

DAV[®] PATRIOT BOOT CAMP

#DAVPATRIOTBOOTCAMP



DAV Patriot Boot Camp is a transformative program that empowers founders in the veteran and military community, including spouses, with comprehensive entrepreneurship start-up education, mentorship, access to resources, and a vital community committed to their success.





Matthew Feldhaus

Army Veteran

(Intel Guy)

Former Entrepreneur

Fitness Influencer

American Ninja Warrior



Salt Lake City

48 Entrepreneurs



Mentorship

AI (advanced uses and mastery)

AI (tools and how to use)

Business Planning & Scaling

Capital & Funding

Exits, Mergers & Acquisitions

Finance & Accounting

General Business

Gov't Contracting & Certifications

Legal

Marketing & Branding

Networking

Operations & Process Improvement (workflows, bottlenecks, vendor relationships, lean processes)

Procurement (sourcing, supply chain, inventory, compliance, purchasing)

Product Development

Sales

Technology (automation, cybersecurity, data)

Websites & Digital Presence



DAV Patriot Boot Camp

5mo • 🌐

Meet the [DAV Patriot Boot Camp](#) 2026 Winter cohort! To all of the participants: We hope you're motivated and enthusiastic about bringing the knowledge, skills and ideas you've gained over the past week with you into your entrepreneurial endeavors. A huge thank you to all of our participants, mentors and speakers! Stay connected with us throughout your journeys!

If you've been following along on our socials this week and are interested in joining the DAV Patriot Boot Camp community, visit patriotbootcamp.org and sign up for our newsletter to receive alerts about upcoming events. [#veterans](#) [#entrepreneurs](#) [#DAVPatriotBootCampWinter26](#)



70 8 5



Nick Miller  • 1st

5mo ...

Founder | CEO, Pellucid, ex-In-Q-Tel, ex-AWS, recovered CIO.

Thank you for a great program! Look forward to seeing this continue to grow.

3



Joshua Sexton  • 1st

5mo ...

Founder of PymSphere | Building Mayon | SDVOSB Owned & Texas VetHub |...

I had a great time there. I am honored to have been a part of this cohort and I hope to one day come back as a mentor.

2



Rick Watson, CISSP  • 1st

5mo ...

President Binary Consulting Group a SDVOSB Company | Author

This was an impactful time! Looking forward to strengthening the connections made and seeing all my fellow participants succeed in their entrepreneurial journeys!

1



Karmin R. Jenkins  • 1st

5mo ...

Business Founder, Owner, CEO, International & TEDx Speaker, Army Vetera...

This Cohort revived my business. Thank you 🍷.

1





FEEDBACK FROM THE SPRING 2026 PROGRAM



100

NPS (Net Promoter Score)

Participants would likely recommend DAV Patriot Boot Camp to other entrepreneurs



94%

would attend another Patriot Boot Camp event in the future

From the cohort's anonymous survey:

"The program challenged me, inspired me, and helped me see my business in a completely different way. I can't wait to take what I've learned and put it into action."

"In just three days in Utah, I met an incredible group of veterans, entrepreneurs, mentors, and leaders who understand both service and mission. The experience helped me further align my business, sharpen my thought process, and see new doors beginning to open."

"I arrived with a product and a dream. I left with a stronger pitch, valuable mentorship, lifelong connections, and the confidence to pursue growth at a much larger scale thanks to the encouragement of those around me."

RATINGS ON A SCALE FROM 1 TO 5

Quality of the program overall 1 2 3 4 5
5 being "Very High Quality"
4 being "High Quality" **4.7**

How you feel the program will help your business 1 2 3 4 5
5 being "Helped More Than Expected"
4 being "Helped Some" **4.8**

How you rate the content presented at the program 1 2 3 4 5
5 being "Extremely Relevant"
4 being "Somewhat Relevant" **4.7**

Quality of the mentors (in terms of overall knowledge, experience, and advice) 1 2 3 4 5
5 being "Very High Quality"
1 being "Very Low Quality" **4.7**



Sam Peterson

Founder of Mind Spa, Denver, CO

MIND



SPA

THANK YOU!

- Questions?

**DMV[®] PATRIOT
BOOT CAMP**



jobs.dav.org

**National
Employment
Department**





Jeremy Yost
National Employment Director
Marine Veteran



Jackie Graham
Associate National
Employment Director
Army Veteran



Deanna Stouffer
Assistant to the National
Employment Director



Doug Faber
Veteran Employment Liaison
Navy Veteran

Supporting meaningful employment for the military community since 2014



- Direct assistance to job seekers
- Strategic partnerships
- Outreach & community efforts
- Employment resources
- Employer education & recognition

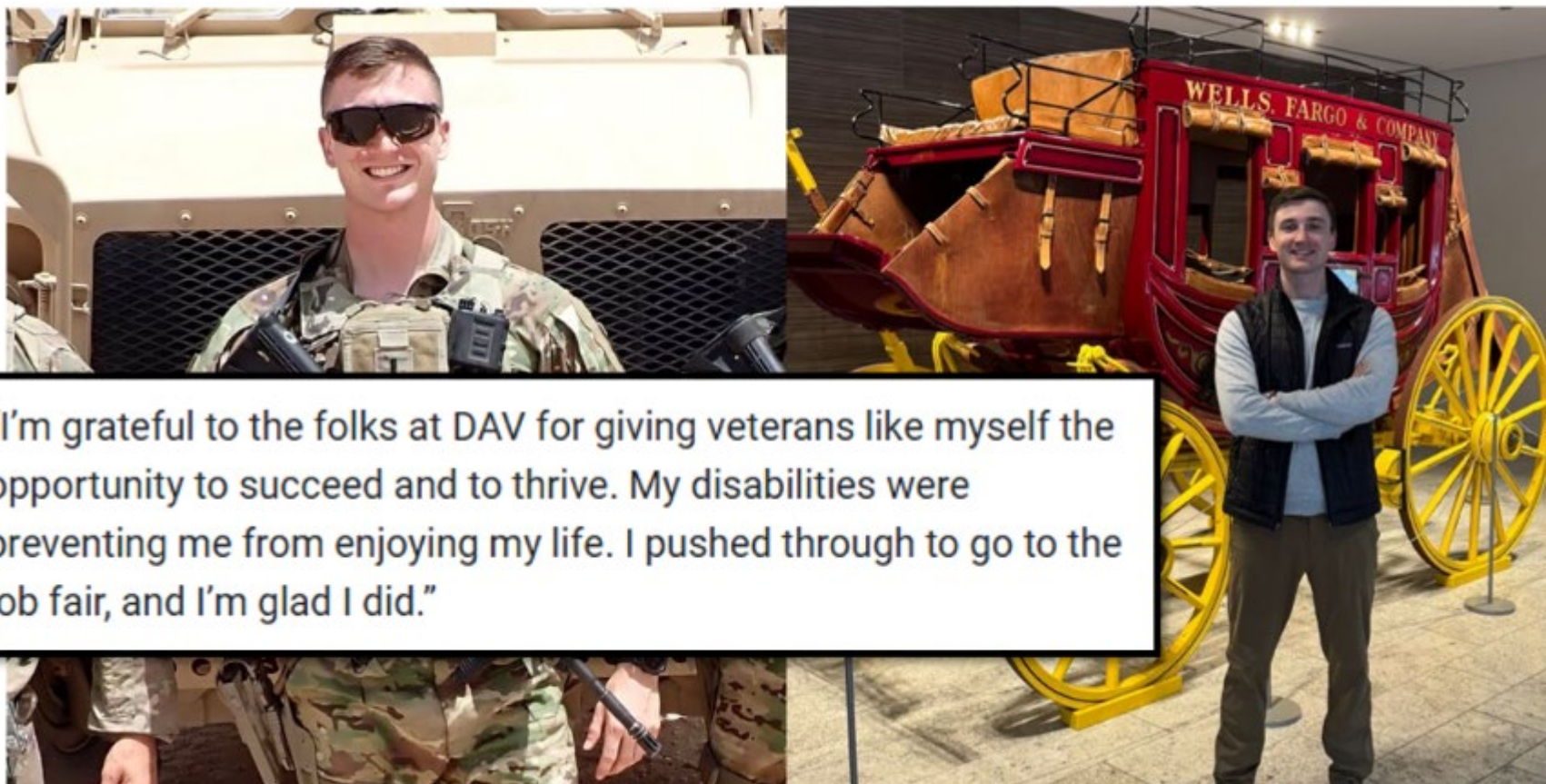


We partner with RecruitMilitary to provide career resources & opportunities to the military community.

- In-person and virtual job fairs
- Online job board
- Resume assistance

Our comprehensive hub at **jobs.dav.org** provides resources to support the career journey of veterans, current service members and military spouses – all in one convenient location.





"I'm grateful to the folks at DAV for giving veterans like myself the opportunity to succeed and to thrive. My disabilities were preventing me from enjoying my life. I pushed through to go to the job fair, and I'm glad I did."

Average

351veterans to attend each event
in 2025**113**average number of job offers
at each event in 2025**96%**of exhibitors
saw a return on investmentAverage media
coverage**21.5** per event(television, radio,
print, or social media)

Event	Date	Registration
Orlando	07/30/26	Register Now
Norfolk	07/30/26	Register Now
Virtual (Central)	08/04/26	Register Now
Philadelphia	08/06/26	Register Now
Dallas	08/06/26	Register Now
Joint Base Lewis-McChord	08/13/26	Register Now
Fort Bragg	08/13/26	Register Now
Kings Bay Naval Submarine Base	08/19/26	Register Now
Greater Denver	08/19/26	Register Now
Virtual (National)	08/25/26	Register Now
Indianapolis	08/27/26	Register Now
Charlotte	08/27/26	Register Now

* Please click on the event(s) above to register.

[DOWNLOAD FULL 2026 SCHEDULE](#)

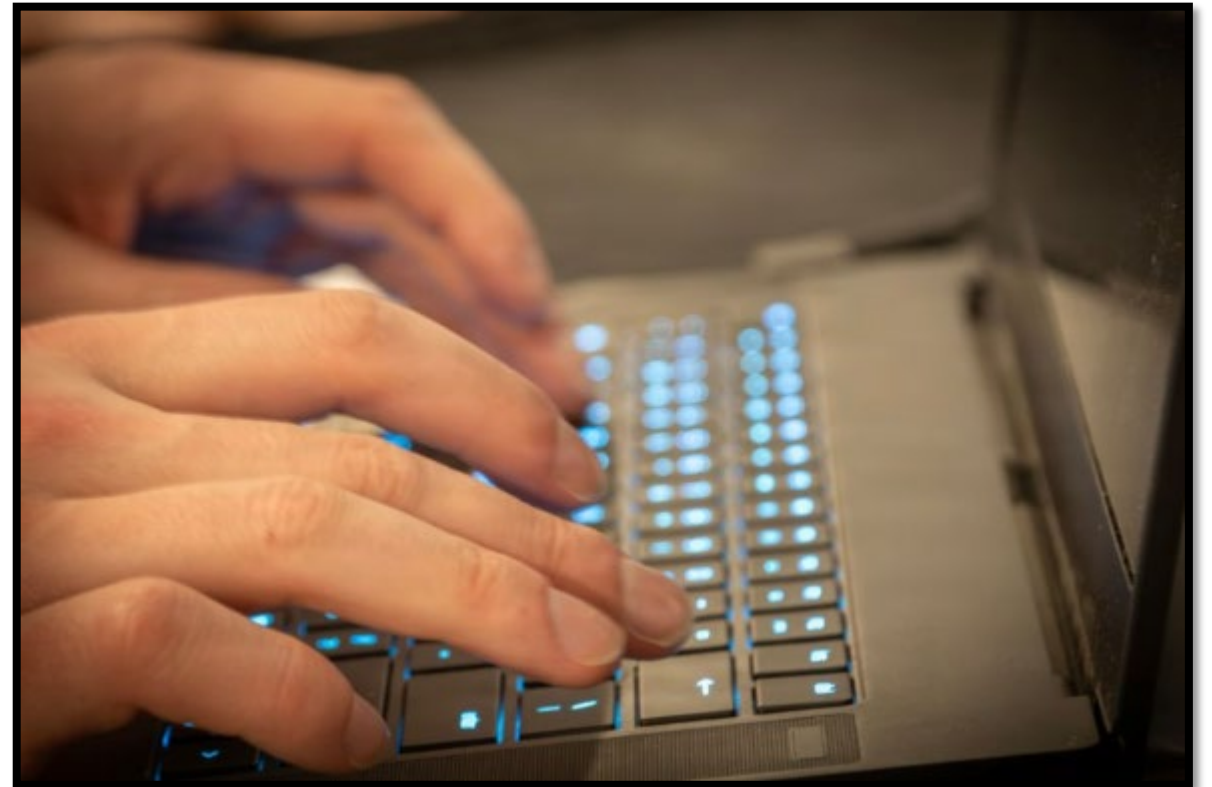
Job seekers can easily register for in-person or virtual hiring events through our employment hub.



Virtual events allow job seekers to interact with employers, even if they live or serve in a remote location.

Job seekers from the military community use our online job board to:

- Search hundreds of thousands of **active job postings**.
- Apply for jobs and other opportunities with **military-friendly companies**.
- Access a **resume-building tool** and resume workshops.



Example job search results

Veteran & Spouse Job Search

Find A Job

Keywords

Human Resources

Location

32819

SEARCH

[Human Resources Business Partner \(Orlando\)](#)

Siemens Energy

Orlando, Florida, 32826, United States of America

Page 1 of 21 [Next](#)

Powered by [RecruitMilitary](#)

Human Resources Business Partner (Orlando)

at Siemens Energy

APPLY NOW

Return to Search

[SAVE JOB](#) [REPORT JOB](#)

SHARE THIS JOB



A Snapshot of your Day

This Human Resources Business Partner position will partner directly with management teams within our Gas Services business area at Siemens Energy. This position will deliver consultative HR services aligned to the business strategy for a population of approximately 550 employees. This position will have the ability to understand the business, the strategy and the mission to deliver integrated Human Resources management services and programs across the business.

This role is based in our Orlando, FL office. Relocation assistance is not available. Limited hybrid flexibility (1-2 remote days per week) may be available after orientation, subject to business needs. Limited travel is expected.

How You'll Make an Impact

- The position will provide a full range of Human Resources support and expertise. As a trusted partner and a member of the local leadership team, you will bring an independent viewpoint and HR expertise to business issues.
- Proactively drive HR strategy within organization as aligned with business goals. Provide coaching to managers and employees to accelerate leadership development at all levels in the organization.
- Promote and champion inclusion and belonging efforts in hiring, promotion, job rotations, etc.
- Consult with partnered organization on strategies and communications designed to create an environment that drives individual and team success and retention.
- Partner with the leadership team on talent development and performance management to maximize employee contributions and address performance gaps.
- Identify needs for change management and champion related activities. Provide counsel to managers and employees consistent with Siemens Energy policies.
- Partner with HR Services, Employee Relations, and Center of Competencies on escalated questions regarding payroll, leave of absences, investigations, policies, etc.

What You Bring

- Bachelor's degree required in a relevant field such as Human Resources or Organizational Development plus 5+ years of human

Orlando, FL



Siemens Energy

At Siemens Energy, we are more than just an energy technology company. With 100,000 dedicated employees in more than 90 countries, we develop the energy systems of the future, ensuring that the growing energy demand of the global community is met reliably and sustainably. The technologies created in our research departments and factories drive the energy transition and provide the base for one sixth of the world's electricity generation.

Our global team is committed to making sustainable, reliable, and affordable energy a reality by pushing the boundaries of what is possible. We uphold a 150-year legacy of innovation that encourages our search for people who will support our focus on decarbonization, new technologies, and energy transformation.

Similar Jobs Content missing

DAV's Patriot Employer Awards recognize organizations setting the standard through practices like:

- Multiple access points for military hires
- Initiatives for veteran and military spouse career growth
- Company cultures where the military community can thrive
- Veteran community outreach programs



DAV's National Employment Program impact:

- 1,245 Job Fairs
- 405,377 Attendees
- 63,592 Employers
- 212,021 Interviews
- 207,469 Job Offers
- 2,886 Employment Seminars



How can you help?

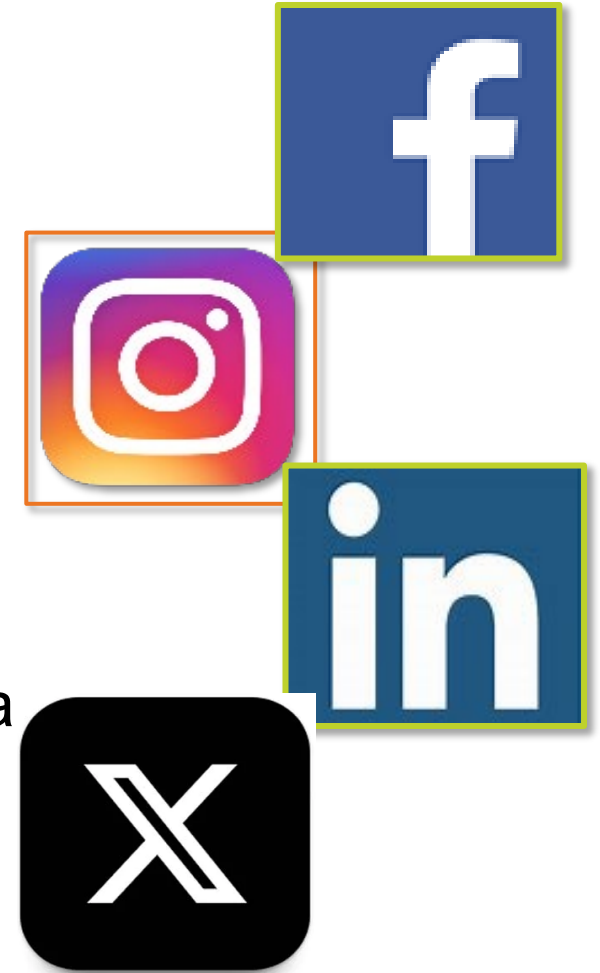
- Promote the services of the employment program when possible.
- Familiarize yourself with local or state veteran employment services.
- Utilize and share DAV's hiring guide for employers.
- Repost our job fairs and employment resources on social media.
- Nominate an organization for DAV's Patriot Employer Awards.

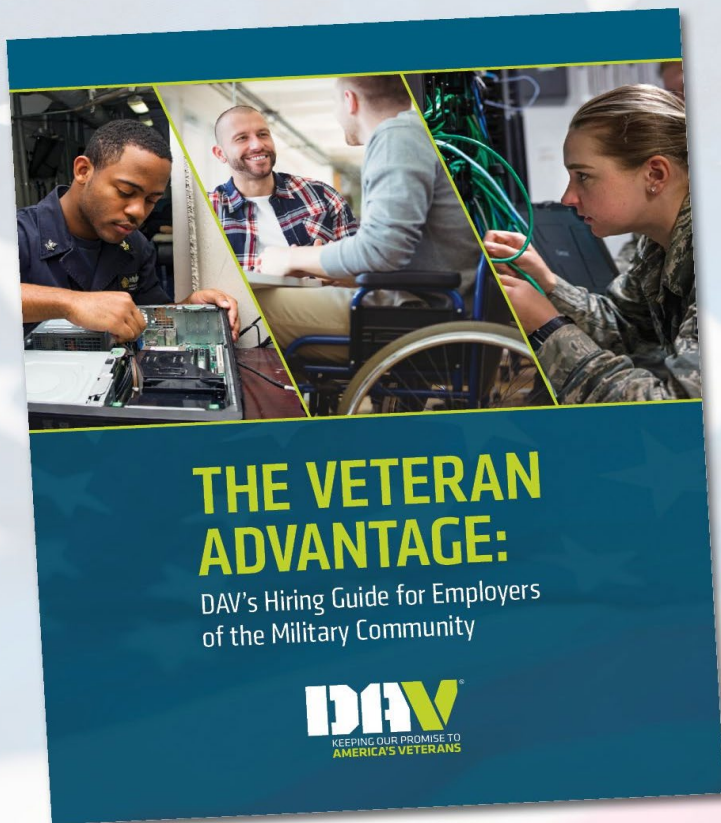


All of DAV's job fairs are promoted on social media outlets including:

- Facebook- www.facebook.com/DAV
- Instagram - www.instagram.com/davhq
- LinkedIn - www.linkedin.com/company/davhq
- X - www.twitter.com/davhq

You can help by sharing our posts throughout all social media outlets.





“America has a solemn obligation to ensure that the men and women who have served and sacrificed for this country and the cause of freedom will never be forgotten or neglected.”

Jesse Brown

Past DAV Washington Headquarters Executive Director
and Former Secretary of Veterans Affairs

DAV's hiring guide offers **strategies and resources for employers** to build workplaces where the veteran and military community will thrive.



What's in DAV's hiring guide?



The Business Case for Hiring Veterans	1
The Recruitment Stage	2
Military Training Instills Valuable Traits	2
The Value of Military Skills and Experience in the Workplace	2
Challenges and Barriers to Veteran Employment	4
Understanding Military Demographics	5
Building a Veteran Hiring Initiative	6
The Hiring Stage	7
Financial Incentives for Hiring Veterans	7
Legal Considerations (Protections and Obligations for Employers)	9
Hiring Veterans With Disabilities	10
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Where to Find Veteran Talent	12
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Checklist for Recruiting, Hiring and Retaining Veterans	24
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Challenges and barriers to veteran employment

- Translating military skills and experience
- Job requirements (certification and licenses)
- Competitive job market
- Lack of support structures



Why hire veterans?



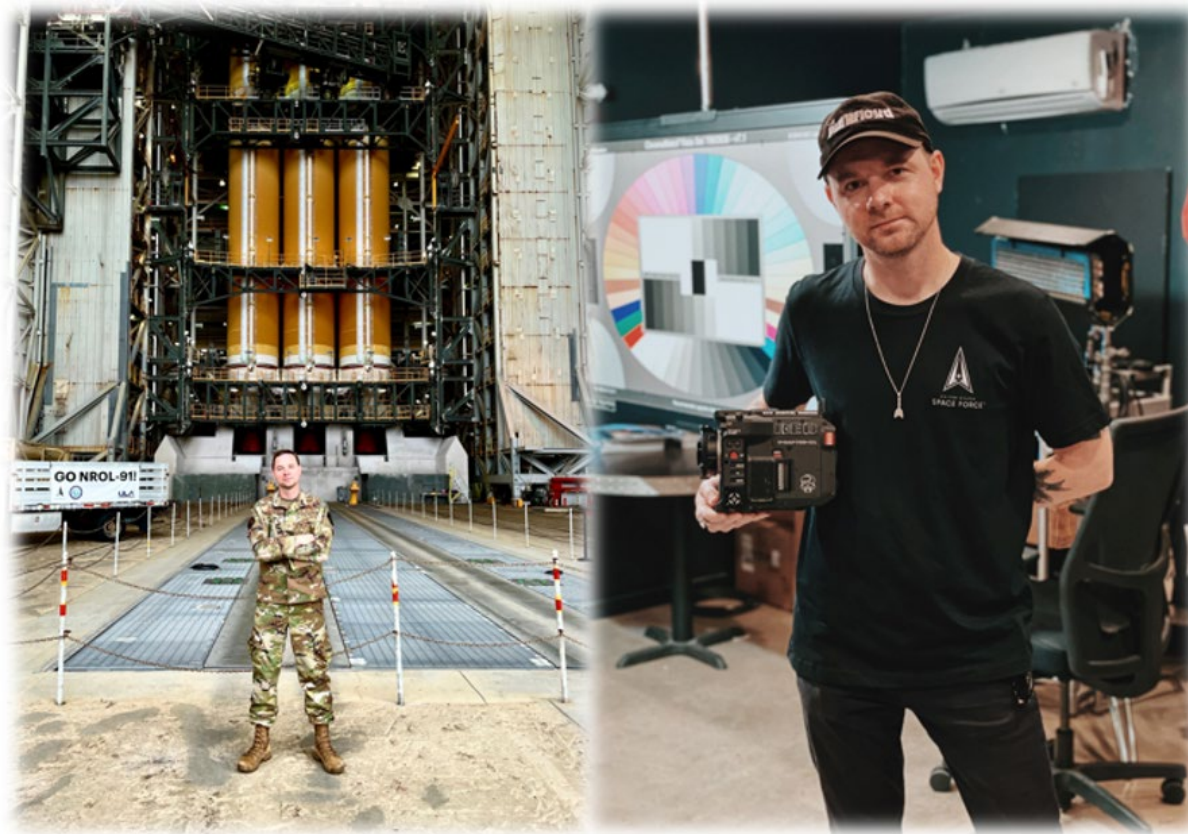
Military service instills unique

- Skills
- Training
- Values

Supporting every step of the military-civilian career journey

- Recruitment
- Hiring
- Retention

 Veteran retention is a major factor in recruiting new veteran employees.



Creating a veteran hiring initiative

1. Start with support from executive team
2. Create a strategic business solution
3. Support proposal with data
4. Align mission with organizational priorities
5. Partner with organizations to meet talent



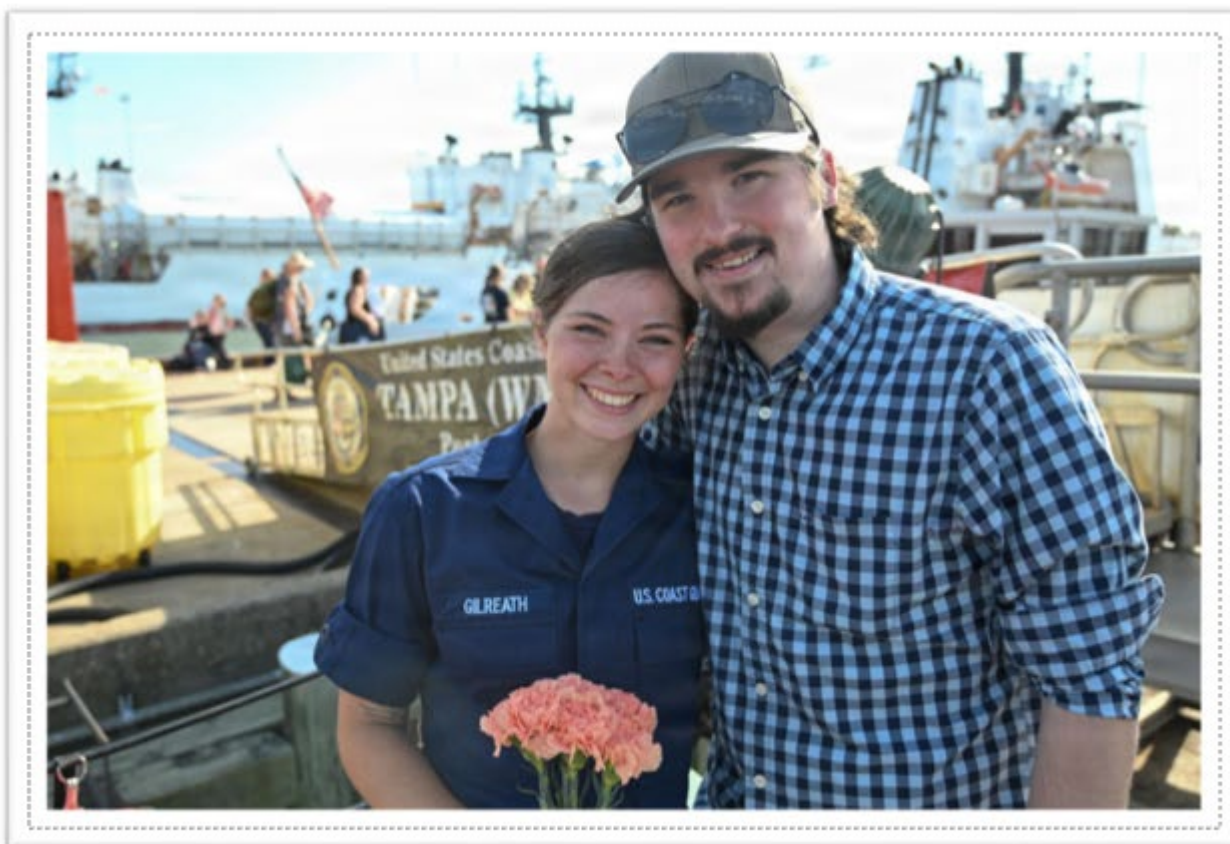
Considerations for supporting the military to civilian transition

- Structure and Identity
- Social Adjustments
- Practical Adjustments



Financial incentives of veteran hiring

Some government programs benefit the *employers* of veterans and military spouses.



- Education
- Training
- Accommodations
- Wages





Legal protections for veterans in the workplace include:

- USERRA
- ADA
- Military Caregiver Leave
- Exigency Leave

Employers benefit from veteran retention.

- Reduced Turnover
- Financial Incentives
- Stable Workforce



Strategies for veteran employee retention:

- Professional Development
- Flexibility
- Training & Support
- Mentorship
- Belonging





Employee resource groups offer:

- Professional Development
- Training & Support
- Mentorship
- Belonging

Veteran employee resource groups benefit *employers* by:

- Leveraging unique military leadership and insight
- Upskilling employees through professional development
- Creating a community and sense of belonging
- Boosting social responsibility and reputation
- Improving veteran employee retention & recruiting



Launching a veteran employee resource group

1. Secure Executive Sponsorship
2. Recruit Passionate Leaders
3. Build Clear Goals
4. Focus on Membership
5. Collaborate on Support
6. Market the Group





Why mentorship matters

- Explains Unwritten Rules
- Builds a Professional Network
- Guides Career Development
- Improves Performance and Growth
- Boosts Confidence
- Provides Leadership Opportunities

davhiringguide.org

- **Download** DAV's Hiring Guide for Employers of the Military Community
- **Find** additional information and resources for employers
- **Watch** DAV's employment podcasts



**DAV Podcast: Hiring Guide, Episode 1:
Transferable Skills**



**DAV Podcast: Hiring Guide, Episode 2:
Veteran Employee Resource Groups**

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