that first

deployment in 2004.

Physically, I sustained hearing loss in my left ear and a mild traumatic brain injury. In the years since, I’ve also faced PTSD and generalized anxiety because of that experience. Loud noises and fireworks are still very difficult for me.

Despite those challenges, with the support of Pittsburgh Hires Vets and the incredible people there, I’ve been able to rebuild, heal, and move forward. For that, I will always be grateful.

Pittsburgh Hires Vets — and especially Jim Rossi — have helped me tremendously over the past year and in the years prior, guiding me to a place where I am now truly able to thrive again in life. I cannot thank Jim and the other staff members enough for the impact they’ve had on my journey. Their support, encouragement, and dedication have played a major role in helping me get to where I am today.

I left military service in March of 2023 with no real understanding of what that next step might be.

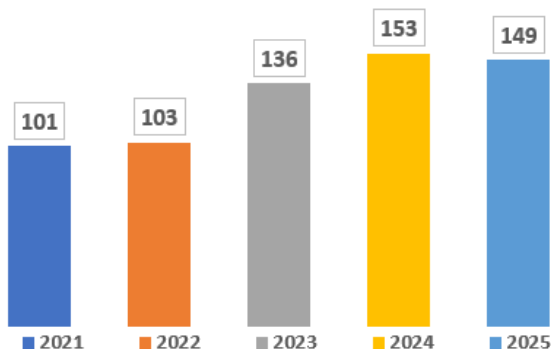
Working with PHV, I discovered my passion for serving others and committed to continued professional growth. I have now earned multiple certifications and am currently pursuing a bachelor’s degree. I have also landed the perfect job helping disabled and disadvantaged veterans in the Pittsburgh region.

Today, I rely on all this training and experiences as I work with these veterans. I am thrilled to connect them with the resources, support, and employment opportunities that empower them to achieve the same level of success I have reached. I also have complete confidence that when I refer these veterans to Pittsburgh Hires Veterans, they will find the assistance they need – just like I did!”



Performance at a Glance

YEAR BY YEAR PLACEMENTS



For the 142 veterans and seven spouses who gained meaningful work through Pittsburgh Hires Veterans in 2025, it was a life-changing year! We remain deeply committed to the many others who are still navigating their path to success.

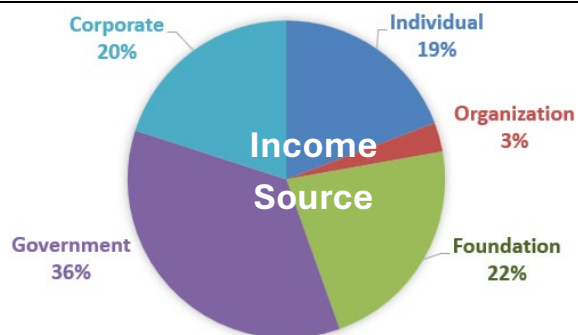
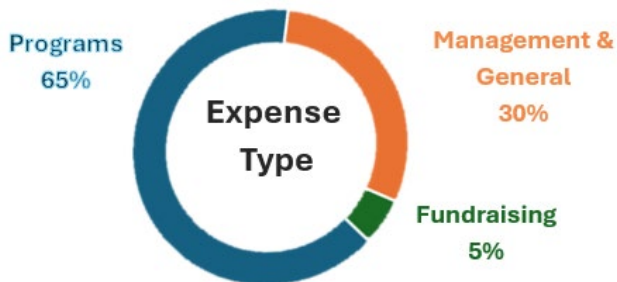
With job growth stagnant throughout 2025, obtaining gainful employment was a challenge for most job seekers! A record-setting government shutdown, AI-driven shifts, and fluctuating tariffs forced both employers and job seekers to pause and wait for the dust to settle.



Despite the challenges, PHV expanded its reach in 2025, connecting with a record high of 372 veterans. The organization helped more than 40% of them secure gainful employment, with an average full-time salary exceeding \$57,000. Also noteworthy, clients achieved employment in an average of 111 days, which is well below the typical 180-day timeframe in the broader labor market.



Financials at a Glance





2025 Activities

National Hire a Veteran Day Job Fair

This July event brought 35 veterans into contact with employers, service agencies, and education and training organizations. A perfect opportunity for veterans and spouses to connect with people who can make a difference in their lives!



Veteran Memorial Bicycle Tour

This annual May event brought 16 riders together for a 22-mile fundraising ride between Oakdale and Burgettstown. Mid-route, we stopped to honor veterans of all U.S. wars at the Veterans of Foreign Wars memorial.



Zodiac MC Sponsored Fundraiser

Many thanks to the Zodiac Motorcycle Club in Arnold (Westmoreland County) for hosting the "Next Chapter Ride for Veteran Employment" for three consecutive years and expanding the ride in 2026!



Veteran Passport to Employment

PHV hosted three Passport to Employment events, connecting 30 veterans with some of Pittsburgh's leading employers. Veterans received guidance and feedback on their job goals, resumes, and interview skills.

