



2026 CAREER FAIR EXHIBITOR GUIDE

Looking for quality candidates? Career fairs are one of the most effective ways to connect, especially when engaging the military community.

With **9.6 million working-age veterans in the U.S.** and **200,000 transitioning each year**, these events give employers direct access to highly skilled and motivated talent. Career fairs let you meet candidates face-to-face, build relationships, and strengthen your workforce.

But why are career fairs so important, and how can your company benefit from participating?

In this guide, you'll find:

- Why career fairs work for employers
- Who you'll meet at our events
- Exhibiting and sponsorship opportunities
- Tips to maximize your impact
- FAQs to help you prepare

Benefits of Career Fairs for Employers

With 77% of employers struggling to find qualified candidates to fill full-time positions, career fairs pose an advantageous way to reach new talent. These events offer:

Access to Skilled Workers

Directly access veterans with leadership, problem-solving, adaptability, and technical expertise.

Enhanced Diversity

Veterans bring unique perspectives that enrich culture, foster inclusion, and boost innovation.

Increased Brand Visibility

Showcase your organization as veteran-friendly and build connections with military groups.



Cost-Effective Recruitment

Meet many qualified candidates in one place, saving on job ads and cutting time-to-hire.

Varied Candidate Skills

Connect with a wide range of job seekers across multiple roles and career fields.

Access to Transitioning Military Members

Engage candidates early in their transition—before competitors do.

Influence Over Skill Sets

Help veterans see how their skills fit your roles while attracting top talent.

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Inside Look at Our Events

RecruitMilitary Veteran Career Fairs take place nationwide, both in-person and online. Regardless of event size, candidate quality and service consistently perform.

Event	Exhibitors	Attendees	Searchable Profiles	Top 3 Work Interests	Key Demographics
Dallas, TX July 17, 2025	91	631	1,124	1. Govt/Federal 2. IT 3. Project Mgmt	68% Veterans 7% Active Duty 5% Spouses
Fort Bragg, NC Aug 14, 2025	64	458	755	1. Logistics-Supply 2. Project Mgmt 3. Operations	38% Veterans 39% Active Duty 10% Spouses
Joint Base Lewis-McChord, WA June 26, 2025	35	200	369	1. Project Mgmt 2. HR/Admin 3. IT	48% Veterans 22% Active Duty 10% Spouses
National Virtual Career Fair May 20, 2025	75	1,200	3,239	1. Project Mgmt 2. Govt/Federal 3. HR/Admin	67% Veterans 10% Active Duty 4% Spouses

What People Are Saying

“Great way to get our company out there as a national employer.” – Dallas Exhibitor

“Fantastic opportunity to network and connect with recruiters.” – Dallas Job Seeker

“Great chance to meet both new and experienced veterans.” – JBLM Exhibitor

“Well organized, positive atmosphere, great pipeline expansion.” – JBLM Exhibitor

Exhibitor Opportunities

RecruitMilitary Career Fairs give employers several ways to showcase their brands to the military community, including sponsorships and speaking opportunities. It's easier than ever to make a lasting impression in the veteran space.

EVENT TYPES & ATTENDEES

City Event: Most attendees are work experienced candidates looking for local roles.

Military Base: Most attendees have technical and leadership backgrounds and are transitioning out of the military. View candidate interests by base [here](#).

Virtual Event: Perfect for remote recruitment or filling roles across regions, featuring transitioning and transitioned talent.

SPONSORSHIP OPPORTUNITIES

Increase your organization's event reach with exclusive networking and branding opportunities.

In-Person Pre-Event Seminar Sponsorship:

Engage job seekers in an exclusive presentation opportunity before the event.

Corporate Sponsorship: Participate in the kick-off speech and elevate your brand with prominent logo placement on the event registration page.

IMPACT IN 2024



Virtual Events:

- Regional VCFs: 1,200–2,500 registrants/event
- National VCFs: 2,400–5,300 registrants/event



In-Person Events:

- 44,550 registrants across 90 events
- Avg. 14 media placements per event



Registration Steps

Ready to register for an event? Follow these easy steps to get started:

● Step 1

Choose the event that's right for you. [CLICK HERE!](#)

● Step 2

Click on the event registration page to view details about each unique event. Once you've confirmed your interest in the event, click the red **"Select Your Package in Our Store"** button to check out.

● Step 3

In the store, select your exhibitor package. You can even upgrade your event purchase to include a 30-day [RecruitMilitary Veteran Talent Source, powered by Findem Copilot](#) license.

2025
Schedule



2026
Schedule



Military
Base Hiring



"It was well-organized. Staff were friendly and helpful - enjoyed the venue, check-in process, and everyone involved did a great job."

- NSB New London Exhibitor

"The job fair was extremely well-organized and valuable. There was a great variety of employers, helpful staff, and plenty of opportunities to network. The veterans left feeling informed, motivated, and confident about their career options—definitely a 10/10 experience!"

- St. Louis Exhibitor

Maximize Your Impact as an Exhibitor

PRE-EVENT STRATEGIES

- **Promote on social media:** Announce your participation, highlight open roles, and showcase your culture to build awareness and excitement.
- **Train your reps:** Ensure staff understand military culture and how it translates to corporate roles. This helps create stronger, more authentic conversations.
- **Identify priority roles:** Have clear job descriptions ready so candidates know exactly where they could fit.

BOOTH DESIGN & STAFFING

- **Make it inviting:** Use professional signage, banners, and branded displays to stand out and reflect your company's mission.
- **Pick the right reps:** Staff your booth with approachable, knowledgeable team members who understand your veteran hiring efforts.
- **Be present and approachable:** Stand in front of your booth, extend a handshake, and invite candidates in. Sitting behind the table sends the wrong signal.

ENGAGEMENT TECHNIQUES

- **Leverage technology:** Use QR codes, polls, or videos to connect candidates directly to roles and resources. With Veteran Talent Source, powered by Findem Copilot, you can even apply AI-driven workflows to assess candidate fit.
- **Offer practical takeaways:** Provide branded items or handouts that include role details and recruiter contact info.
- **Assign “search-only” users:** Maximize reach by designating home-office team members as “search-only.” Once your on-site reps check in, these users can access all registered candidates, review profiles in real-time, and send booth invitations. This creates unlimited impact and helps you engage before your competitors.
- **Engage throughout the event:** Don't just wait for candidates to approach you. Actively invite them in and connect them to opportunities.

POST-EVENT FOLLOW-UP

- **Follow up quickly:** Reach out to promising candidates with personalized messages and next steps while the event is fresh in their minds.
- **Utilize RecruitMilitary's unique tech:** Review scanned candidates, comments, and ratings; access post-event folders; and, with a VTS upgrade, unlock an additional 4 million veteran profiles for even greater reach.
- **Respect the application process:** If online applications are required, explain why upfront. Framing it as part of your process, while still offering insight into your culture and environment, builds trust and avoids a negative candidate experience.
- **Stay until the end:** Some of the best candidates arrive in the final minutes. Don't risk missing them by packing up early.

Read More →

FAQs

TYPES OF REPRESENTATIVES:

- **Organizer:** Manages assignments for the team. This role can be held by an attending representative or someone off-site.
- **Attending Representatives:** On-site team members who represent your organization, engage with candidates, and provide feedback through ratings and comments.
- **Search-Only Users:** Gain access to all registered candidates once the attending reps check in. They can search, review, and collaborate from the home office to maximize your team's reach.

HOW DO I ACCESS myRECRUITMILITARY?

- All reps will receive a confirmation email with link upon registering for the event. Once logged in, we recommend you save it as a favorite in your browser.

WHAT IS UNIQUE TO RECRUITMILITARY CAREER FAIR?

- **Proprietary Event Technology:** Scan individualized job seeker QR codes for instant, real-time access to candidate profiles.
- **Team Collaboration:** Attending reps can rate, comment, and share candidate information seamlessly with the home office.
- **Post-Event Access:** Receive organized folders of scanned candidates for continued follow-up.
- **Expanded Talent Pool:** Upgrade to Veteran Talent Source (VTS) for access to an even larger database of veteran talent.

WHAT'S INCLUDED AT THE EVENT?

- 6' or 8' table with draped with linen plus two chairs.
- Two attending reps per organization.
- Additional reps available a la carte with a max of four per booth.

HOW SHOULD I PREPARE?

- Log in to myRecruitMilitary.
- Boarding pass will be emailed the day of the event.
- Boarding pass will display booth number, venue details, accessibility info, and how to scan candidates.
- Follow check-in instructions sent the morning of the event.

WHAT CANDIDATES ATTEND?

- **Diverse backgrounds:** leadership, technical, and contributor roles.
- **Common traits:** strong work ethic, problem-solving, adaptability, and leadership.
- **Attendance numbers vary** - ask your RecruitMilitary rep for past data.

WHAT'S THE EVENT TIMELINE?

- **9–10:30 am:** Check-in & set-up
- **11 am:** Career fair begins
- **3 pm:** Career fair concludes

HOW DO I CHOOSE AN EVENT?

- **Military base:** Meet transitioning service members in active transition.
- **City-based:** Reach veterans and military community talent in a certain city.
- **Virtual:** For multi-region or remote recruiting.

HOW ARE EVENTS ADVERTISED?

- Dedicated candidate sourcing team.
- Digital ads, geo-targeting, social media, and military base outreach.

Sponsorship →

Pricing →

More Info →