

Industrial Projects Report

The Publication Construction Companies & Craft Professionals Trust



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General Manager

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U.S. Naval Reserves



***Tradesmen
International.***

Proud to Employ U.S. Veterans

COMMERCIAL • INDUSTRIAL • MARINE • PIPELINE

Tradesmen International –

We Are Veteran Stronger★

"I have actively served in the U.S. Navy throughout my entire career with Tradesmen. I never skipped a beat when returning from operations, training or drill. In fact, I've grown from an apprentice electrician to recruiter, and now manage my own team."

Luke Patzek – Logistics Specialist Third Class, U.S. Naval Reserves – General Manager, Clark, NJ



Joseph O. Wesley retired from the Army in 1982 during a recession. Unable to find work as a heavy equipment operator, he used skills learned in the military to open a small electrical contracting business in Cleveland,

Ohio. Joe took on any size project to get by, completing each to perfection as if it were to be scrutinized by his former commanders. His reputation and business grew as a result. And, so did the challenge to find qualified electricians to meet his ever-fluctuating workload on projects around town.

This was the start of an idea that resulted in Joe's founding of one of the nation's first construction-focused, veteran-owned staffing services, Tradesmen International. After more than 25 years in business, the company – now owned by The Blackstone Group – has 171 recruitment and operations facilities in 45 states. Tradesmen regularly employs nearly 10,000 construction and office professionals who serve the country's leading commercial and industrial contractors and shipbuilders – *this is a true veteran success story.*

"Our company has always welcomed former military, and reservists as well, onto our team," said Matt McClone, Tradesmen International's VP of Workforce Development.

"In fact, we estimate that nearly 10 percent of our employees nationally are U.S. veterans. We couldn't be more proud."

When asked how the company attained such a large percentage of veteran employees, McClone – who by the way is the spouse of an Army Veteran – replied, "As part of our on-going diversity initiative, we have always worked to add vets

to our field and office teams. When our recruiters received a resume with noted military experience, the natural reaction has always been immediately positive based on the good experience we had hiring other vets. Those individuals were interviewed and asked to join our team upon completing the stringent face-to-face vetting process all our candidates go through."



Tradesmen International puts to work hundreds of U.S. Veterans daily. We're honored to have them on our team as craftsmen, office personnel, sales professionals and managers who support our client projects that are re-shaping the American landscape and waterways.

We are stronger as a company because of them. They not only emphasize personal safety, they help ensure the safety of those around them. Our veteran employees have a tremendous work ethic, and deliver exceptional skills, integrity and leadership. This clearly fortifies our continued efforts to provide clients unparalleled service, quality and value for dollar.

Our mission is to seek out and continuously grow the number of veterans – and their family members – on our national team. Our goal is to provide each career opportunities that match their unique talents. And, we will remain fully committed to supporting their efforts to sustain successful and rewarding civilian careers with Tradesmen International.

Yes, We Are Veteran Stronger.

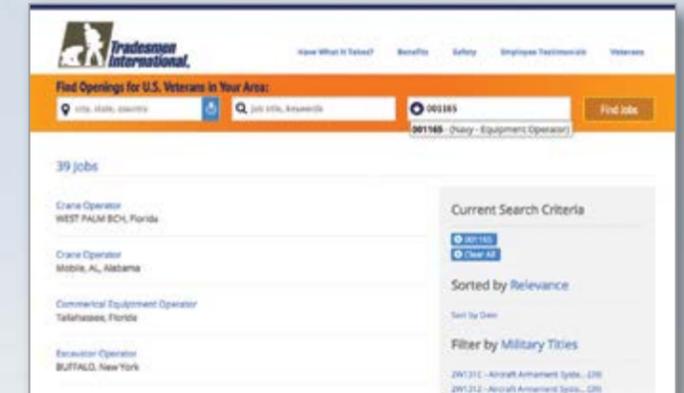


Tradesmen International is now embarking on an even more aggressive strategic veteran's hiring initiative under a program designated, **We Are Veteran Stronger**. "Today, our employees are placing more emphasis on seeking out veterans – and their family members – to apply for managerial, recruitment, sales and craft professional positions," said McClone. "We regularly post job openings on 32 military-focused job boards, participate in veteran job fairs and promote career openings to vets on social media. We have a referral program that outright asks our thousands of employees to introduce us to friends and family members who served in the military and are looking for work."

"Critical to our success," stressed McClone, "is educating our recruiters on the reasons we believe the phrase, **'We Are Veteran Stronger,'** is a resoundingly true statement. Essentially, we find that our veteran, reservist and guardsmen colleagues make Tradesmen International stronger because of their exceptional work ethic, emphasis on quality, respectful nature and their leadership qualities. Perhaps most notable is the concern they show for their fellow construction worker. While I'm not comparing jobsite dangers with what our military experiences on battlefields, our vet employees not only emphasize personal safety, they make sure those around them are also properly protected, wearing the correct PPE, being tied-off, in shored-up trenches, etc. I can't help but believe this is part of their military make-up. And, we love them even more for it."

It is not always easy for veterans to equate their military experience and skillsets to civilian job requirements. Tradesmen reduced this challenge by adding the "**Military Occupation Code Crosswalk**" to their Veteran's Career Site. Veterans simply need to type in their MOC code and the system automatically suggests the best matches for their military skillsets to Tradesmen's job openings.

For example, if a job seeker typed in MOC 001165, which is a Navy Equipment Operator, they get job results that match this skillset as seen below:



Tradesmen vows to build upon their new veteran hiring initiative. "We are now setting more aggressive veteran outreach goals for 2018 and beyond," said McClone. "We're honored to work alongside these heroes who protected or continue to protect our freedoms."

If you're a veteran, the spouse of a veteran, or know a veteran looking for a stable career, visit Tradesmen-Veterans.jobs for numerous local and travel opportunities nationally.

"Serving on Active Duty in the U.S. Marines for 8 years and now in the U.S. Army National Guard, I learned the true meaning of Loyalty, Duty, Respect, Honor and Integrity. These are not buzz words to any veteran. They're part of who we are, and what I attribute to my success with Tradesmen."

Jeff Morel, Sergeant Major, Army National Guard / Major Acct. Executive, Tradesmen International



www.tradesmen-veterans.jobs

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