

THE ASCEND ETHOS

# ADVOCATING FOR VETERANS

HONORING THEIR SERVICE





## **Introduction**

Advocating for military veterans and valuing their highly transferable skills is not only a matter of honoring their service but also a critical component of fostering a more inclusive and dynamic workforce. Veterans bring unique attributes to the civilian job market, including leadership, discipline, and adaptability, which can drive organizational success and contribute to broader societal growth. Helping veterans successfully transition to civilian careers is not just a responsibility—it is an opportunity to invest in individuals who have already demonstrated exceptional commitment and capability in service to their country.

### **The Need for Advocacy**

Transitioning from military to civilian life is a significant challenge for many veterans. During their time in service, veterans acquire specialized skills, operate in high-pressure environments, and develop a strong sense of camaraderie. However, the civilian job market often fails to recognize or translate these skills into roles outside of the military. For instance, a logistics officer in the armed forces may not have a traditional resume that conveys their expertise in supply chain management, but their real-world experience is often far superior to that of someone with equivalent civilian qualifications.

Veterans also face systemic barriers during their transition, advocacy is essential to dismantle these barriers and ensure veterans have access to the resources and support they need. This includes educating employers about the value of military experience, addressing biases, and providing tools to help veterans articulate their skills in ways that resonate with civilian hiring managers.

# Highly Transferable Skills



**Military veterans possess a wealth of transferable skills that are invaluable to the civilian workforce. These skills go beyond technical expertise and include qualities that are often hard to teach in a civilian context. Some of the most significant transferable skills include:**

## Leadership and Teamwork

Veterans are trained to lead by example and manage teams effectively, even under extreme conditions. Whether overseeing a squad in a combat zone or coordinating logistics for humanitarian missions, veterans are skilled at inspiring trust, fostering collaboration, and achieving mission-critical objectives. These qualities make them exceptional leaders and team players in civilian workplaces.

## Discipline and Work Ethic

Military service instills a strong sense of discipline and a commitment to excellence. Veterans understand the importance of accountability and are accustomed to working diligently to achieve their goals. This work ethic can inspire others and contribute to a culture of productivity and integrity.

## Technical Proficiency

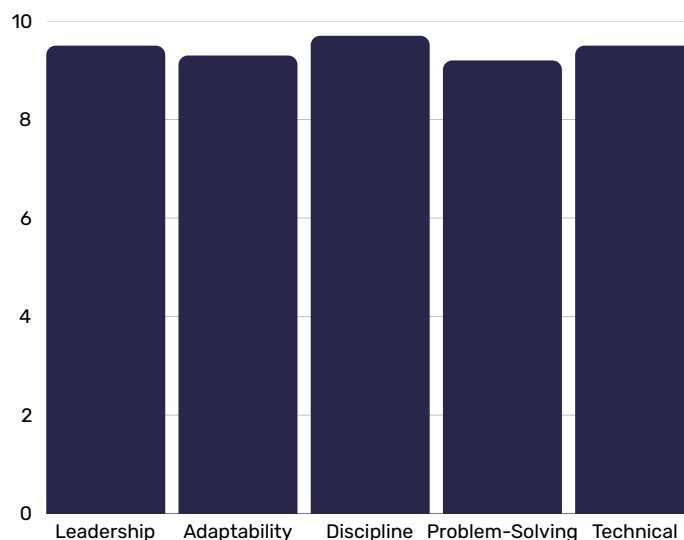
Many military roles require advanced technical skills, from operating sophisticated equipment to managing cybersecurity systems. Veterans bring a level of expertise that can be directly applied to industries such as technology, healthcare, logistics, and engineering. By recognizing and leveraging these technical skills, employers can tap into a highly skilled talent pool.

## Adaptability and Resilience

The military often places individuals in unpredictable and high-stakes situations. Veterans learn to adapt quickly, think critically, and perform under pressure. This adaptability is a tremendous asset in today's fast-paced and ever-changing job market, where the ability to pivot and innovate is essential.

## Problem-Solving and Strategic Thinking

Veterans are trained to assess complex situations, weigh risks, and make informed decisions quickly. These problem-solving skills are invaluable in roles requiring critical thinking and strategic planning. Whether managing a crisis or optimizing business operations, veterans' ability to think strategically can lead to innovative solutions.



# Supporting the Transition



**Helping veterans successfully transition to civilian careers involves more than just recognizing their skills; it requires creating systems and environments that support their unique needs. Advocacy plays a crucial role in:**

## **Skills Translation**

One of the biggest challenges veterans face is translating their military experience into terms that civilian employers understand. Advocacy organizations and tools like Talents ASCEND, the skills-based platform, bridge this gap by helping veterans articulate their knowledge, skills, and attributes (KSAs) in ways that resonate with hiring managers.

## **Career Readiness**

Providing career readiness training is essential for veterans to navigate the civilian job market successfully. This includes skills navigation and presentation, interview preparation, and networking opportunities. By equipping veterans with these tools, advocates can empower them to present their strengths effectively.

## **Access to Resources**

Many veterans are unaware of the resources available to them, from educational benefits under the GI Bill to career counseling and mental health services. Advocacy ensures that veterans are informed about these resources and can access them without unnecessary barriers.

## **Inclusive Hiring Practices**

Employers play a critical role in supporting veterans' transitions by adopting inclusive hiring practices. This includes implementing skills-based hiring models, providing mentorship opportunities, and fostering a workplace culture that values diversity and inclusion. Advocacy efforts can help educate employers and encourage them to prioritize veterans in their hiring strategies.





# Economic and Social Impact

## Economic Growth

Veterans are more likely to be underemployed, yet they bring valuable skills and perspectives that drive innovation and productivity. By integrating veterans into the workforce, businesses can enhance their competitive edge while contributing to economic growth. Additionally, veterans' increased earning potential leads to greater consumer spending and tax contributions, benefiting society as a whole.

## Reduce Unemployment and Homelessness

Advocacy efforts that address employment barriers can significantly reduce unemployment and homelessness among veterans. Stable employment provides financial security and a sense of purpose, helping veterans build fulfilling lives post-service.

## Strengthen Communities

Veterans often take on leadership roles within their communities, using their skills and experiences to mentor others, volunteer, and advocate for social change. Supporting veterans' career transitions enables them to continue making positive contributions to their communities, fostering a sense of connection and purpose.

## Improved Mental Health

Meaningful employment does have a positive impact on veterans' mental health by providing structure, purpose, and a sense of accomplishment. Advocacy ensures that veterans have access to supportive work environments where they can thrive both professionally and personally.

**The benefits of advocating for veterans extend beyond individual success stories. When veterans are empowered to transition into meaningful civilian careers, the economic and social impact is profound.**

## The Role of Society

Advocating for veterans is a collective responsibility that requires the involvement of individuals, businesses, and government agencies. By working together, society can create a culture that values veterans' contributions and supports their successful reintegration into civilian life.

This includes:



- **Raising Awareness:** Educating the public about the unique challenges veterans face and the value they bring to the workforce.



- **Policy Advocacy:** Promoting policies that incentivize veteran hiring and provide funding for transition programs.



- **Community Support:** Building networks of support that connect veterans with resources, mentors, and job opportunities.

## Conclusion

Advocating for military veterans is more than an act of gratitude for their service; it is an investment in individuals who have already demonstrated remarkable courage, commitment, and capability. By valuing their highly transferable skills and supporting their transition to civilian careers, we can unlock their full potential and create a more inclusive and dynamic workforce. The impact of these efforts extends far beyond individual success, driving economic growth, strengthening communities, and fostering a society that values diversity and resilience.

Together, we can ensure that veterans are not only recognized for their past contributions but also empowered to shape a brighter future for themselves and the world around them.



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