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# Why Marketable Job Training is Critical for Veterans

With the wars in Iraq and Afghanistan winding down, new research shows that more than two thirds (69%) of Veterans have reported “finding a job” as the greatest challenge in their transition to civilian life.



**Veterans can offer a strong set of skills to the civilian sector. Here are just a few:**

- Ability to learn new skills and concepts.
- Strong leadership qualities.
- Flexibility to work strongly in teams or work independently.
- Diversity and strong interpersonal skills.
- Ability to work efficiently and diligently in a fast-paced environment.
- Respect for procedures and accountability.

**But these skills alone are no guarantee of job-readiness. Vets also need specific training in fields such as information technology, healthcare, and business.**

## The Disconnect Between Veteran Job Seekers and Hiring Managers

Seventy-nine percent of unemployed veterans that have recently separated and have applied and/or interviewed for jobs feel it is at least somewhat difficult to translate their military skills into something a civilian hiring manager can relate to. Further, 72 percent of hiring managers say they also find it at least somewhat difficult to ascertain recent veterans' skill set suitability just from their resume alone.

## Challenges of Civilian Employment

Frustration extends beyond translating military experience into civilian employment. There is a clear disconnect between veterans' expectations for post-military life and the reality they meet. More than two-thirds (69 percent) of unemployed veterans feel it is at least somewhat likely that they'll use military-related skills in their next job. In reality, 59 percent of working veterans say they do not use their military experience at work.

## Job Satisfaction is Lacking

Among new veterans currently employed, a large opportunity exists to increase job satisfaction. Eighty-three percent of new veterans who are in their first job since separating and took something temporary are looking for a more suitable job.

Veterans say a better job means:

- Making more money (66 percent)
- Better job stability (52 percent)
- A better work/life balance (50 percent)
- Promotion opportunities (48 percent)
- A strong benefits package (47 percent)

## More Unemployed Are Vets

The unemployment rate for veterans of Iraq and Afghanistan has been consistently higher than the overall unemployment rate.

The U.S. unemployment rate was 7.7 percent in February. But for veterans of the wars in Iraq and Afghanistan, the unemployment rate was 9.4 percent last month, according to the U.S. Bureau of Labor Statistics. And that's an improvement. In recent years, it has been well into double digits.

## Preparing Veterans with the Skills to Succeed

“The good news is that the nation is more focused than ever on helping Veterans transition back into civilian careers,” said Raymond Weeks, vice president, Veterans Initiatives at Prudential Financial. “But with employment among Veterans significantly higher than the population overall, particularly those under 30, **the need to help get Veterans on career paths has never been greater.**”

**Veterans have pointed to the challenge of competing with candidates who have been in the workforce longer (46%) as well as a lack of education for specific roles (43%).**

Many veterans feel that they understand what employers are looking for. They point to problem solving, leadership, ethics and time management, as well as specific skills such as information technology or health care that can be applied to civilian roles.

Career opportunities are especially prevalent for veterans with **hands-on technology experience**. Today's military uses the cutting-edge technology to maintain our dominance over the enemy in the battlefield. From communications technology to the security of computer networks and hardware, Service Members must stay aware of emerging technologies in the public and private sector.



## Where Veterans Can Start Building In-demand Career Skills

So how do former servicemen and servicewomen build the skills needed for a successful career after military service? The following **healthcare programs and IT certifications are a great way to start:**

- Pharmacy Technician
- Medical Information Specialist
- CompTIA A+
- CompTIA Network+
- CompTIA Security+

Questions or comments about veteran job training? Contact CCI Training Center ([www.cci-training.com](http://www.cci-training.com)) for more information on specific programs and certifications, and to learn about grants, scholarships and hybrid learning programs that can help put you on a successful career path.

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### SOURCES:

military.com; usatoday.com; iava.org



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