

Pittsburgh Hires Veterans

Year in Review

2024

247

**VETERANS & SPOUSES
SERVED**

Word is out . . . Pittsburgh Hires Veterans provides free personalized employment support to veterans & their spouses, helping them achieve better jobs faster.

2024 set another record with a 16% increase in veteran placements, thanks to improved efficiencies and the unwavering dedication of veterans helping fellow veterans.

153

JOB PLACEMENTS

61K

**AVERAGE FULL-TIME
INCOME**

Veterans achieved a key milestone, increasing their average full-time employment income above \$60,000.

A prolonged job search can be stressful. The job site Indeed.com reports an average of 140 days to find employment. PHV's targeted support reduces this by 25%, with over half finding jobs in 90 days or less.

104

DAYS TO PLACEMENT

560

PARTNER EMPLOYERS

Partner employers actively seek out PHV as a trusted resource for hiring veterans. PHV's free job board, webinars and high-quality events continue to make a significant impact.

PHV's mission is reflected in its commitment to financial management. Expenditures were maintained 1% below budget. Additionally, a recent grant audit found no discrepancies.

70%

**DIRECT SERVICES
EXPENSE**

Pittsburgh Hires Veterans

Annual Report 2024

Executive Summary

Mission Statement:

Provide support and assistance to U.S. military veterans and current service members including the National Guard and Reserves, and their spouses, in search of education, training and employment opportunities without regard to discharge status or era served.

2025 Highlights

- Total new veteran and spouse registrants: 247
- 153 placed into employment and 99 actively seeking employment
- \$61,000 average full-time income

Employer Network

- PHV maintains a network of employers that prioritize hiring veterans and collaborate with PHV to create meaningful employment for those who have served.
 - Many participate in training events for veterans and actively recruit veterans and spouses.
 - Accomplishments
 - 560 employers registered in the PHV network
 - 30% of client veterans find work with network employers
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Programming Summary

Low Income Veteran Employment Service (LIVES)

- **Program Summary:**

- The LIVES program is dedicated to identifying and engaging veterans living in **economically disadvantaged areas or facing challenging life circumstances**. PHV staff provide tailored employment services while also connecting veterans to critical resources such as housing, food assistance and transportation - supporting them on their path to stability.

- **Accomplishments:**

- When first enrolled, veterans reported an average income of less than \$20,000, with more than **half having no income at all**.
- By the end of the program, participants had increased their earnings significantly, achieving an average income of \$56,000 through full- and part-time employment.

Pittsburgh Veteran Employment at Reentry (PVER)

- **Program Summary:**

- The PVER program is designed to reduce recidivism among veterans transitioning back into the community from the Allegheny County Jail (ACJ).
- Supported by a private foundation and a City of Pittsburgh Community Development Block Grant, PHV staff lead in-jail sessions for **both male and female veterans**. These sessions provide practical employment preparation, including, personalized goal development, resume development and interview coaching.
- Upon release, veterans are connected to job search support, receiving one-on-one guidance from dedicated employment specialists to ensure a smooth transition into the workforce.

- **Accomplishments:**

- The program launched with a strong start - engaging 18 incarcerated veterans in its first phase and laying the groundwork for continued reentry success.
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Programming Summary continued

Quick Connect

- **Program Summary:**

- The Quick Connect program plays a vital role in every veteran served by PHV. Striving to reduce the time between the start of the job search and successful job placement. PHV helps veterans achieve stability faster.
- Quick connect is made possible through the generous support of multiple funding sources, including a grant from the PA Department of Education Grant, foundation partners, corporate sponsors and individual donors.

Projects within the Quick Connect program include:

- **Passport to Employment**

- Held quarterly, Passport to Employment connects job seeking veterans with human resource professionals from some of the Pittsburgh region's top employers. These informal, yet impactful, sessions allow veterans to refine their job goals, receive personalized resume feedback, and practice interview skills - all with the support of employer advocates. The results speak for themselves: at nearly every event, one or two veterans secure an employment match.

- **National Hire a Veteran Day Job Fair**

- Each year, PHV hosts the *National Hire A Veteran Day Job Fair*, bringing together a full house of employers, training organizations, service providers, and veteran job seekers - all under one roof. This high-energy event is designed to create immediate hiring opportunities and valuable connections, making it one of the most impactful days of the year for veterans.

- **PHV Job Board**

- The PHV Job Board provides a direct link between employers and veteran job seekers by allowing companies to post job openings. This targeted platform ensures that veterans have access to opportunities, while employers benefit from a pipeline of candidates.

- **Employment Team Spotlight**

- PHV's **Veteran Employment Representative** generates job leads and directly advocates for the veteran job seekers - helping connect them with meaningful employment opportunities.
- Complementing this work, PHV's **Employer Relations Manager** cultivates and maintains a strong network of employers that are seeking to hire veterans.

- **Accomplishments:**

- The majority of veterans placed into employment secured their positions within 90 days or less.
 - On average, veterans found employment in 104 days - significantly shorter than the typical 140 day placement average reported by Indeed.com. This outcome highlights the effectiveness of PHV's programs.
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Michele Fallet
Business Development Specialist
U.S. Navy Veteran spouse



Jim Rossi
Vocational Resources Counselor



Don Harmuth
Resume Writer

Contact Information

412-388-0100

1333 Banksville Rd, Pgh PA 15216

Visit us:

www.pittsburghhiresveterans.org
