

TOPIC: MILITARY TRANSITION TO CIVILIAN WORKFORCE
MARCH, 2023

Introduction

One of the benefits of joining the U.S. military is the job skills training provided during a soldier's service. Individuals can be trained in a myriad responsibility ranging from civil engineer and medical practitioner to data analyst and logistics specialist and everything in between. The training and the on-the-job experience build a cadre of professionals during and out of military service. However, what happens when active-duty personnel leave the military and transition into the civilian workspace? A well-known gap exists in which the credentials earned during military service do not directly translate into civilian qualifications for parallel work. We will examine the scope of this issue, the existing efforts to close that gap and the role that philanthropy is and can play to remedy this issue and advance work opportunities for American veterans.

Scale of issue

Existing services

There are various types of services that currently exist to reduce this issue. The Transition Assistance Program (TAP) was created to give employment and training information to armed forces members within 180 days of separation or retirement. TAP offers a three-day workshop that all ex-military job seekers can use consisting of exploring career options, job search strategies and deliverables such as building a resume, cover letter, customizing verbiage and descriptions to civilian customs and interview preparation.

Additionally, there are recruiters that specialize in helping military transition into civilian careers such as Lucas Group and Bradley Morris, two of the largest that claim serving more than 25,000 people each in successful job placements.

The Department of Labor has invested significant resources into helping with this transition including a complete guide, viewed [here](#), listing dozens of government funded organizations focused on closing this gap. For example, one such organization funded by the U.S. Department of Labor's Employment and Training Administration is the American Job Centers (AJCs), in which approximately 2,400 locations exist throughout the United States.¹

Regarding credentials specifically, services exist to help veterans such as Credentialing-Opportunities-Online (COOL) created for each branch of the military as well as License Finder, Credential Finder and [CareerOneStop](#). Additionally, support is offered to military spouses via the Department of Labor for those who are relocating and need support in transferring their licenses to new states and countries.² Military training and experience provide certification in the field, but not a license. The transition to the

¹ [DOL VETS Resource Guide JAN2023](#) (Page 6)

² [Military Spouse Interstate License Recognition Options | U.S. Department of Labor \(dol.gov\)](#)

civilian workforce may be relatively seamless because certification and licensure requirements are often similar. However, the veteran may still need to obtain a license from the appropriate government agency.

Responding to the need – Nonprofit sector

Conclusion