



EMPOWERING VETERANS THROUGH EMPLOYMENT

FY2023 Annual Report

TABLE OF CONTENTS

A Message from the Executive Director	5
Mission	7
The Impact	8
Our Why	11
Our Candidates	12
Our Stories	14
Remember November	17
2023 Highlights	18
2023 Supporters	20
2023 Financials	21
NextOp Staff & Board of Directors	22



Hello
my name is
Charles

Hello
my name is
Allen

NextOp
★

BRIDGING THE GAP
BETWEEN INDUSTRIES
AND MILITARY TALENT.

Although I said it last year, it remains a great honor to be in the Executive Director's seat at NextOp. It is difficult to put in words how gratifying it is to know that our work helps veterans and changes their lives in a positive manner. Our team continues to deliver on our impactful mission with record breaking results, and it is a great privilege to lead them. I am confident saying that 2023 was our best year yet, and we are well positioned to make 2024 even better.

Our theme for 2023 was "Maintain delivery, prepare for scale". For practical purposes, this meant recognizing efficiencies in our processes, refining our skills and toolsets to manage increased workload, and partnering for maximum effect. Our investments in process automation and improvement, continuous learning, and team retention all contributed to increased candidate placements in less time and at less cost per candidate. The partnerships we established helped us to recruit more efficiently, access employers in new industries, create sustainable funding sources, and expand our brand awareness. The net result was evident not only in our goal achievement, but also our 2024 theme which is "Scale with excellence".

Key achievements and milestones for 2023 included new records for candidates placed (669), average candidate starting salary (\$65,821) and average time to place candidates (37 days), as well as 1000 all-time placements in Louisiana, sixteen new partnership agreements, and multiple awards highlighting our organization and impact including:

- Military Times Best for Vets Employer 2023
- U.S. Department of Labor HIRE Vets Platinum Award 2023
- Charity Navigator 4-Star 100% Rating
- Candid 2023 Platinum Transparency Award
- GuideStar Platinum Participant

A retrospective on our key, top level goals reveals outstanding execution by the team:

- 600 candidate placements
- Increase avg. candidate starting salary by more than inflation
- Establish financial reserve
- Redefine and develop corporate partnerships
- Implement Alumni engagement strategy and create community
- Evaluate and integrate technology to drive efficiency and scalability

For 2024, our key, top level goals are:

- 800 candidate placements
- Average candidate starting salary increase that beats inflation
- 40 days average candidate time to place
- Successful geographic expansion into North Texas, Tennessee, and North Alabama
- Place 100 candidates into the US Navy Submarine Industrial Base (SIB) with BlueForge Alliance

Thank-you to our many mission enablers, Whether through financial support, hiring, referrals, or spreading the word about our good work, you are critical to our continued success. We deliver services that foster confidence, pride, and financial security for those that have served, while ensuring a return on the investment that our military makes in skills development that employers desperately need. Without our supporters, none of this would be possible. Looking forward to continued growth together.

Sincerely,

Shelby Mounts
Executive Director





MISSION

NextOp's mission is to recruit, develop, and place high-performing, enlisted leaders into industry careers. We desire to be the strongest link between industries and military talent.

VETERAN CANDIDATES

Our team of Employment Coordinators work one-on-one with veterans and transitioning service members to identify civilian professions that are right for them, translate their resume, prepare for interviews, and ultimately start a new career.

EMPLOYERS

NextOp partners with employers across various industries, many of whom have a strong desire to recruit and retain veterans. We actively work with recruiters and corporate leadership to ensure that the translation of military skills to civilian experience is not a barrier for veterans when being considered for the workforce.

THE IMPACT

3,824

All-time hires

669

2023 hires

37

Average days to place

\$65,821

Average starting salary

SALARY BREAKDOWN

Poverty line, household of 3

\$23,030

Median income for veteran's in their 20s

\$38,710

Avg. candidate's pay when leaving the military

\$39,279

NextOp candidate avg. starting salary, all-time

\$58,632

NextOp candidate avg. starting salary, 2023

\$65,821







**INDIVIDUALIZED,
HANDS-ON
APPROACH.**

The current federal veteran employment assistance program is the lowest funded federal veteran service program and takes a one-size-fits-all approach. A 22 year-old with a graduate equivalency degree will receive the same transition training as a nuclear-power qualified officer, medical doctor, or astronaut. At NextOp, we provide an individualized, hands-on approach to veteran employment and military transition.

CURRENT NATIONAL UNEMPLOYMENT & UNDEREMPLOYMENT RATES DO NOT ACCURATELY REFLECT OUR CANDIDATES.

10% of male veterans of color are unemployed and looking for work

14% of female veterans are unemployed and looking for work

22% of female veterans of color are unemployed and looking for work

13% of homeless adults are veterans

6.7% of veterans live in poverty

INDIVIDUALIZED MENTORSHIP HAS PROVEN SUCCESSFUL.

8 hrs is the avg 1:1 development time each placed candidate receives from NextOp

2X as likely to get a job if the veteran uses a coach to help with their resume

3X as likely to get a job if the veteran uses a coach to help practice interviewing

NEXTOP IS HELPING IMPROVE VETERAN EMPLOYMENT ACROSS A VARIETY OF INDUSTRIES.

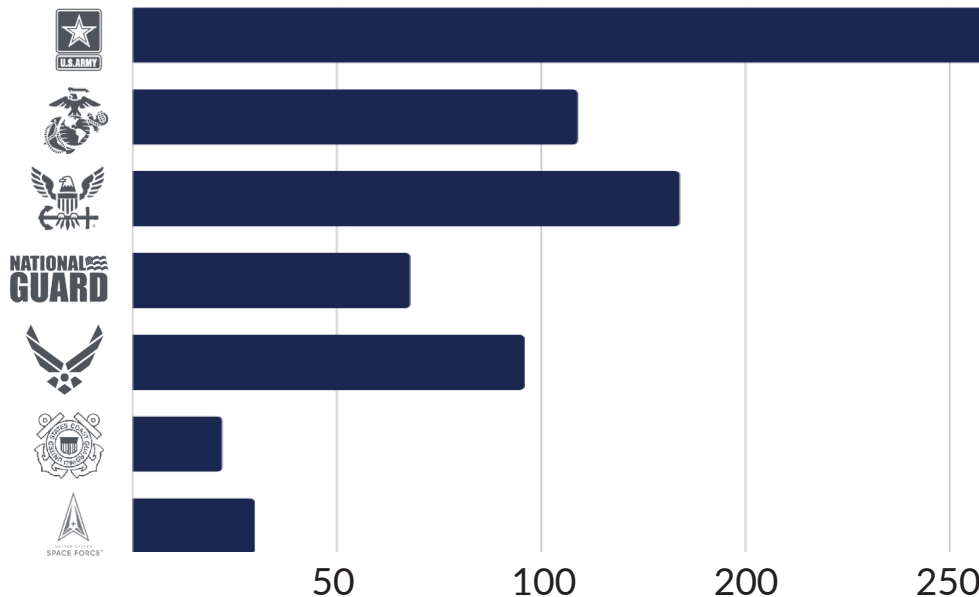
Through education on veteran skills and experience, encouragement in the development of veteran resource groups, and the identification and removal of unnecessary barriers to veteran employment, NextOp is developing our employers' ability to recruit and retain veteran talent.

350 different companies worked with NextOp to hire veterans in 2023

OUR CANDIDATES

Our military's enlisted make up 80% of military personnel, but are provided the least amount of employment assistance of any veteran demographic. That is why NextOp remains dedicated to serving high performing, post-9/11 enlisted veterans. In 2023, we placed 669 veterans into meaningful careers. To learn a bit more about the clients we serve, see the demographics of our placed candidates.

BRANCH



DIVERSITY

White, not Hispanic



Black, not Hispanic



Hispanic



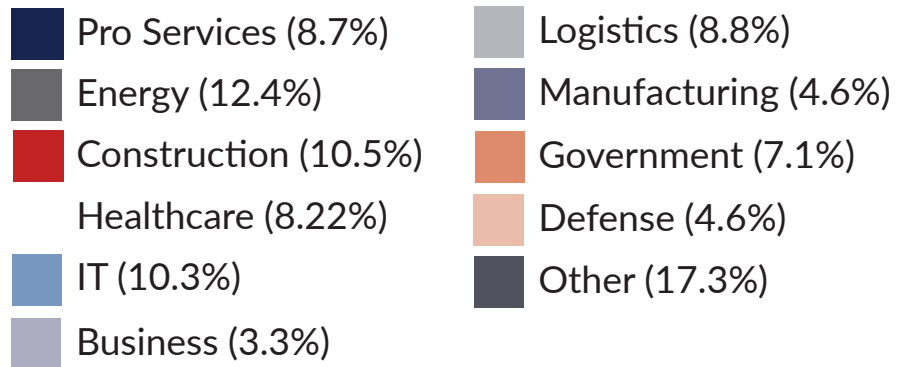
Asian, Pacific Islander



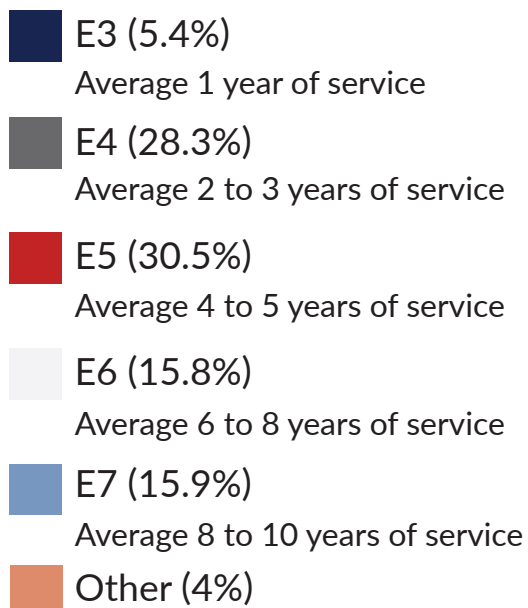
Other



INDUSTRIES



MILITARY RANK





STORIES OF US.

In our 9-year history, NextOp's priority has always been to establish meaningful relationships with our veteran candidates.

In 2023, NextOp helped to place 669 veterans into industry careers with over 350 different companies. The following stories provide a glimpse into the impact our services can have. They capture the transformative power of veterans assisting veterans.



"I started my job search in 2016 and linked up with NextOp. They connected me with a gentleman who was an expert in government resumes and offered some really good advice. Based on my federal resume, I was able to pick up a job working at a National Wildlife Refuge. I worked there for about 4 years. It was a great transition job and enabled me to learn how to exist outside of the military. In 2020, I received a job offer from the FAA and am now in an administrative position for staffing... There is a really strong desire within the government to hire veterans, that's why my relationship with NextOp is so crucial. My goal is to bring veterans and the FAA into a more compatible business hiring situation... I want to help hire veterans to give back. The military has taken care of me and is still taking care of me so why not help those who went with me."

DAVID L., U.S. ARMY VETERAN



"My experience with NextOp during my job search was nothing short of incredible. My Employment Coordinator was instrumental in guiding me through the entire process, from building and refining my resume to sharpening my interview skills, and always being there to answer my questions."

CALVIN N., U.S. AIR FORCE VETERAN



“NextOp has been extremely helpful in easing the transition from active duty to civilian life. The communication was as frequent as I requested and the topics of discussion were always relevant to my transition. They were very receptive to all my questions regarding employment and resumes. NextOp helped ease my mind during my transition to retirement.”

BRIAN H., U.S. AIR FORCE VETERAN



“NextOp’s dedicated team of professionals went above and beyond to understand my career aspirations and skills. With their expert guidance and personalized support, they helped me navigate the job market with confidence. Thanks to NextOp’s services and the exceptional assistance of their personnel, I found a great job at Textron Systems that aligned perfectly with my passions and goals.”

JORDYNN W., U.S. NAVY VETERAN

REMEMBER NOVEMBER 2023

NextOp's 6th annual Remember November fundraising campaign looked a little different in 2023. NextOp hosted three events: Vet Together in New Orleans, a watch party for the Army-Navy game in Houston, and a watch party for the Army-Navy game in New Orleans. More than \$45,000 was raised to support NextOp's mission.

3RD ANNUAL VET TOGETHER

NextOp hosted the 3rd Annual Vet Together event in New Orleans at Chafunkta Brewery on Veteran's Day! NextOp raised over \$5,000 to support veterans obtaining careers in Louisiana. The event included food, drinks, live music, and regional resource providers to connect veterans with employment, veteran benefits, education and certification programs.



NEW ORLEANS ARMY-NAVY WATCH PARTY

NextOp hosted the 3rd Army-Navy Game Watch Party in New Orleans at the Tchoup Yard. The afternoon was filled with football rivalries, raffles, and guest appearances from TikTok influencer Stalecracker.



HOUSTON ARMY-NAVY WATCH PARTY

NextOp hosted the 1st Army-Navy Game Watch Party in Houston at Karbach Brewery. Five hundred football fans attended and enjoyed the historic rivalry, the inflatable field goal, the delicious drinks, and a special appearance from Santa Claus.





2023 HIGHLIGHTS

2023 was full of many milestones and accomplishments. This year we gathered in New Orleans for our annual strategy session. Our team is located across the U.S., but gathers altogether once a year to plan for the upcoming year and identify best practices for service our veteran candidates. From impactful hiring events to engaging workshops, the year was defined by events that brought us together, fostered collaboration, and inspired innovation.



NextOp hosted several alumni happy hours in Houston, Texas and New Orleans, Louisiana as part of the efforts to create a networking community for past NextOp candidates.



NextOp continued to grow our relationships with Employment Partners like Performance Contractors. These employers receive direct access to our vetted veteran candidates to fill their open positions.



At NextOp's Employment Readiness Workshops, veterans are equipped with essential skills for transitioning into the civilian job market, while also gaining valuable opportunities to interview with potential employers.



Our NextOp Employment Coordinators continued to visit military bases across the country-participating in job fairs, transition classes, and employment readiness workshops.



NextOp was the beneficiary of the 2023 Compass Crawfish Boil. It was an afternoon filled with family, friends, and delicious crawfish. It's companies like Compass that make our services possible.



NextOp honored a few of our community partners at the 2023 Military May Kick-Off Reception. This was in recognition of their work to support NextOp and veteran employment.



THANK YOU FY2023 SUPPORTERS

Through the support of our generous donors, we are able to assist transitioning service members & veterans at no charge. Support like this allows NextOp to guide and coach military veterans into the next chapter of their lives. Thank you to all foundations, corporations, and individuals who supported us this year!

\$100,000+

U.S. Department of Labor
Bob Woodruff Foundation
Texas Mutual

\$50,000- \$99,999

May & Stanley Smith Charitable Trust
Doug & Sarah Foshee
Oscar J. Tolmas Charitable Trust
Wayne Duddleston Foundation

\$20,000- \$49,999

Easter Seals of Greater Houston
Barclays
Huntsville/Madison County Chamber of Commerce
Bank of America
Chevron
The Friedkin Group
Adobe
Greater New Orleans Foundation

\$10,000- \$19,999

George and Mary Josephine Humman Foundation
Union Pacific
Cadence Bank
Enbridge
Kevin McFadden
Claire & Joe Greenberg
Chevron Phillips Chemical Company
Pin Oak Group
Shell
Vivian L. Smith Foundation
Albert & Ethel Herzstein Charitable Foundation

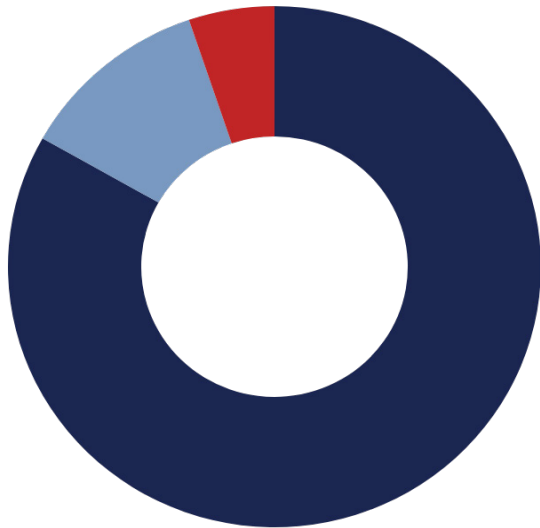
\$5,000- \$9,999

The Harry S. Isabel C. Cameron Foundation
Strake Foundation
Patricia Darnauer
Abrahah, Watkins, Nichols, Agosto, Aziz & Strogner
Alliant Energy
Boeing
Comcast
Harris Health System
H-E-B
Southwest Water Company
WE Energies

\$1,000- \$4,999

Compass Real Estate
EHRA
Performance Contractors
NOV, Inc
Lone Star Maritime
Peter Holland
Henry Adams
Tom Knudson
Chemetec
Louisiana Pepper Exchange
Aircraft Electronics Association
Joseph Brent
Jeff & Gerianne Prom
Scott Hayes
United Way of Southeast Louisiana
Quality Machine Works
Tranter
Brown & Root Industrial Services
DBA Coastal Truck Driving School
The Lemoine Company
Jefferson Capital Partners
Lone Star Sports & Entertainment
Mizuho Securities USA
Booz Allen Hamilton
Textron Systems
Ronald Morrison

2023 FINANCIALS



EXPENSES

- Programs (83.2%)
- Fundraising (11.6%)
- Management & General (5.2%)



REVENUE

- Corporations (24.6%)
- Private Foundations (14.3%)
- Government Grants (41.5%)
- Public Charities (12.5%)
- Individual Donors (7.1%)

*Based on average first year earnings. 2023 audited financials available upon request. NextOp received an unmodified opinion that the financial statements presented fairly, in all material respects, the financial position, changes in net assets, and cash flows of the organization. The financial audit was completed by Blazek & Vetterling of Houston, TX.

AWARDS



LEADERSHIP

NEXTOP BOARD OF DIRECTORS

Chris White
President/CEO, Louisiana Pepper Exchange & Chemetech

Patricia Darnauer
Executive Vice President, LBJ Hospital, Harris Health System

Kevin McFadden
Managing Director Energy, Investment & Corporate Banking, Mizuho Securities USA LLC

Henry Adams
Unmanned & Autonomy Systems Engineer Senior Manager, Booz Allen Hamilton

Gaw Jones Jr.
UWorkforce Development Manager, Brown & Root Industrial Services LLC

Joseph Brent
Corporate Banker, JP Morgan

Kyle Devlin
Corporate Business Development, Chevron

Will Hales
Managing Director, Marketing Cross LLC

Jennifer Bickley
General Counsel, SOFEC

NEXTOP STAFF

Shelby Mounts, Executive Director
U.S. Navy Veteran

Allen Whiteside, Programs Director
U.S. Marine Corps Veteran

Ben Armstrong, Director of Strategic Partnerships & Outreach
U.S. Marine Corps Veteran

William Prom, Development Director
U.S. Marine Corps Veteran

Maddie Zimmermann, Marketing Manager

Chris Brown, LA Expansion Manager
U.S. Navy Veteran

Stephen Sider, Employment Coordinator
U.S. Navy Veteran

Patrick McManus, Employment Coordinator
U.S. Air Force Veteran

Melvin Jackson, Employment Coordinator
U.S. Marine Corps Veteran

Charles Bischoff, Employment Coordinator
U.S. Army Veteran

In Loving Memory of everyone's favorite NextOp teammate, Mando!

