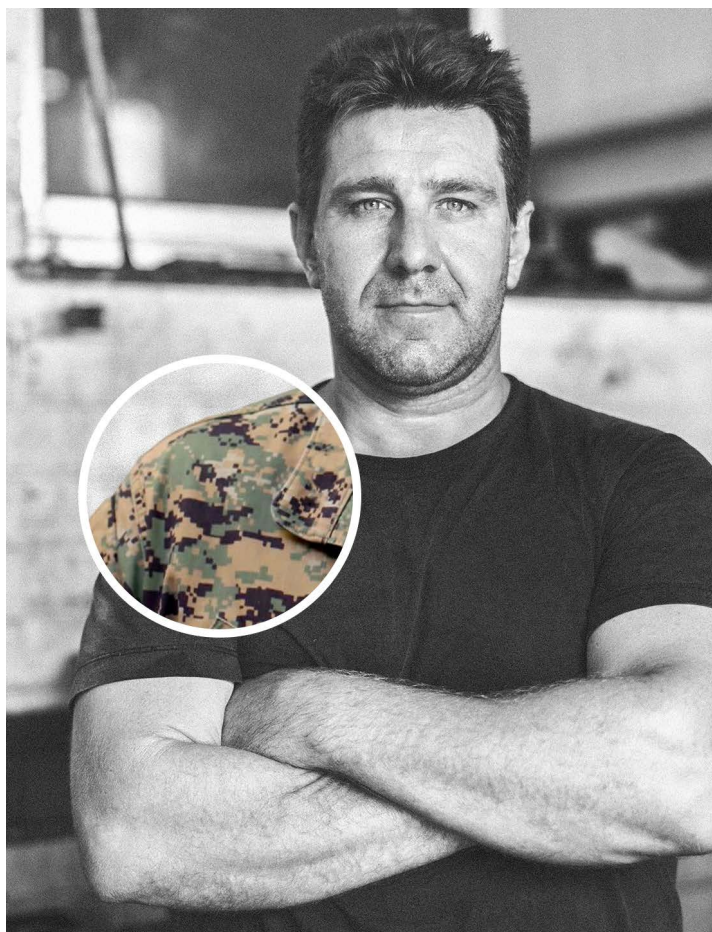


Vet Employment Manual

Transitioning Now | Retirees



Having a successful career in the military is a major accomplishment. And the twenty-plus years you've spent in uniform mean you have a highly sought-after skill set in the civilian world. The next step is to look at your options.

Your three main options are:

OPTION A

Get a Job

OPTION B

Start a Business

OPTION C

Try a New Career Field

Military.com

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OPTION A

Get a Job

If you plan to move from the military right into a civilian job there are some steps you should take to be competitive.



STEP 1: Translate your skills and build a civilian resume.

- Use the [Military Skills Translator with personality assessment](#) to find out how your skills and interests match up with current job openings. To ensure the matching function is effective, provide as much information as possible like collateral duties, leadership functions.
- Next, build your resume. [Translating military skills to civilian equivalents](#) isn't always easy but doing research and asking fellow veterans to share their resumes with you can help. You can also [have your resume reviewed by Monster for free](#) as a veteran.

STEP 2: Research recruitment options.

- Even if you are interested in the same general field you've been working in, you need to put some time in researching career options at your level and getting [advice](#) on interviewing again.
- You may also want to consider consulting a "headhunter." You have skills and [security clearances](#) specific companies may be looking for.

STEP 3: Apply.

- Most resume screening is automated so it's important to use the keywords from the job description in your online application.
- A cover letter is still important, but personalize it to the job you are seeking and [include details about the company you are trying to get hired by.](#)
- Be patient and [follow up](#) if you want feedback but understand you won't always get it.

OPTION B

Start a Business

Veteran entrepreneurs are becoming more common. As a retiree, you have a pension and that may help lessen the risk of opening your own business. Here are three steps to take if this is your path.



STEP 1: Solo or franchise?

- Do your [homework](#) to understand the risks and rewards of both options. Many franchises have a special discount for veterans who want to join their chains but buying to a franchise can be expensive. Understand ahead of time what is expected if you and what the success rate is for franchisees.
- If you are starting your business solo, know what your financing options are and consult with a professional about how to properly set up your business to protect your assets.

STEP 2: Decide how much time this business will take.

- Is this business a side venture you're hoping to grow while working full time?
- Are you more comfortable as a sole business owner or will this venture be a partnership?
- These are the questions to ask yourself and do some research on to determine more than what business you will open, but rather what place it will occupy in your life.

STEP 3: Make a business plan.

- Having a comprehensive business plan is essential. This will require research, [asking for other business owners advice](#) and an understanding of what to include in your business plan.
- This plan should also include a financial plan, estimates of start-up costs, realistic expectation of when you may see a profit and timeline and requirements for any permits, licenses, or other legal to-do items to begin your business.

OPTION C

Try a New Career Field

You may want to try something new at this stage in your life. With a pension and benefits you are uniquely positioned to start on a whole new career path that may have nothing to do with your previous job in the military. Here are the steps you need to take:



STEP 1: Research popular post-military career changes.

- There are many incentive programs that are dedicated to attracting former military members into fields like [teaching](#) or construction. Get information and find out if you need to complete any schooling, certifications, or get another degree.
- This is a great time to double check your [GI Bill benefits](#) and if you are going back to school to begin a new career field, make sure the school you choose will meet the requirements for that new field. .

STEP 2: Make a [financial plan](#).

- Particularly if you are starting a whole new career path, you will more than likely be starting at the bottom.
- Understand your military pay and benefits so that you can plan for any schooling to start your new career and for the monthly bills as you begin in a new field.
- You may want to look into an incentive programs employers may have for those who already have retiree health care benefits.