



www.Military-Transition.org
Serving Those Who Served Us

OUR MISSION

To improve the transition process for military families and help organizations build their brand across the military and veteran community



OUR AUDIENCE

30 million members of the military community

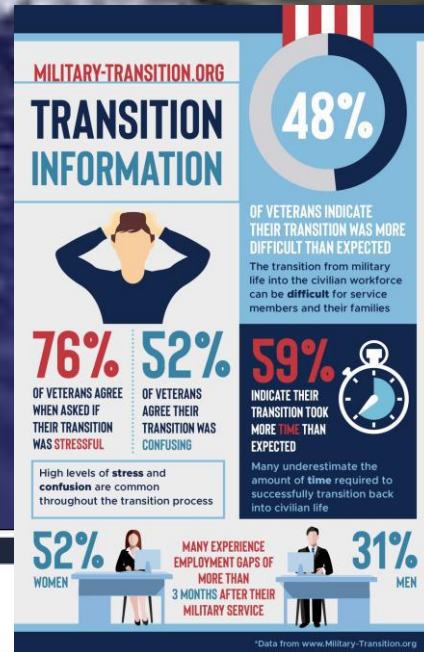
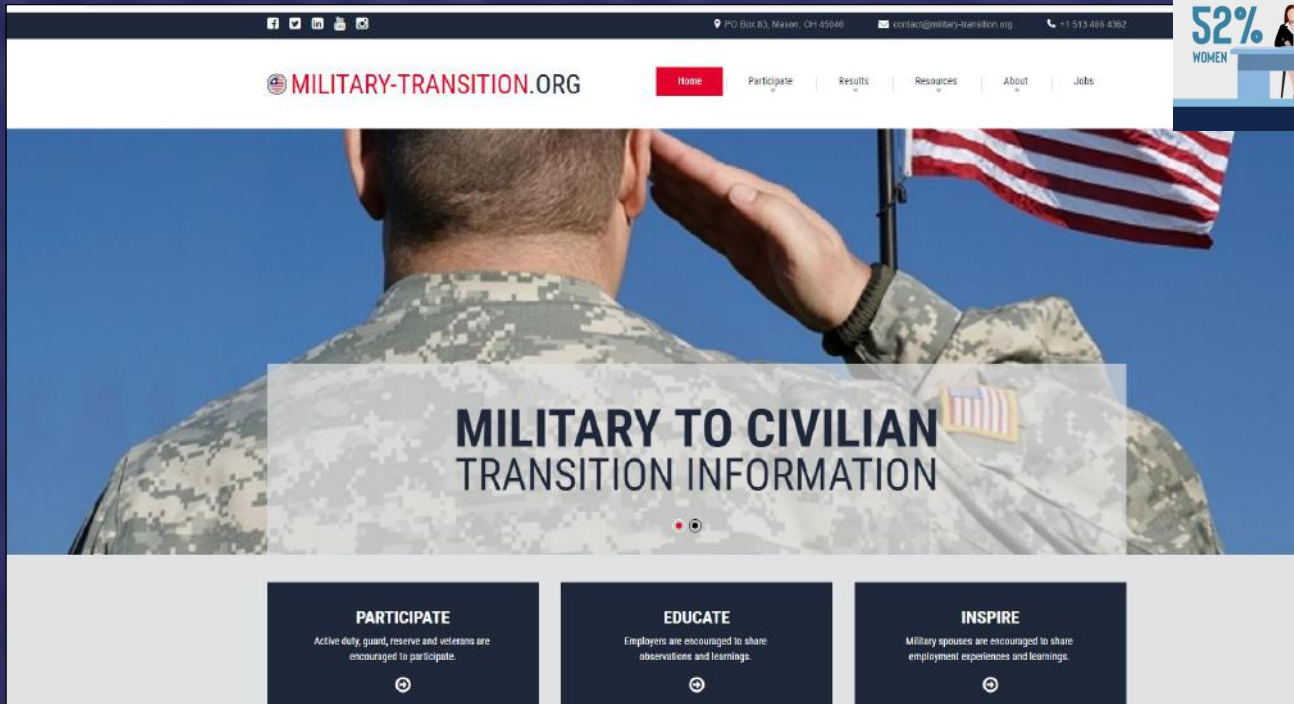
- Active, Guard and Reserve Members
- Veterans
- Families



OUR PLATFORM

Delivers relevant and engaging content

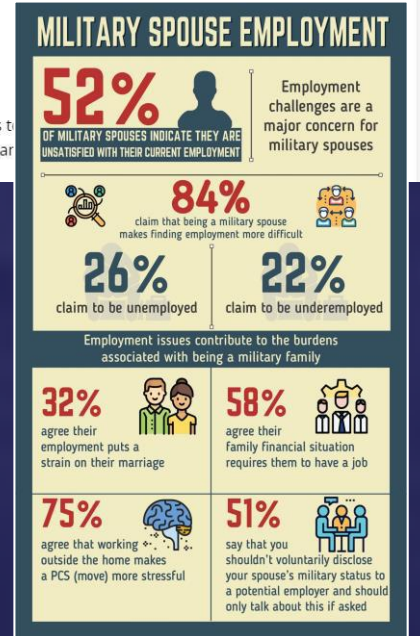
- Interactive Data Dashboards
- Comprehensive Transition and Employment Listings
- Unique Analysis and Insights
- Custom Infographics and Flyers



A new resource is changing the way we look at military transition

Veterans can share their experiences with each other

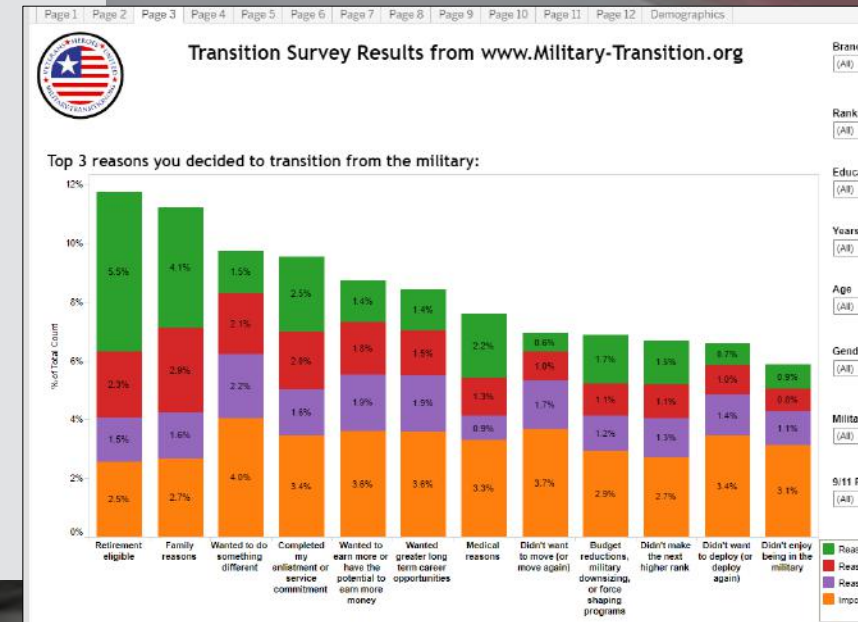
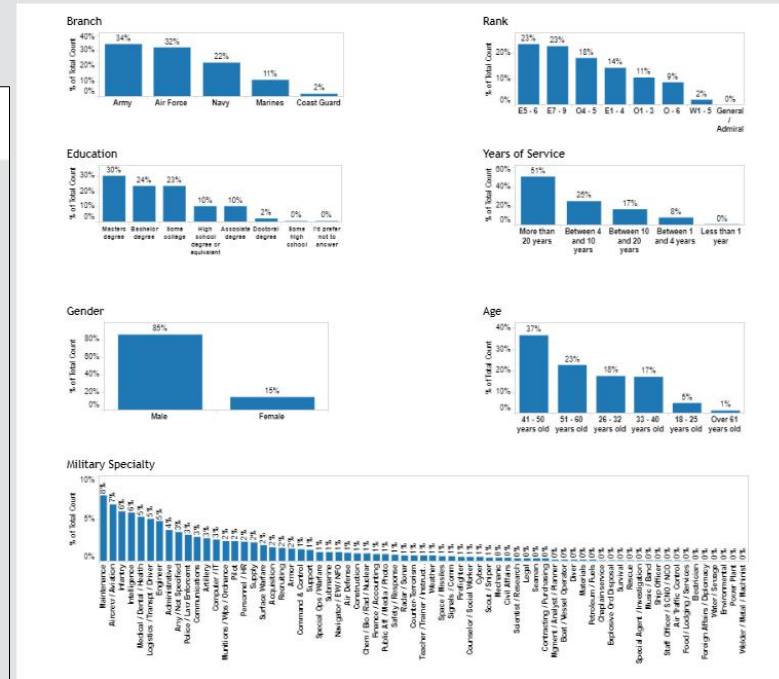
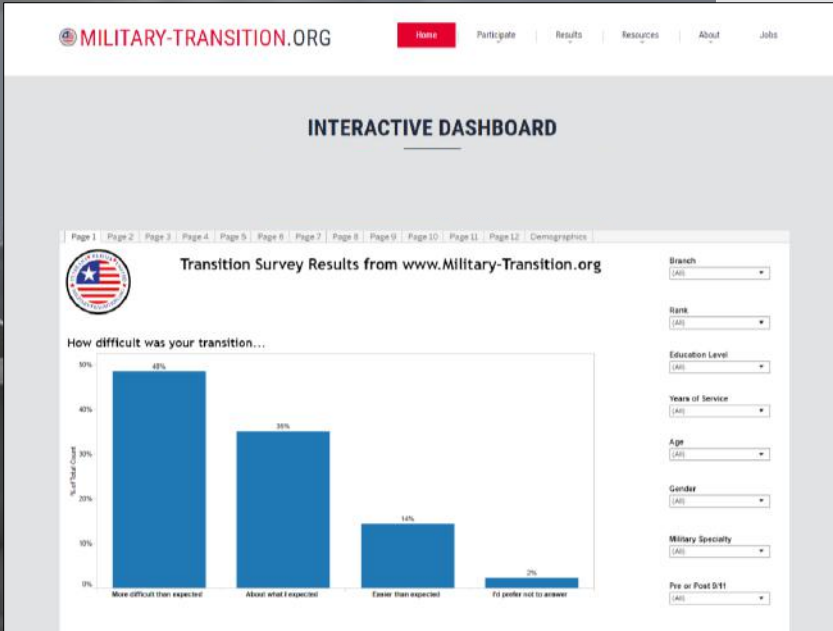
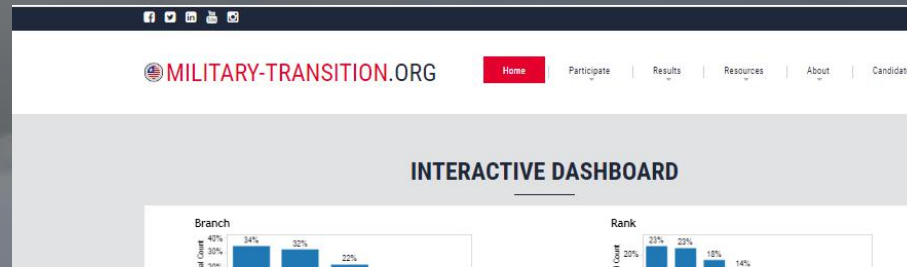
KAYLAH JACKSON
JANUARY 18, 2018 - 3:18 PM



OUR INTERACTIVE DASHBOARDS

Responses Match the User's Profile

- Branch
- Rank
- Education
- Years of Service
- Gender
- Age
- Military Specialty
- Status (spouse version)
- PCS moves (spouse version)



OUR RESOURCE LISTS

The Most Comprehensive Available

- Military Transition and Employment
- Military Spouse Employment
- Military, Veteran and Spouse Employers
- Post-Military Education Resources
- Downloadable PDF Materials
- State Specific Resources
- Veteran Entrepreneurs

The screenshot shows a 'RESUME' guide with numbered steps (1-10) on how to write a resume. Below it is a table titled 'Military to Civilian Transition and Employment Links' with columns for 'Mentoring Programs' and 'Organizations (Cont.)'. The table lists various organizations like 'American Veterans' and 'Military to Civilian Transition Center'.

This section features logos for USAA, Home Depot, Lockheed Martin, Comcast, and Worthington Industries. Each logo is accompanied by a short paragraph describing their commitment to hiring veterans and military spouses.

The 'EDUCATION RESOURCES' section is a grid of six colorful icons with labels: 'Tools & Info', 'Programs', 'Scholarships', 'Benefits', 'Advisors', and 'Other'.

The 'TRANSITION RESOURCES' section is a grid of 12 colorful icons with labels: 'Mentors', 'Organizations', 'Tools', 'Training', 'Advice', 'Employers', 'Recruiters', 'Research', 'News', 'Job Boards', 'TAP', and 'Other'.

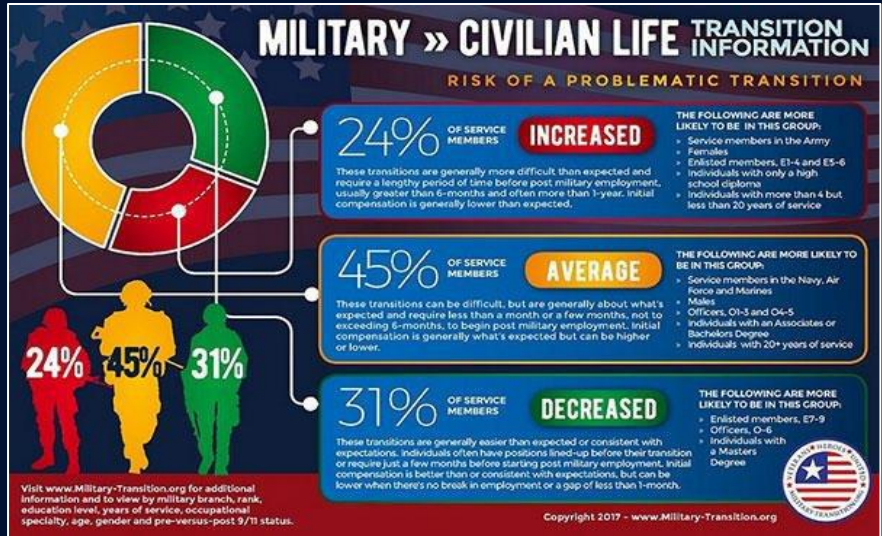
The 'MILITARY SPOUSE RESOURCES' section is a grid of 9 colorful icons with labels: 'Mentors', 'Organizations', 'Tools & Training', 'Advice', 'Employers', 'Research', 'News & Info', 'Podcast & Blogs', and 'Other'.

The 'STATE RESOURCES' section is a grid of 48 blue buttons, each representing a US state: Alabama, Alaska, Arizona, Arkansas, California, Colorado, Connecticut, Delaware, Florida, Georgia, Hawaii, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, New Hampshire, New Jersey, New Mexico, New York, North Carolina, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Vermont, Virginia, Washington, West Virginia, Wisconsin, and Wyoming.

The 'ENTREPRENEUR RESOURCES' section lists five programs: 1. BUNKER LABS, 2. FRANFT, 3. PATRIOT BOOT CAMP, 4. BOOTS TO BUSINESS, and 5. VET TO CEO. Each program has a brief description of its purpose.

OUR UNIQUE ANALYSIS AND INSIGHTS

Original and Unmatched Content



TRANSITION INFORMATION

48% OF VETERANS INDICATE THEIR TRANSITION WAS MORE DIFFICULT THAN EXPECTED

The transition from military life into the civilian workforce can be difficult for service members and their families

76% of veterans agree when asked if their transition was stressful

52% agree their transition was confusing

High levels of stress and confusion are common throughout the transition process

59% indicate their transition took more time than expected

Male 57% Female 64%

Many underestimate the amount of time required to successfully transition back into civilian life

Many experience employment gaps of more than 3 months after their military service

Air Force	32%
Navy	34%
Marines	36%
Army	37%
Male	31%
Female	52%

*Data from www.Military-Transition.org

"Treat the civilian world as a foreign country. They speak a different language, have a different culture and different customs. Adapt to the new country by adapting to the language, culture and customs."

Transition Truths

You are Responsible for Your Own Transition

Don't rely upon anyone else to find your path

RECOMMENDATIONS

Veterans said that you should:

- START PREPARING EARLY**
You should always be thinking about life after the military and we suggest that you begin formal preparation at least 24-months before the transition. You should attend TAP at this point and again when you have between 9-12 months. Pay attend, take notes, ask questions and go a second time because those who attended more than once were 57% more likely to say the program was "extremely" or "very" helpful.
- HAVE A TRANSITION PLAN**
It doesn't have to be complex, but you should have a written plan with timelines. The next two items on this list should be part of your plan along with time to think about what you want to do after taking off the uniform. Remember, you get a choice this time so make it count.
- BUILD YOUR NETWORK**
This is an important but overlooked aspects of a successful transition. Speak with others, both in and out of uniform, and ask about their experiences. Use social media, such as LinkedIn, to identify potential contacts and then reach-out. Offer to share your story and remember to pay it back with other service members once you've entered the workforce.
- TRANSLATE YOUR SKILLS**
This can be a challenge and requires time, effort, and practice. We recommend that you combine with networking and get feedback from others. Successfully translating your skills results in a strong resume, good interviewing skills, and the ability to demonstrate how you fit within an organization.
- BE PATIENT**
The process doesn't happen overnight so give yourself time and learn along the way.

POST 9/11 TRANSITION INFORMATION

How Difficult Was Your Transition?

Legend: Green = Easier Than Expected, Yellow = About as Expected, Red = More Difficult Than Expected

10 LESSONS AFTER 26 YEARS

IDEAS TO HELP MAKE YOUR CAREER AND LIFE MORE SUCCESSFUL

"After 26-years of service, I'm convinced that experience is the hardest teacher since it gives the exam before any lessons are taught. Here are some of the most important lessons I learned from my time in uniform and my experiences from the public and private sector. Please share these lessons with others so they can also learn from my successes and failures. All the best in your future endeavors."

- BRIAN NISWANDER, Founder of Military-Transition.org

- TAKE CARE OF YOURSELF**
You need to take care of your own health, family, education and career first. Don't put off going to the doctor, attending family events, exercising or planning your education and career since no one else will. I learned much of this the hard way and wish that I would have paid more attention when a mentor shared this lesson with me early in my career. Take the time and ensure these items are aligned before problems become insurmountable.
- KNOW WHAT'S IMPORTANT**
There is always more to accomplish than time allows and attempting to do everything is a recipe for disaster and burnout. Rank and priorities allow you to focus on activities which have the greatest impact. Don't spend precious time and energy on things that don't matter. Identify, focus and accomplish what's most important first. Then go back and address additional tasks and activities that aren't priorities.
- BE POSITIVE**
Optimism is a force multiplier that can enable monumental accomplishment. It draws people towards your purpose while negative attitudes push them away. It can also disarm potential conflicts. Regardless of the situation, put on the face of optimism and move forward.
- READ**
One of the best ways to learn and expand your horizons is through reading. Books, magazines, journals and blogs are great sources of information. Find a few minutes each day or schedule a block of time each week, at minimum, to learn and grow through the ideas of others. If your schedule is so busy that you can't find the time to read, consider listening to a few audio books.
- LISTEN**
Don't confuse hearing, which is passive, with the active function of listening. Listening results in understanding and learning, which is critical to success. Superiors, subordinates, instructors, peers, friends and families want you to listen - not just hear. Repeating the important points of a message is a great way to demonstrate that you were listening versus simply hearing what they said.
- THINK**
No situation is permanent and thinking is the first step in effecting change. Think about where you're at and what you want to accomplish. Military members are expected to follow direction, but they're still allowed to think. You don't have to voice or act upon individual thought, but don't lose the ability to think for yourself.
- FOLLOW-THROUGH**
Persistence and follow-through are critical to success. In our industry it's a part of life. Skills and judgement are developed based on experience, which includes challenges and obstacles. Commit to your actions and what you tell others you'll accomplish. Not doing what you say erodes credibility and engenders resistance.
- FOCUS ON RESULTS**
Don't confuse activity with accomplishment since results are what matter. Effort and intent are important but irrelevant when positive results aren't achieved.
- HAVE A MENTOR**
Everyone should have at least one trusted advisor they can speak with, discuss ideas and seek counsel. The ideal situation is having several mentors, both inside and outside the military. If you're more senior, you should also be a mentor for others who need an honest sounding board and candid insights.
- START PLANNING NOW**
Decisions made while in uniform will have a major impact on your post-military life. Lifestyle, occupation, income and location are a few items to consider. And the sooner you begin thinking about your future, the clearer this becomes. Don't wait until the last minute and limit your options following the military.

SERVING THOSE WHO SERVED
MILITARY-TRANSITION.ORG

VETERAN ADVICE

"Be prepared to feel overwhelmed but maintain your composure. There are many resources available to help you succeed."



Word cloud developed using responses to the transition survey:

RESEARCH OPPORTUNITIES
ATTEND TAP
INTERVIEW SKILLS
NETWORK
START EARLY
TRANSLATE MILITARY SKILLS

Visit www.Military-Transition.org for additional info and transition resources

MILITARY SPOUSE EMPLOYMENT

Best Ways to Find Employment at a New Location

Do Your HOMEWORK

Search Online for Employment Opportunities

Connect with Other Military Spouses and **BUILD YOUR NETWORK**

ENGAGE with local employers
ATTEND job and career fairs
CONTACT recruiters or placement firms

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MORE UNIQUE ANALYSIS AND INSIGHTS

Original and Unmatched Content

MILITARY-TRANSITION.ORG

ADVICE FOR A SUCCESSFUL TRANSITION

Based upon surveys and interviews with thousands of veterans over the past two decades, we compiled the five most important elements of a successful transition to civilian life.

1 START PREPARING EARLY

There's nothing unpatriotic about preparing for life after the military. Everyone must undergo the transition and research shows that starting early helps members understand and navigate the process.



3 BUILD YOUR NETWORK

This is the most recommended element of a successful transition. Get active on LinkedIn and other digital forums, participate in community groups, and build contacts through face-to-face networking. Engage with other military members, veterans, and civilians to understand their career experiences, education, and training programs.



2 HAVE A TRANSITION PLAN

It doesn't have to be complex, but you should have a written plan with goals, enabling activities, and timelines. Start learning about the civilian workforce, education and training programs. Think about what interests you, where you might enjoy living, and start connecting with mentors.



4 LEARN TO TRANSLATE YOUR SKILLS

Translating your skills requires effort but results in a strong resume, good interviewing skills, and the ability to demonstrate your value to an employer. Practice is essential and we recommend asking your network for assistance and feedback.



5 BE PATIENT

Adapting to the military lifestyle didn't happen overnight and reintegrating with civilian life requires time. Patience and persistence are enablers throughout the transition process.



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ADVICE FOR A SUCCESSFUL TRANSITION

38%


indicate their first civilian salary was worse than expected

Despite having proven skills and experience, many veterans are disappointed with their initial compensation as a civilian employee

Veterans indicate the following were "extremely" or "very" important in their transition process:

Start preparing early	84%
Have a transition plan	83%
Network	86%
Learn to translate your skills	83%
Be patient	82%

Service members who attend Transition Assistance (TAP) more than once are 57% more likely to indicate the program was "extremely" or "very" helpful



BRING YOUR CAREER TO USAA

Our commitment to the military community goes beyond financial products and services. We're committed to helping service members and their families transition from the military into a civilian career. Learn more about a career at USAA.

usaajobs.com/military

WHAT YOU'RE MADE OF WE'RE MADE FOR

Visit www.Military-Transition.org for additional information and to view by military branch, rank, education level, years of service, occupational specialty, age, gender and pre-versus post-9/11 status.

INCREASED RISK	AVERAGE RISK	DECREASED RISK
<p>These transitions are generally more difficult than expected and require a lengthy period of time before post-military employment, usually greater than 6 months and often more than 1 year. Initial compensation is generally lower than expected.</p> <p>MORE LIKELY TO BE IN THIS GROUP:</p> <ul style="list-style-type: none"> ■ SERVICE MEMBERS IN THE ARMY ■ FEMALES ■ ENLISTED MEMBERS, E-4 & E-6 ■ INDIVIDUALS WITH ONLY A HIGH SCHOOL DIPLOMA ■ INDIVIDUALS WITH MORE THAN 4 BUT LESS THAN 20 YEARS OF SERVICE 	<p>These transitions can be difficult, but are generally about what's expected and require less than a month or a few months, not to exceed 6 months, to begin post-military employment. Initial compensation is generally what's expected, but can be higher or lower.</p> <p>MORE LIKELY TO BE IN THIS GROUP:</p> <ul style="list-style-type: none"> ■ SERVICE MEMBERS IN THE NAVY, AIR FORCE & MARINES ■ MALES ■ OFFICERS, O-3 & O-4 ■ INDIVIDUALS WITH ASSOCIATES OR BACHELORS DEGREES ■ INDIVIDUALS WITH 20+ YEARS OF SERVICE 	<p>These transitions are generally easier than expected or consistent with expectations. Individuals often have positions lined up before their transition or require just a few months before starting post-military employment. Initial compensation is better than or consistent with expectations, but can be lower when there's no break in employment or a gap of less than 1 month.</p> <p>MORE LIKELY TO BE IN THIS GROUP:</p> <ul style="list-style-type: none"> ■ ENLISTED MEMBERS, E-9 ■ OFFICERS, O-6 ■ INDIVIDUALS WITH A MASTERS DEGREE

MILITARY-TRANSITION.ORG

ADVICE FOR A SUCCESSFUL TRANSITION

START EARLY

INVEST THE TIME AND EFFORT TO BE SUCCESSFUL

- Start thinking about what's next
- Visit mynextmove.org for ideas
- Speak with family and friends
- Explore your true interests
- Focus on transition as your mission
- Establish a LinkedIn profile
- Join online discussions
- Read books and articles
- Listen to podcasts
- Begin a transition journal

HAVE A PLAN

YOU CAN'T HIT A TARGET THAT DOESN'T EXIST

- Consider all options: Employment | Education | Entrepreneurship
- Research areas of interest using resources such as: Military-Transition.org | IVMF.syracuse.edu | StudentVeterans.org
- Identify career and life goals, then start your transition plan of attack
- Update and improve your plan while networking and translating skills

NETWORK

WHO YOU KNOW AND WHO KNOWS YOU ARE IMPORTANT

- Contact friends and veterans who have transitioned
- Connect with and learn from mentors, coaches, and advisors
- Engage with organizations such as: ACP-usa.org | Veterati.com | HiringOurHeroes.org | FourBlock.org | USO.org | Vets2Industry.com
- Build contacts online and through in-person events

TRANSLATE YOUR SKILLS

THE HARDEST PART OF A SUCCESSFUL TRANSITION

- Develop targeted resumes and practice interviewing skills
- Practice reviewing again and constantly update your resume
- Discuss with your network and ask for help
- Listen as others discuss organizations, roles, schools, and training
- Obtain certifications and refresher skills

BE PATIENT

SUCCESSFUL TRANSITIONS DON'T HAPPEN OVERNIGHT

- Continue researching, learning, and journaling
- Always seek feedback and improve your plan
- Enhance current skills while adding new ones
- Attend workshops, career fairs, and social events
- Explore DoDSkillbridge.com and other hands-on programs

Discover more information and resources at www.Military-Transition.org

CHANGE YOUR FAMILY CIVILIAN PROCESS HELP FINANCES CAREER CONFUSING MONEY WHERE WHEN

TRANSITION?

WHY DIFFICULT WHY

MILITARY TO CIVILIAN STRESS

10 MORE LESSONS AFTER 30 YEARS

MORE IDEAS TO HELP MAKE YOUR CAREER AND LIFE MORE SUCCESSFUL

11 HAVE CLEAR GOALS

Invest the time and determine what you want to accomplish, both short and long-term. Once you've identified challenging but achievable goals, you should visualize accomplishment and then develop realistic action plans.

16 ASK FOR HELP

Don't suffer in silence or let anything prevent you from seeking help when necessary. Everyone needs assistance at some point and pride or schedules shouldn't limit your ability to ask.

12 TAKE RESPONSIBILITY

Our situation in life is normally the result of previous decisions and actions, so don't blame others. It's your journey, so own it by making the right choices going forward.

17 SHARE CREDIT

Most things in life are accomplished with the help of others. When things go well, share credit with those who enabled your success.

13 STAY CALM

Don't let stress or frustration limit your ability to make good decisions. Maintain self-control which enables rational thought and realistic options during times of crisis or chaos.

18 PRACTICE GRATITUDE

Everything happens for a reason and moves us towards our goals or teaches a lesson. Be thankful for everything, while learning and improving along the way based upon your experiences.

14 DEVELOP GOOD HABITS

Consistent behaviors become habits. Some are good and others steal our time and resources. Identify specific activities that align with your intent and develop behaviors to implement. Exercise, journal, pray, read, eat healthy and get adequate sleep are great starting points.

19 LIMIT SELF-CRITICISM

Everyone has something they're critical about. When self-talk no longer enables positive life changes, it's time to cut back. Instead of dwelling on faults or mistakes, focus on positive memories or future opportunities.

15 EMBRACE CHANGE

Life evolves and the ability to adapt is critical to success. Change can also bring opportunity, so be ready and adjust when new doors open.

20 BE AUTHENTIC

Listen to and trust your inner voice. Ultimate success is accomplishing your life purpose, not following the path others established or think you should pursue.

Author: Brian Niswander
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Transition Truths

The most qualified candidate doesn't always get the job

Demonstrating the value you bring to an organization is what results in a job offer

Start Preparing Early


Ensures you have the time required to understand and navigate the process.

Have a Transition Plan

Don't start without a plan of attack that you can update as you learn and progress.

Build Your Network

Reach out to veterans and non-veterans and learn from their experiences.



Learn to Translate Your Skills

Showing how your military skills align with an organization and add value are critical to success.

Be Patient

Understanding and adapting to civilian life requires time.

*Veterans surveyed claim as "very" or "extremely" important
www.militarytransition.org/infoboard

OUR HIGHLIGHTS

Key Metrics:

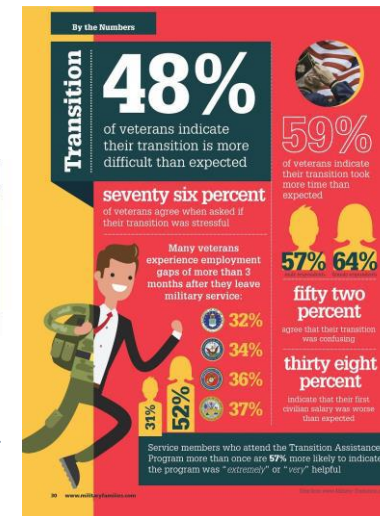
- >1M pageviews | >380K visits | >2M social media impressions
- >40K followers | >15K LinkedIn | >14K Facebook | >10K Twitter

Articles, interviews, blogs and newsletters:

- Veterans Helping Veterans – [LINK](#)
- Ten Lessons from 26-Years of Service – [LINK](#)
- 3 Things to Consider for your Next Transition - [LINK](#)
- Why You Should Attend TAP More Than Once – [LINK](#)
- Featured article in ‘Search and Employ’ magazine - [LINK](#)
- From Air Force Intelligence to Transition Intelligence – [LINK](#)
- Ask the Experts – Advice about The Military Transition – [LINK](#)
- CBS Radio – Connecting Vets – Interview with Eric Dehm – [LINK](#)
- Is the Transition Process More Difficult for Some Veterans? - [LINK](#)
- Podcast – Veteran on the Move – Interview with Joe Crane – [LINK](#)
- Veterans Helping Military Members Transition into Civilian Life - [LINK](#)
- Podcast – Veterans ASCEND with US Navy veteran, Robyn Grable - [LINK](#)
- Standard Operating Procedures for the Military Transition Process - [LINK](#)
- 5 Things Vets can do to Make Sure the American Public gets it Right - [LINK](#)
- Podcast – Service Above Self with US Army veteran, Sam Whitehurst - [LINK](#)
- Podcast – Success Vets – Interview with Byron Chen and Evan Guzman- [LINK](#)
- Beyond One-Size-Fit-All Transitions – A Case for Transition Intelligence - [LINK](#)
- Podcast – Homebound Veterans with US Navy veteran, Keith Galloway - [LINK](#)
- Infographic – By the Numbers – Transition related Data and Information - [LINK](#)
- New Veterans Initiative Aims to Shed Light on Long-Term Transition Trends - [LINK](#)
- Leaving for Boot Camp Thinking About Life After Service? Here’s Why You Should - [LINK](#)
- TV interview with ABC/Cincinnati (WCPO) as part of the Veterans Homefront Series - [LINK](#)



SuccessVets.com



Ask the Experts

Brian Niswander

About: Military Transition

- Start Preparing Early** You should always be thinking about life after the military and transitioning during your progression at least 24 months before the transition. You should reach O&A (Transition Assistance Program) at the same time when you have between 9-12 months. Pay attention, take notes, ask questions, write a service plan – because those who attended more than once were 87% more likely to say the program was "extremely" or "very" helpful.
- Have a Transition Plan** It doesn't have to be complex, but you should have a written plan with timelines. You need to know about the civilian workforce, which will be your primary resource to you. Think about what interests you and what doesn't, where you and your family might enjoy being and start engaging with those who've already transitioned out of military along with others who are serving in reserves.
- Build Your Network** This is an important but overlooked aspect of a successful transition. Share with others, both in and out of military, and ask about their experiences. Use social media to include LinkedIn to identify potential contacts and reach out. Offer to share your story and expertise to get it out and help other service members since you've received the assistance.
- Learn to Transition Your Skills** Don't see this as a challenge until you've accomplished that you can't. Recognize that your civilian skills are transferable from military. Routinely maintain your skills, such as training, technical, and soft skills, and update your resume and professional skills, and ability to communicate your skills and value to the civilian workforce.
- Be Patient** The process doesn't happen overnight in your greatest time and hours along the way.



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