

MILITARY-TRANSITION.ORG

NETWORKING FOR THE MILITARY TRANSITION



INTRODUCTION

All service members must navigate the maze of transition and the process can be difficult, stressful, and confusing. Research with veterans highlights five elements that lead to success, and networking is #1 on the list.

Elements of a successful military transition according to research with veterans:

86% - say that networking is important

84% - recommend starting early

83% - recommend having a transition plan

83% - emphasize the importance of learning how to translate your skills

82% - say you should remain patient

source: www.military-transition.org/dashboard

Although important, many veterans struggle with building networks prior to transition. They have some contacts but don't purposely develop these into supportive relationships.

This guidebook clarifies the purpose of networking along with specific actions to enable success.



WHAT IS NETWORKING

Networking is a key aspect of professional development inside and outside the military. However, many veterans misunderstand the concept, viewing it merely as seeking help from others. At its core, networking is building relationships of trust and mutual benefit. It requires effort from both parties and leads to benefits for all involved. One person might benefit today and another tomorrow, but all are better in the long term.

Networking starts with a connection. Once trust is established, parties can assist each other through mutual requests and collaboration.

OUTCOMES FROM NETWORKING:

1. **Strong relationships and the ability to learn from others' experiences.**
2. **Insights regarding industries, organizations, positions, promotions, schools, & training/certification programs.**
3. **Mutual support, encouragement, and motivation.**
4. **Assistance translating military skills and experiences into resumes and interviewing techniques.**
5. **Career opportunities through job leads and referrals.**
6. **Introductions to others who may assist or have access to positions of interest.**

One of the most important, yet overlooked, aspects of networking is the ability to tap into the hidden job market. Unlike the military, companies aren't limited to a congressionally mandated number of employees. Their financial bottom line determines hiring levels and most large companies always have unadvertised openings. According to Forbes, at least 80 percent of jobs are filled through professional connections. Unfortunately, many service members still follow the outdated model of submitting applications blindly in hopes of securing a dream job. Today's competitive market requires a networking approach to unlocking one's true potential.

WHAT IT'S NOT

While networking is critical to building professional relationships and advancing your career, it's important to recognize that it's not a magic solution. Contrary to what you might think, networking is not:

1. **Just connecting with those you already know.** You should engage with people from different walks of life to learn from diverse perspectives and experiences.
2. **A one-time event.** It's an ongoing process of building and maintaining relationships.
3. **Just for officers or extroverts.** Everyone can benefit and should have a network.
4. **Being fake.** Authenticity is more important than trying to be someone you're not.
5. **Only required before the transition.** A supportive community will assist throughout your time in the civilian workforce, and beyond.

HOW TO START NETWORKING



STEP 1: ESTABLISH YOUR PERSONAL BRAND

SELF-EXAMINATION

This is a crucial first step in the process. Invest the time to understand your strengths, weaknesses, values, priorities, and post-military goals. You can't build an effectively network without knowing where you're going. At this point, you may have a general sense for what you want after serving. If not, please read our other guidebooks and answer the self-reflection questions. This will help in shaping your personal brand.

DEVELOP A LINKEDIN PROFILE

This is an amazing tool that enables professional connections with veterans and non-veterans in careers, organizations, and locations of interest. A strong profile adds credibility and some professionals will refuse connection requests if you don't have the following basics covered:

PROFILE IMAGE

If you've already started the transition, this should be a close-up/headshot in the appropriate professional attire. If not, your class-A uniform is acceptable, but professional or 'business casual' are preferred. Avoid selfies in your car, cropped faces from group images, and family portraits. Employers notice when your image changes into business attire, which is a clear sign you're officially seeking employment.

DEVELOP A LINKEDIN PROFILE CONTINUED

BACKGROUND IMAGE

Avoid the use of a generic background. Add something that highlights your professional goals or something unique and memorable. If you're an IT professional, some HTML or code in the background would be appropriate or a view of Wall Street if you want to work in the securities industry.

NAME

After your name, include any important degrees and certifications (examples: PhD, MBA, MS, or PMP). Be cautious adding more than two since it can detract from the significance.

HEADLINE SECTION

This will be visible on all activity and should be short, clear, and highlight current status or future intent. Include important degrees/certs, if necessary and not already listed. Use | to separate elements and don't exceed 79 total characters. There are two opinions when developing: 1) if you don't want anyone to know you're considering civilian opportunities and 2) when others can know. Always keep it current and ask your network to assist.

Option 1:

If you're not ready to let others know you're exploring civilian opportunities, keep it simple and include Military Professional or Active Duty, along with unique skills and positions. For example:

- Recruiter | Facilitator | Curriculum Specialist | Active Duty
- Senior Manager | Brigade Commander | Logistician | PMP
- Military Professional | Trainer | Seeking Mentors
- Command Sergeant Major | Bilingual (Spanish & English)
- Commandant of the XYZ Academy | Human Capital Expert
- Cyber Professional | Project Manager | Active Duty

DEVELOP A LINKEDIN PROFILE CONTINUED



CONNECT — DEVELOP — COLLABORATE

Option 2:

When you have a transition timeline and are ready to let others know, you should translate into civilian terms. Focus on future intent, if possible, or current status if unsure of what you want next. For example:

- Supply Chain Professional | Senior Mgr | Avail Feb 2024
- Engineer | Deputy Director | MBA | Available Sept 2025
- Network Admin | Seeking IT Mgt Role | Avail Feb 2024
- Diesel Mechanic | Aspiring Project Manager | Avail Oct '25
- Project Manager | Security Expert | Available Nov 2024
- Cyber Operator | Fluent in Chinese | Avail Aug 2026

ABOUT SECTION

Provide a short professional intro that outlines your current status. Include key skills and experience along with relevant awards and education. If you're in-transition, include a clear description of your intent (what you want after the military). Include your timeline and whether you are pursuing a SkillBridge opportunity.

Keep this entire section short (3-9 lines) and avoid excessive personal information or items that might be an OPSEC concern.

Seek feedback from veterans and non-veterans to improve. Make sure to update this section as you progress in the transition journey.

Employers will review closely, so resumes and cover letters should be aligned with this section.

DEVELOP A LINKEDIN PROFILE CONTINUED

- **Sample 1:** Experienced Operations Director with a track record of success leading diverse teams and managing complex projects. Skilled in logistics, analysis, and communications. Extensive diplomatic experience with a Masters in Public Policy from Harvard along with a Mechanical Engineering degree from West Point and 20 years as a military officer. Ready for SkillBridge in Sep 2024.
- **Sample 2:** Experienced leader and skilled project manager with team building, supply-chain, and construction experience. Fluent in Mandarin and a recognized expert in Asian culture. Open to global logistics opportunities after retirement in Sep 2025 with 27 years of military service.
- **Sample 3:** Experienced technician available now for underwater welding or related career opportunities. Skilled diver, welder, communicator, and trainer. Ranked first in job performance among 273 peers nationwide. Open to global opportunities after serving 11 years in the US Navy.

CHECK SOCIAL MEDIA

Employers will review all other social media profiles. Ensure content is aligned with your personal brand. While you're at it, do a Google search on yourself and see what others might find. If you can't remove these materials, be ready to discuss.

CHECK VOICEMAIL & EMAIL ADDRESS

Update if these aren't professional.

Example: Inr8342@gmail.com becomes Lisa.Relm@gmail.com

DRAFT A RESUME

It doesn't have to be perfect to start, but contacts will ask to review. Include a link to your profile on LinkedIn and be sure to align positions/duties/dates since inconsistencies can generate red flags with employers.



GET BUSINESS CARDS

Spend a few dollars and make sure these are professional. Consider adding a QR code that links to your LinkedIn profile for additional information.

HAVE A SENSE FOR WHAT YOU WANT

It's hard to ask for help achieving something you can't describe. Your network can help refine your goals, but you should energize the process through self-examination.

DEVELOP A PROFESSIONAL INTRODUCTION

Create and practice a short intro about you and your goals. This will be used often during the transition process, so get started and ensure it's connecting with employers.

STEP 2: START CONNECTING

An easy way to get started is through LinkedIn. Register and create your profile using the tips provided. Take advantage of the one-year free premium subscription offer for military and veterans. Also be sure to generate a custom link for your resume.

Example: www.linkedin.com/in/bniswander

After this, get on and observe the activity for several days. You'll see exchanges on many topics, not just transition and employment. Identify thought leaders by searching on key terms (#militarytransition, #veteranemployment, #veterans, #transitioningmilitary, and #hiremilitary) and visit transition/employment groups. LinkedIn is for professional networking, but you'll still encounter unprofessional actors. Remember to always be a Champion in this environment.

LINKEDIN STYLES

| CHAMPIONS | |
|---------------------|--|
| CREATORS | <i>Post original and relevant content that adds value, generates thought, and creates new discussions.</i> |
| CONTRIBUTORS | <i>Add ideas, clarify issues, and expand ongoing discussions with related thoughts and examples.</i> |
| CONNECTORS | <i>Introduce members, bring others into discussions, increase awareness, and expand topics.</i> |
| COLLECTORS | <i>Observe discussions, but don't generally add or contribute to conversations (passive users).</i> |
| CRITICS | <i>Challenge ideas, highlight blind spots, and provide opposing views in a beneficial manner. Professional questions and challenges are necessary and contribute to the environment. When these become negative or hostile, critics become cannibals and are no longer productive.</i> |
| CHUMPS | |
| CLOWNS | <i>Share unprofessional, inaccurate, and malicious content disguised as humor.</i> |
| CANNIBALS | <i>Attack others, challenge in a negative manner, share other's ideas as their own, and derail exchanges.</i> |
| CREEPS | <i>View profiles repeatedly without attempting to connect, make inappropriate comments, send offensive messages, or share overly personal content that's not professional or relevant.</i> |



Expand your connections starting with military transition and veteran thought leaders, remembering to always use a personalized connection request. Here are some additional target groups to consider as you expand:

1. **Former military colleagues and classmates**
2. **Industry professionals, hiring managers, and recruiters**
3. **Subject matter experts in career and fields of interest**
4. **Alumni networks**
5. **Veteran entrepreneurs**
6. **Employee resource groups**

NETWORKING TIERS

Some think connecting with elite individuals or senior executives brings immediate opportunities. However, the opposite can occur. Highly profile individuals are bombarded with requests and often ignore or block attempts from unknown or insincere sources. Connecting with these individuals is worth the effort, but a strategic approach tends to work better. If you must request a connection, then do your research first. Learn about their background and interests. Customize your request based upon their needs to stand out from the crowd.

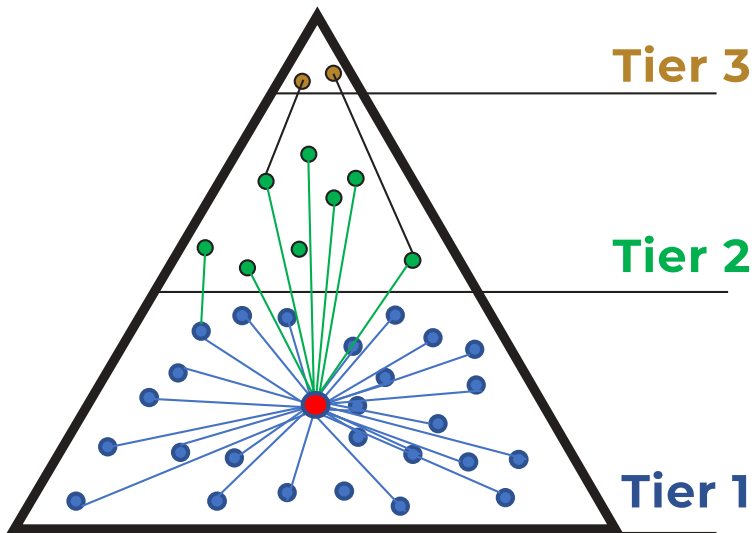
The best approach to connect with this elite group is with the help of your network.

Regardless of your status, everyone has talented peer connections. This group represents **Tier 1** (see *diagram on next page*) and you should always be connecting and growing together.

NETWORKING TIERS CONTINUED

Next are connections above you in level or status along with upward bound superstars in your network (**Tier 2**). Above this group are the elite (**Tier 3**) where real connections are only accomplished through personal introductions. This group might accept your connection request, but won't exchange notes or entertain a call without someone they trust advocating on your behalf.

Investing the time to build long-term quality relationships is critical and enables you to connect with others through mutual and shared trust.



“You never get a second chance to make a first impression.”



DIFFERENCES BETWEEN CONNECTING & FOLLOWING

- Connecting requires an invitation the other member must accept. It implies an interactive relationship and members can exchange direct messages.
- Following allows you to view another member's content and provide public comments but doesn't enable direct messages.
- Some thought leaders have profiles that encourage following over connecting because they receive numerous requests. Don't be offended. Follow and realize you can always request a connection later, if needed.
- InMail is a premium feature that allows members to send a direct message to a someone they're not connected with. Recipients have the option to accept these messages, so it's not always effective. A work around is to find someone that's connected to this individual, and ask them for an introduction.

CONNECTION TIPS

When evaluating potential connections, look for something of mutual interest and include this in your request. Most veterans want to help others who served, so mention your branch when extending the invitation or something to demonstrate you reviewed their profile. Never ask for a job when requesting an initial connection. This is like proposing marriage before the first date, and it can make future collaboration difficult.

CONNECTION TIPS CONTINUED

EXAMPLES OF POSITIVE CONNECTION REQUESTS:

Example A:

Alex – I noticed that you served in the Army and I'm currently a Master Sergeant at Ft Carson. I'm considering an MBA and career in corporate finance or banking. If you're willing, I'd like to connect and learn from your experiences.

Thanks – your name

Example B:

Kelly – I discovered your profile in the [XYZ] group and find these discussions to be helpful. I'm currently serving in the Navy and will pursue a follow-on career in logistics next year. I'd like to learn more from your experiences and would be honored to connect and share ideas.

Regards – your name

Example C:

Chris – Your recent post about [XZY] was really helpful, thanks. I'm thinking about life after the Air Force and would like to connect. If there's anything I can do to be of assistance, please let me know. | All the best – your name

Example D:

Hi Steve – We both attended the [XYZ] networking event last weekend and I was impressed with your story. Thanks for sharing your candid experiences about transitioning from the Army into a non-profit organization. I'm thinking about a similar role after my time in the Navy and would like to connect. Thanks and I look forward to learning from you.

Sincerely – your name

Example E:

Nicole – I read your post in the [XYZ] group and thought your example was really helpful. I'm getting ready to take off the uniform after 21 years in the Coast Guard and would like to learn more from you. Can we connect?

Regards – your name

CONNECTION TIPS CONTINUED



CONNECT — DEVELOP — COLLABORATE

EXAMPLES OF CONNECTION REQUESTS TO AVOID:

Example F:

Barb – What's it like to work at [XYZ]? I'd like to work there and curious if you have any open positions. Let's connect and talk about how I can join your team. | Later – your name

Example G:

Rich – I see you're a recruiter and heard good things about your company. Do you have any current openings? I'm not really sure what I want to do after getting out of the Marines, but my time in uniform taught me how to adapt so I can do just about anything. Let me know what you're looking for.
Thanks – your name

Example H:

Lisa – I need help finding a job at your company. Let's connect so I can tell you about what I can do for you.
Regards – your name

A great way to engage with senior individuals with whom you don't have a mutual interest is by asking someone in your network for an introduction. They might ask you to write a short note for them to send. **Here's an example:**

Example I:

Paul - I'd like to introduce Kara Smith, a friend and navy officer that's exploring future career opportunities. She's looking a consulting role after retirement (fall 2025) and I thought both of you might benefit from a conversation. Let me know how I can assist going forward – Brian

After someone provides an introduction, you should send a timely reply that does two things: 1) thanks the individual who provided the intro and 2) tells the other party your intent along with a request to connect. **Here's an example:**

Example J:

Brian – thanks for the introduction.
Paul – it's great to meet you. I've been doing my homework and learning from as many experts as possible and you're at the top of my list. Your accomplishments are amazing and I'd be honored to connect and possibly schedule a short call, if you're willing. | Sincerely – Kara

STEP 3: IN-PERSON NETWORKING

Online networking helps, but there's no substitute for meeting in-person to build relationships. True networking involves an exchange and meeting face-to-face is the best way.

Online video chats are also useful and can help overcome limitations caused by distance or schedules.

When possible, leverage opportunities to make connections. Examples: training programs, industry events, conferences, trade shows, professional organizations, community events, church gatherings, clubs, and social events.

The possibilities are endless, and you should always be ready to introduce yourself and start a conversation.

One of the best ways to build your network is by saying hello to someone. Always be approachable and look for opportunities to start conversations.

This includes traveling, sporting events, or just attending a neighborhood gathering. Introduce yourself, ask others about their interests, and find common ground.



“Never miss an opportunity to network.”

IN-PERSON NETWORKING CONTINUED



CONNECT — DEVELOP — COLLABORATE

In addition to saying hello, here are a few ways to start a conversation with someone new:

- Give them a genuine compliment – maybe it's their outfit, accessories, a recent presentation or accomplishment. Find something interesting or unique and use as an opening to break the ice.
- Inquire about their position, job, or career – this works well at conferences, training sessions, and work gatherings.
- Ask a simple question – inquire about the book in their hand, their hobbies, music preferences, or anything else that fits with the current situation. My personal favorite is to ask someone where they grew up. This often generates interesting responses and can widen the conversation.

Once the conversation begins:

- Avoid Yes/No questions and ask open-ended question to keep the dialog going.
- Listen actively, maintain eye contact, smile, and show interest.
- Respect the other person's boundaries. If they seem disinterested or uncomfortable, adapt or end the conversation and move on.

Volunteering is another way to meet people and make connections. This approach requires a time commitment, but often provides direct access to individuals with unique perspectives. If you're considering a future in the nonprofit arena, this is a great pathway to build meaningful relationships.

There are in-person and virtual military or veteran networking events around the globe each month, and we included a listing in the last section of this guidebook to help get you started.

Regardless of how you make the connection, you should find ways to build your network, expand relationships, and explore collaboration.

STEP 4: FROM CONNECTIONS TO COLLABORATION

Having many connections doesn't automatically mean you have a strong network. While connections are people you know, networking is the process of intentionally building relationships.

One of the best ways to make this conversion is through focused career conversations or what some call informational interviews.



WHAT ARE INFORMATIONAL INTERVIEWS

These are in-person or online meetings to discuss experiences and are an effective way to get to know others in your network and explore career options.

An ‘unwritten rule’ for informational interviews is that you shouldn’t ask the other person for a job in these sessions, but you should explore positions or opportunities if they introduce the topic.

These meetings can also lead to introductions or follow-on conversations with others that have useful insights or access to roles of interest. Informational interviews are a great way to learn and build trust.

Here are additional ways to build trust and increase collaboration with your network:

- 1. Be Intentional:** Be clear about your purpose when meeting.
- 2. Offer to Help:** This generally leads to a reciprocal offer to be of assistance.
- 3. Be Consistent:** Building a network takes time. Stay in touch and send regular notes to say hello or to check-in.
- 4. Add Value:** Share articles and ideas that may be relevant or introduce them to someone in your network.
- 5. Follow Through:** Do what you say you’ll do and honor your commitments.

STEP 5: DEVELOP GOALS

These will be determined by where you're at in your journey. For this exercise, let's assume you're just getting started and have three years before ETS or retirement. Some goals might include:

PHASE 1: 36-12 MONTHS PRIOR

Goals: Learn about industry and career options from others along with their unique experiences

Actions:

- Connect with at least three new individuals each week
- Meet in-person or virtually with at least one person/week (informational interviews)
- Attend at least one networking event each month

PHASE 2: LESS THAN 12-MONTHS PRIOR

Goals: Determine your ideal follow-on career and request help translating skills

Actions:

- Connect with at least 10 new individuals each week
- Meet in-person or virtually with at least two people/week (informational interviews)
- Attend at least two networking events each month
- Optimize your resume and practice interviewing with the help of your network

DEVELOP GOALS CONTINUED

PHASE 3: POST TRANSITION

Goals: Maintain your network, continue to learn from and assist others

Actions:

- Connect with at least five individuals in your new organization/field each week
- Meet in-person or virtually with at least one person/week
- Keep your profile current and post on LinkedIn at least once/week
- Like and comment on others posts (daily)
- Attend at least one networking event each month

STEP 6: KEEP A JOURNAL

The transition introduces significant lifestyle changes and your network can share experiences that help. It can be overwhelming at times so maintaining a written journal is one of the best techniques to make sense of all the information. No one else needs to see the journal and it helps organize your thoughts. Writing your aspirations and challenges helps gain a clearer sense of what you want along with enabling plans to achieve. Additionally, looking back on journal entries can provide valuable insight for growth and can serve as a reminder of the progress you've made.



CONNECT — DEVELOP — COLLABORATE

SAMPLE JOURNAL INPUTS

Questions to ask during a networking session:

- Tell me about your transition?
- Would you do anything different?
- Your current position (or organization) sounds interesting. Can you tell me more?
- What advice would your family share?

Questions to ask yourself after the session:

- What did I learn?
- How will I apply these learnings in the future?
- Should I take any follow-up actions? *Examples:*
 - a. Thank them for their time and assistance?
 - b. Complete any homework assignments?
 - c. Schedule a meeting or call?

WHEN TO NETWORK

You should always be looking for opportunities to network, but members should start networking outside of military circles as early as possible, ideally 24 to 36 months ahead of their transition. This allows sufficient time for relationship building, increased understanding, self-examination, research, and skills translation. By starting early, military members can increase their chances of securing a job that aligns with their skills, interests, and goals. This also helps reduce the stress and confusion of reintegration. Those attending school or training after serving should leverage this time to build a strong network, and access resources to help with their transition.

DOD SKILLBRIDGE

In addition to hands-on experience and training with civilian organizations, SkillBridge participants should use this opportunity to expand their professional network with employers, industry experts, and peers. If you're not familiar with this program, please visit:

<https://skillbridge.osd.mil/military-members.htm>



NETWORKS AND NET-WORTH

In today's talent market, employers have five ways of sourcing talent to fuel growth and increase profits. Networking is the key to all of these and should be part of your enduring career development plan.

1. RESUME POOLS

Organizations source talent through job boards and internal websites. Resumes are screened to ensure basic qualifications are met and managers gain access following automated filtering and HR reviews. Job fairs are used to gather resumes and social media is also useful in promoting. Unless someone on the inside is looking for your application, resumes pools are an inefficient way to find employment. The key is finding someone on the inside to help reduce the confusion, elevate your application above the others, or circumvent the normal screening process. Inside contacts might also provide direct access to hiring managers, and this level of assistance is only achieved through networking.

2. DIRECT CONNECTIONS

Companies often leverage their existing workforce and other trusted associates to find talent. Most companies always have positions available, and these opportunities are only known by those on the inside. These openings aren't advertised, but seasoned managers are constantly looking for talented individuals to fill. Many companies find talent through referrals and compensate employees who recommend their connections. Once again, the more insiders you know, the greater your chances of becoming aware and competing for these opportunities.

3. INTERNSHIPS AND CO-OPS

These are temporary roles that allow hiring managers direct observation of on-the-job performance. Some describe these as 'extended interviews' or 'auditions' for employment. Internships/co-ops are a great way to find talent since both parties (employer and employee) have a realistic understanding of the position, people, and environment. SkillBridge can be the equivalent of an internship/co-op for transitioning service members. At the conclusion, you might be offered a different position with increased responsibilities because of your new connections. Allies on the inside, along with demonstrated performance, are what make unimaginable opportunities become reality.

4. HEADHUNTERS AND RECRUITERS

For more senior or specialized roles, employers may work with professional recruiters or headhunters to source candidates. Some headhunters specialize in placing veterans, and it's worth the time to explore these services. Employers compensate these firms, so you should never pay for an agency to place you in a civilian role. Your network should include individuals from this community that can highlight unknown opportunities for consideration.

5. INTERNAL TALENT DEVELOPMENT

Like the military, good employers invest in their workforces. These organizations provide training and development programs, leadership opportunities, and advancement paths for those who demonstrate potential and strong performance. Always be expanding your skills and professional network with a goal of finding these opportunities. After the transition, engage with your company's Military and Veteran Employee Resource Group (ERG) to expand your connections and identify potential career or growth opportunities.

FINAL NETWORKING LESSONS



CONNECT — DEVELOP — COLLABORATE

1. No one cares more about your career than you do, so don't make excuses or wait to get started. Networking is the pathway to great post-military careers, and the longer you wait, the more you're limiting your future potential.
2. Everyone is busy, so don't waste anyone's time. Don't reach-out and connect unless you intend to invest time and develop a relationship.
3. Expect to be rejected and don't get discouraged. Some individuals will ignore your request to connect. Don't take this personally. Persistence is important, but don't push so hard that you burn bridges.
4. Networking is a two-way street, so do don't be transactional. Your return is equal to or greater than your investment.
5. Be purposeful, not vague, when asking for help. This requires knowing what you want, so do your homework before starting.
6. Quality beats quantity when it comes to connections. You can have 10,000 followers on LinkedIn, but it's irrelevant if no one answers your calls and emails.
7. Always be looking to connect and learn...always!
8. 99 percent of veterans will give you five minutes. Anything more must be earned.
9. No one owes you anything. Companies only hire veterans because they contribute to the bottom line. Your status is irrelevant if you can't perform the duties required.
10. Your network determines your net-worth!

ORGANIZATIONS AND GROUPS

[ACP.ORG](https://www.acp.org)

AMERICAN-CORPORATE PARTNERS

Sign-up for a year of profession mentoring with industry leaders.

[VETERATI.COM](https://www.veterati.com)

VETERATI

Unlimited networking opportunities and transition resources.

[VETS2INDUSTRY.ORG](https://www.vets2industry.org)

VETS2INDUSTRY

Online monthly events with industry experts, coaches, and veterans.

[USO.ORG/TRANSITIONS](https://www.uso.org/transitions)

USO

Workshops and transition specialists to help connect and learn.

[HIRINGOURHEROES.ORG](https://www.hiringourheroes.org)

HIRING OUR HEROES

Professional development and networking for veterans and spouses.

[FOURBLOCK.ORG](https://www.fourblock.org)

FOURBLOCK

Attend their Career Readiness Program or online Find Your Calling Course.

[50-STRONG.US](https://www.50-strong.us)

50 STRONG

Weekly webinars with SkillBridge employers and industry experts.

[ACTNOWEDUCATION.ORG](https://www.actnoweducation.org)

ACT NOW EDUCATION

Weekly webinars along with free certifications & Coursera accounts.

[ITSAMILITARYLIFE.ORG](https://www.itsamilitarylife.org)

IT'S A MILITARY LIFE

A networking community for military families to learn and grow.

[LINKEDIN.COM/GROUPS/4466143](https://www.linkedin.com/groups/4466143)

LINKEDIN VETERAN MENTOR NETWORK

Energize your networking by joining +170K veterans & employers.

[LINKEDIN.COM/GROUPS/164686](https://www.linkedin.com/groups/164686)

MOAA CAREER NETWORKING

A community of +46K that want to help you connect and succeed.

[FACEBOOK.COM/GROUPS/DODSKILLBRIDGE](https://www.facebook.com/groups/dodskillbridge)

SKILLBRIDGE NETWORK

Build your network & get answers to key employment questions.

PARTNERS



Hiring Our Heroes
U.S. Chamber of Commerce Foundation

FOURBLOCK
VETERAN CAREER READINESS



Kellogg's

MOAA
CAREER TRANSITION
ASSISTANCE

ACTIVISION. **BILZARD** **King**

NATIONAL
VETERANS
MEMORIAL
AND MUSEUM



USA CARES
VETERAN & FAMILY SUPPORT SYSTEM

**STOP
SOLDIER
SUICIDE**

★ ★ ★
ACP
★ ★ ★

**MILITARY
HIRE.com**
SERVE THOSE WHO SERVED

ACT NOW
EDUCATION

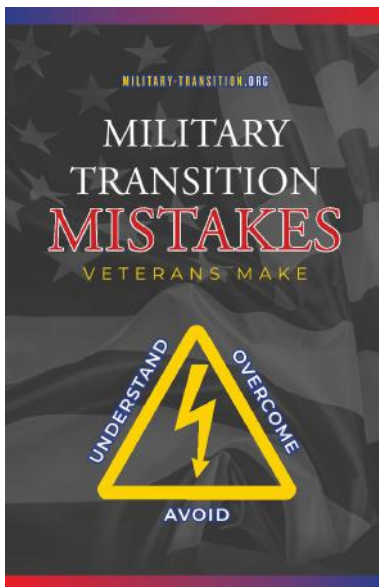
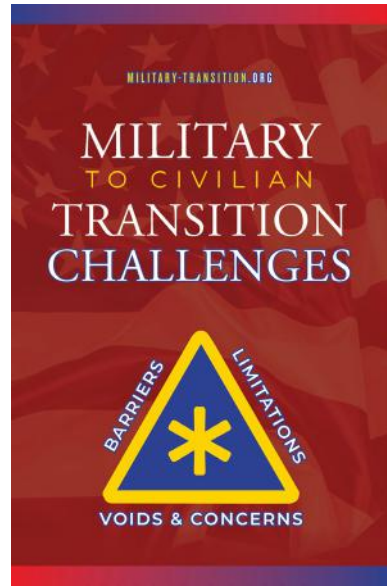
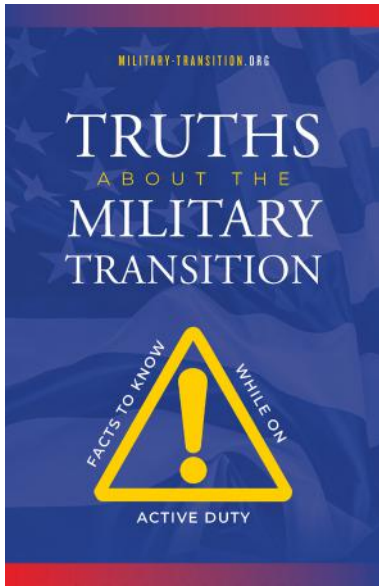


FRANNET
YOUR TRUSTED FRANCHISE EXPERTS

VETERATI

For additional military to civilian transition materials,
please visit www.Military-Transition.org/info

MORE EBOOKS



www.Military-Transition.org/ebooks



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