



**EMPLOYERS GUIDE: HIRING FORT LEONARD WOOD
VETERANS AND MILITARY RETIREES**

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HIRING VETERANS & MILITARY RETIREES

Fort Leonard Wood (FLW) is a premier Army Training Center of Excellence. Each year FLW trains more than 86,000 service members and civilians. Service members at FLW are trained and experienced in a variety of Military Occupational Specialties (MOS) to include engineering disciplines; chemical, biological, radiological, nuclear technical related disciplines; law enforcement disciplines; motor transportation skills and a variety of other specialties.

Every year almost 200,000 Soldiers, Sailors, Airmen, Marines, and Coast Guard men and women leave military service and return to the civilian workforce. That number extrapolates to about 4,400 service members returning to Missouri from camps, posts, and stations from across the world each year and specifically, approximately 600 service members transition from military service at FLW every year. Their range of skills and experience span from the junior to executive level. Throughout their military service, these men and women have attained valuable civilian education, military training, soft skills, technical skills, and leadership skills that benefit companies who recruit and hire them.

This guide provides a snap shot of service members who transitioned from the Installation during a twelve-month period, along with the programs that are currently in place to assist with hiring Veterans and Military Retirees and information on the many benefits Veterans bring to organizations, including the following top five benefits:

1

ADVANCED EDUCATION & CONTINUOUS TRAINING

Military service members are required to complete formal military training and continuing education courses throughout their careers. Service members are also incentivized to advance their own civilian education. Completion of college courses and degrees factor considerably into their career progression.

2

ATTRIBUTES & SKILLS

Military values such as loyalty, duty, and respect are the foundation of military culture. The military also invests significant formal training resources in areas such as interpersonal skills, diversity and inclusion, wellness programs and counseling. Technical skills are enhanced by extensive on-the-job training and hands-on experiences during military careers.

3

MILITARY RETIREE BENEFITS

Service members who are officially retired from military service, as well as their family members, receive invaluable military retiree-benefits, including compensation and health insurance (medical, vision, and dental) benefits for the rest of their lives.

4

PRIVATE SECTOR INTERNSHIP & ON-THE-JOB TRAINING PROGRAMS

The Department of Defense SkillBridge program allows qualifying transitioning service members the opportunity for training and development through apprenticeships or internships during the last 180 days of military service. This program has no cost for employers as service members are still on active-duty service during this time.

5

STATE HIRING INCENTIVES

Missouri's Show-Me Heroes program connects employers with transitioning service members / potential employees who possess valuable skills and a proven work ethic. Missouri businesses can receive a partial reimbursement of wages for on-the-job training if the training is for qualified permanent full-time positions.

QUICK DEFINITIONS:

A **Veteran** is a person who served in the active military, naval, or air service and who was discharged or released under conditions other than dishonorable.

A **Retiree** is any member or former member of the uniformed services who is entitled, under statute, to retired, retirement, or retainer pay on account of his or her service.

**All Retirees
are Veterans.
Not all Veterans
are Retirees.**

EDUCATION & PROGRAMS

Only 29% of America's youth are eligible to serve in our nation's military. Those who make that choice, devote their time and energy in service of our nation, but also to developing themselves as professionals. Service members complete extensive and continuous training resulting in certifications and college courses often leading to college degrees, all while honing their leadership, communication, and productivity skills on the job.

A recent Ziprecruiter survey found that out of almost 400 employers, 21% of those who employ veterans say that they outperform their non-military colleagues compared to 1% who say they underperform. Adding a military-connected individual to your team may seem overwhelming or you may not know where to start. Thankfully, Missouri employers have a number of resources and tools to assist with this process. Here are just a few:

CAREER SKILLS PROGRAM

Separating service members can be granted up to 180 days of permissive duty to participate in full-time with approved business/industry partners. These partners offer real-world training and experience in high-demand occupational fields while providing an opportunity to evaluate the Service member's suitability and interest.

FORT LEONARD WOOD JOB FAIRS

FLW hosts job fairs several times each year. Hundreds of transitioning veterans, military spouses, and military retirees attend them to seek out regional employment opportunities. You can find more information by calling the FLW Transition Services Manager.

MISSOURI DIVISION OF WORKFORCE DEVELOPMENT/TRANSITIONING SERVICE MEMBER LETTER

Governor Parson began an outreach program to attract and retain veterans who are transitioning from military service. Each service member from across the states who transitions from the military here in the state receives a personalized letter from the Governor thanking them for their service and encouraging to consider the benefits of staying in Missouri. Veterans are given a single point of contact with in the Division of Workforce who can provide personalized employment services.

SHOW-ME HEROES PROGRAM

This program offers On-the-job Training (OJT) to help businesses save costs while preparing new hires for vital jobs. The program may reimburse employers 50 percent of the wages paid to employees (up to 1,040 hours of OJT). Military retirees who are not eligible to collect unemployment benefits may not qualify for this program.

WORK OPPORTUNITY TAX CREDIT PROGRAM

This program is a Federal tax credit incentive that Congress provides to private-sector businesses for hiring individuals from nine target groups, including unemployed Veterans. The main objective of this program is to enable the targeted employees to earn a steady income and become contributing taxpayers, while the participating employers are compensated by being able to reduce their federal income tax liability.

AVERAGE ACTIVE DUTY MILITARY EDUCATION LEVEL (ACROSS ENTIRE DEPT. OF DEFENSE)

67% High School Diploma/GED/Some College	14% Bachelor Degree	9% Assoc. Degree	8% Adv. Degree
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According to a Pew Research Study in 2017, over 80% of DOD active-duty officers have at least a bachelor's degree, including 42% who hold an advanced degree making them four times as likely as average adults ages 18 to 44 to have completed a postgraduate degree.

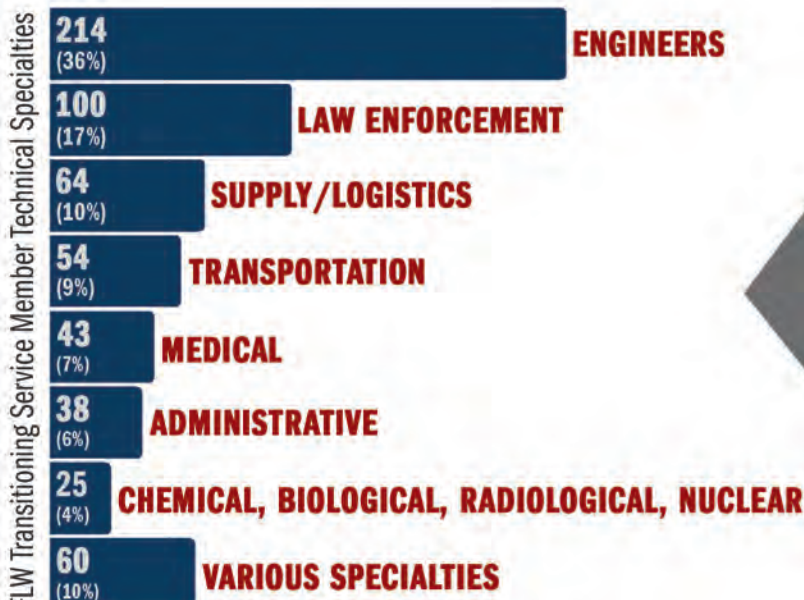
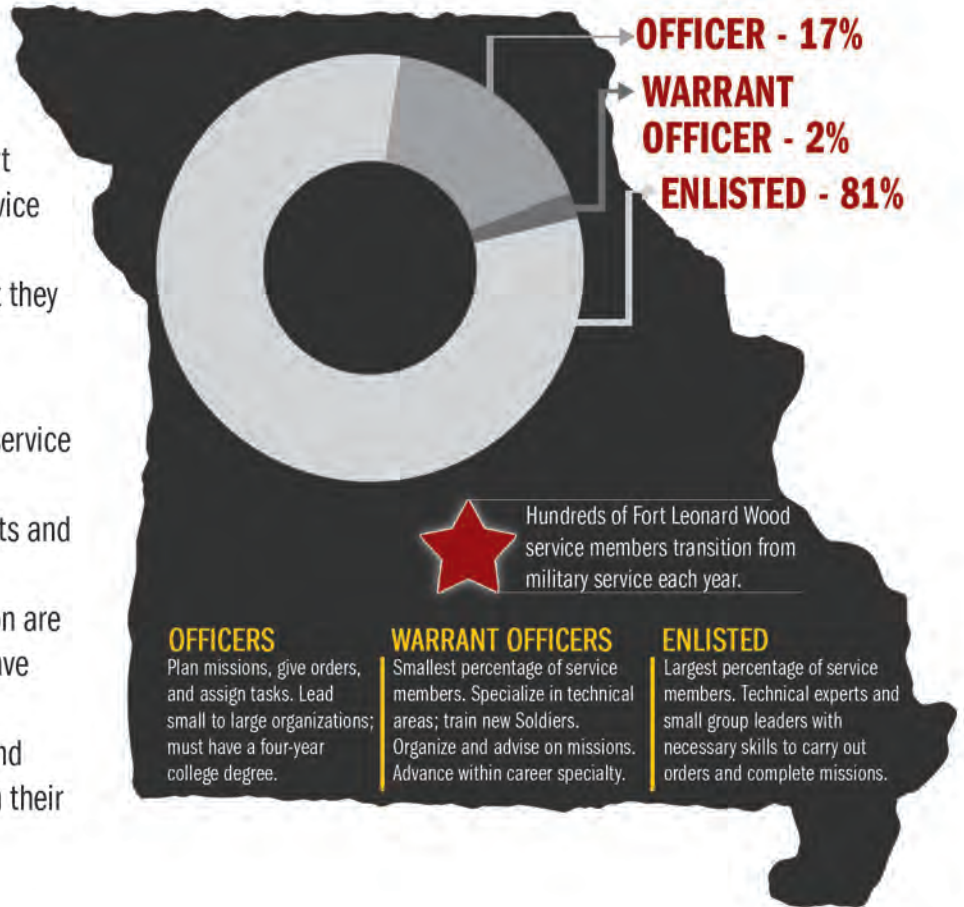
Over 90% of enlisted personnel have completed high school or some college compared to only 60% of all U.S. adults ages 18 to 44.



FORT LEONARD WOOD TRANSITIONING SERVICE MEMBERS

On average, around 600 service members transition from Fort Leonard Wood every year. Due to the specific training offered at Fort Leonard Wood, many of these service members have talents, skills, certifications, and knowledge that they can immediately apply to private businesses and organizations.

Those transitioning from military service are most often enlisted service members who are technical experts and experienced small group leaders. Almost 20% of those who transition are officers or warrant officers who have spent their careers developing strategies, leading large teams, and becoming technical experts within their own fields.



Over the past several years, the U.S. Army has worked diligently to align military training with civilian training. Frequently, service members train alongside their civilian counterparts. Additionally, there are a variety of programs that allow service members to obtain necessary civilian certifications without requiring resources from private employers.

*Data captured represents a recent 12 month sample size. Time in service, seniority, rank, levels of experience, responsibility, and education vary within data set.

OCCUPATIONAL TITLES BREAKDOWN

The following tables give a technical skills breakdown of the transitioning service members. The tables expand upon Table 1 and list military occupational specialty (MOS) titles, along with typical related skills for the MOS, and possible civilian related occupations^{4,5}.

Engineer Occupations	
Combat Engineer	
Skills	Driving and Maneuvering Skills; Explosive Handling and Disposal; Blueprints/Technical Diagrams; Fire and Hazardous Material Prevention Techniques; Ground Construction; Industrial Equipment Operation
Related Occupations	Construction Laborers; Explosives Workers; Heavy and Tractor-Trailer Truck Drivers; Administrative Services Managers; Light Truck or Delivery Services Drivers
Engineer Officer	
Skills	Project and Program Management; Process Analysis and Improvement; Structural Integrity Evaluation; Transportation Infrastructure Design; Surveying and Mapping Methods; Blueprints/Technical Diagrams
Related Occupations	Architectural and Engineering Managers; Civil Engineers; Construction and Building Inspectors; Construction Managers, Engineering Teachers
Bridge Crew Member	
Skills	Metal joining Techniques; Structural Integrity Evaluation; Blueprints/Technical Diagrams; Driving/Maneuvering Skills; Transportation Infrastructure Design; Skill with Hand Tools or Power Tools
Related Occupations	Construction Laborers; Construction Managers; First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators; Civil Engineering Technicians; Heavy and Tractor-Trailer Truck Drivers
Horizontal Construction Engineer (Heavy Equipment Operator)	
Skills	Industrial Equipment Operation; Ground Construction; Blueprints/Technical Diagrams; Surveying and Mapping Methods; Skill with Hand Tools or Power Tools; Driving/Maneuvering Skills
Related Occupations	First-Line Supervisors of Construction Trades and Extraction Workers; Heavy and Tractor-Trailer Truck Drivers; Construction Equipment Operators
Geospatial Engineer	
Skills	Artistic Drawing Techniques; Blueprints/Technical Diagrams; Printing/Publishing Techniques; Process Analysis and Improvement; Surveying and Mapping Methods
Related Occupations	Cartographers and Photogrammetrists; Mapping Technicians; Geospatial Information Scientists and Technologists; General Operations Managers; Geographic Information Systems Technicians
Construction Engineering Supervisor	
Skills	Structural Integrity Evaluation; Building Construction; Cement/Asphalt Working; Piping System Installation and Repair; Woodworking
Related Occupations	First-Line Supervisors of Construction Trades and Extraction Workers; Construction Managers; Civil Engineering Technicians; General and Operations Managers; Purchasing Managers

⁴ Skills information extracted from <https://www.military.com/veteran-jobs/skills-translator> and <https://www.onetonline.org/>

⁵ Occupational data extracted from the services Credentialing Opportunities On-Line (COOL) websites <https://www.cool.osd.mil/army/index.htm>

General Engineering Supervisor	
Skills	Ground Construction; Building Construction; Blueprints/Technical Diagrams; Industrial Control Systems; Structural Integrity Evaluation
Related Occupations	Civil Engineering Technicians; Construction and Building Inspectors; First-Line Supervisors of Construction Trades and Extraction Workers; First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators
Carpentry and Masonry Specialist	
Skills	Masonry, Roofing, Flooring and Tile Installation; Upholstering Techniques; Plastering Techniques; Structural Integrity Evaluation
Related Occupations	Construction Carpenters, Brick masons and Block masons; Cement Masons and Concrete Finishers; First Line Supervisors of Construction trades and Extraction Workers; Drywall and Ceiling Tile Installers
Technical Engineer	
Skills	Building Construction; Structural Integrity Evaluation; Technical Writing; Process Analysis and Improvement; Blueprints and Technical Diagrams
Related Occupations	Civil Engineering Technicians; Surveyors; Architectural Drafters; Cartographers and Photogrammetrist; Geodetic Surveyors; Mapping Technicians
Geospatial Intelligence Imagery Analyst	
Skills	Intelligence Analysis; Surveying and Mapping Methods; Teaching/Instruction
Related Occupations	Cartographers and Photogrammetrists; Mapping Technicians; Operations Research Analysts; Database Administrators; Remote Sensing Scientists and Technologists
Firefighter	
Skills	Fire & Hazardous Material Prevention Techniques; Fire & Hazardous Material Protection Techniques; Advanced First Aid; Driving/Maneuvering Skills; Blueprints/Technical Diagrams
Related Occupations	Municipal Fire Fighting and Prevention Supervisors; Municipal Firefighters; Fire Inspectors; Heavy and Tractor-Trailer Truck Drivers; Police/Fire/Ambulance Dispatchers
Geospatial Engineering Technician (Warrant Officer)	
Skills	Atmospheric Analysis & Forecasting; Geographic Research; Surveying and Mapping Methods; Technical Writing; Teaching/Instructing; International Relations
Related Occupations	Geographic Information Systems Technicians; Geospatial Information Scientists and Technologists; Cartographers and Photogrammetrists; General and Operations Managers; Database Administrators
Electrician	
Skills	Repair Malfunctioning Electrical Systems; Electrical/Electronic System Design; Electrical Power Distribution; Electrical Component/Equipment Installation; Blueprints/Technical Diagrams
Related Occupations	Power Distributors and Dispatchers; Electricians; Electrical Drafters; Electrical Engineering Technologists; Electrical and Electronics Installers and Repairers

Law Enforcement Occupations

Military Police	
Skills	Crime Prevention Techniques; Law Enforcement Operations; Crisis Intervention Techniques; Loss Prevention Techniques; Protective Services
Related Occupations	First-Line Supervisors of Police and Detectives; Police Patrol Officers; Transportation Security Screeners; Eligibility Interviewers for Government Programs; Emergency Management Directors
Military Police Officer	
Skills	Process Analysis and Improvement; Access Control Procedures Planning; Prison Management Techniques; Security System Design; Crime Prevention Techniques
Related Occupations	Emergency Management Directors; Sheriffs and Deputy Sheriffs; First Line Supervisors of Police and Detectives; Training and Development Managers; Administrative Service Managers
Corrections and Detention Specialist	
Skills	Physical Access Control Procedures; Counseling; Prison Management Techniques; Crime Prevention Techniques; Protective Services
Related Occupations	Correctional Officers and Jailers; First-Line Supervisors of Correctional Officers; Probation Officers and Correctional Treatment Specialists; Security Managers; Training and Development Specialists
Special Agent (Enlisted or Warrant Officer)	
Skills	Surveillance Techniques; Protective Services; Investigation Techniques; Crime Prevention Techniques, Technical Writing
Related Occupations	Criminal Investigators and Special Agents; Emergency Management Directors; First-Line Supervisors of Police and Detectives; Police Identification and Records Officers; Training and Development Specialists
Polygraph Examiner (Warrant Officer)	
Skills	Polygraph Techniques; Investigation Techniques; Laboratory Tests and Examinations; Technical Writing; Crisis Intervention Techniques
Related Occupations	Criminal Investigators and Special Agents; Police Detectives; First-Line Supervisors of Police and Detectives; Police Identification and Records Officers; Private Detectives and Investigators

“The Career Skills Program allowed our organization to bring a transitioning service member onboard as an intern for 90 days while he was still on active duty. We were then able to offer him full time employment. We will continue to benefit from the invaluable skills and attributes that our newly hired veteran brings to our organization.”

Dorsey Newcomb, SOP Executive Director

Supply and Logistics Occupations

Unit Supply Specialist

Skills	Inventory Management and Distribution; Logistics Support; Loss Prevention Techniques; Cargo Handling; Firearm Handling and Maintenance
Related Occupations	Bookkeeping; Accounting and Auditing Clerks; Order Clerks; Purchasing Managers; Shipping, Receiving and Traffic Clerks

Culinary Specialist

Skills	Food Preparation; Food Presentation; Food Safety Procedures; Inventory Management and Distribution; Menu Development; Food and Beverage Service
Related Occupations	Chefs and Head Cooks; Food Service Managers; Purchasing Managers; First-Line Supervisors of Food Preparation and Serving Workers; Cooks - Institution and Cafeteria

Automated Logistical Specialist

Skills	Documenting/Record Keeping; Inventory Management and Distribution; Logistics Support; Loss Prevention Techniques; Process Analysis and Improvement
Related Occupations	Administrative Service Managers; Logisticians; Order Clerks; Purchasing Managers; Bookkeeping and Accounting and Auditing Clerk

Logistics Officer

Skills	Budget Management; Inventory Management and Distribution; Project/Program Management; Purchasing/Procurement Methods; Shipment/Transportation Planning
Related Occupations	Budget Analysts; Logistics Managers; Logisticians; Purchasing Manager; Transportation Manager

Property Accounting Technician (Warrant Officer)

Skills	Budget Management; Inventory Management and Distribution; Logistics Support; Price/Cost Analysis; Project/Program Management
Related Occupations	Bookkeeping; Accounting and Auditing Clerks; First-Line Supervisors of Helpers, Laborers, and Material Movers; Purchasing Manager; Purchasing Agent

Cargo Specialist

Skills	Cargo Handling; Inventory Management and Distribution; Logistics Support; Rigging Systems; Shipment/Transportation Planning
Related Occupations	First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators; Cargo and Freight Agents; Procurement Clerks; Storage and Distribution Managers; Logisticians

Medical Logistics Specialist

Skills	Budget Management; Documenting/Record Keeping; Inventory Management and Distribution; Medical Equipment Operation/Maintenance; Packaging & Labeling
Related Occupations	Shipping, Receiving, and Traffic Clerks; Stock Clerks, Sales Floor; Storage and Distribution Managers; Order Clerks; First-Line Supervisors of Office and Administrative Support Workers

Systems Development (Acquisition) (Officer)

Skills	Materials Sciences; Operational System Testing/Evaluation; Price/Cost Analysis; Systems Integration/Information Architecture; Project/Program Management
Related Occupations	Quality Control Systems Managers; Architectural and Engineering Managers; Computer Systems Engineers/Architects; Operations Research Analysts; Chief Executives

Water Treatment Specialist	
Skills	Piping System Installation and Repair; Sample/Specimen Collection and Processing; Water Management Systems; Water Treatment Processes; Laboratory Tests and Examinations
Related Occupations	Water and Wastewater Treatment Plant and System Operators; Heavy and Tractor-Trailer Truck Drivers

ZipRecruiter Says: Veterans are Appreciated

18% of the employers we surveyed said they have a program specifically aimed at recruiting and retaining veterans. Such programs are a testament to the fact that employers value the skills and experiences veterans bring to the workplace.

In a ZipRecruiter survey of 394 employers conducted earlier this year, 21% of employers who currently employ veterans say they perform better than their non-veteran colleagues compared with only 1% who say they underperform. Perseverance and work ethic, skills and experience, and leadership abilities are the main qualities that make veterans attractive job candidates, according to employers.

<https://www.ziprecruiter.com/blog/golden-age-for-veteran-job-seekers/>



Transportation Occupations

Motor Transport Operator (Truck Driver)

Skills	Automotive/Mobile Equipment Preventative Maintenance; Driving/Maneuvering Skills; Shipment/Transportation Planning; Logistics Support; Cargo Handling
Related Occupations	First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators; Heavy and Tractor-Trailer Truck Drivers; Transportation Managers; Light Truck or Delivery Services Drivers; Cargo and Freight Agents

Motor Transport Operations Chief

Skills	Automotive Environmental and Safety Regulations; Automotive/Mobile Equipment Preventative Maintenance; Fire & Hazardous Material Protection Techniques; Industrial Equipment Operation; Risk Management
Related Occupations	First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators; Transportation Managers; Transportation Planners; Transportation Security Screeners; Transportation Vehicle, Equipment and Systems Inspectors, Except Aviation

Transportation Senior Sergeant

Skills	Driving/Maneuvering Skills; Shipment/Transportation Planning; Inventory Management and Distribution; Cargo Handling; Process Analysis and Improvement
Related Occupations	First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators; Transportation Industry Analysis; Traffic Management Series; Work Unit Supervising Series

Medical Occupations

Combat Medic Specialist

Skills	Patient Care Techniques; Emergency Medical Techniques; Advanced Medical Care; Plaster-Casting Techniques; Teaching/Instructing
Related Occupations	Emergency Medical Technicians and Paramedics; Home Health Aides; Medical Assistants; Medical Records and Health Information Technicians

Medical Laboratory Specialist

Skills	Aseptic and Sterilization Techniques; Laboratory Tests and Examinations; Medical Equipment Operation/Maintenance; Packaging & Labeling; Sample/Specimen Collection and Processing
Related Occupations	Medical and Clinical Laboratory Technicians; Medical and Clinical Laboratory Technologists

Preventative Medicine Specialist

Skills	Preventive Medicine (Technician); Safety and Occupational Health Programs; Laboratory Tests and Examinations; Aseptic and Sterilization Techniques; Sample/Specimen Collection and Processing
Related Occupations	Environmental Science and Protection Technicians, Including Health; Occupational Health and Safety Specialists; Occupational Health and Safety Technicians

Behavioral Health Specialist

Skills	Counseling; Emergency Medical Care (Technician); Treatment Evaluation (Technician); Treatment Planning (Technician); Patient Care (Technician)
Related Occupations	Healthcare Social Workers; Mental Health and Substance Abuse Social Workers; Psychiatric Aides; Psychiatric Technicians; Substance Abuse and Behavioral Disorder Counselors

Biomedical Equipment Specialist	
Skills	Medical Equipment Operation/Maintenance; Electronic Equipment Calibration; Electronic Device/System Installation/Repair; Repair Malfunctioning Electrical Systems; Logistics Support
Related Occupations	Medical Equipment Preparers; Medical Equipment Repairers
Dental Specialist	
Skills	Dental Hygiene Techniques; Radiologic Techniques and Safety Procedures (Technician); Aseptic and Sterilization Techniques; Dental Extraction & Restoration Techniques (Technician); Patient Assessment (Technician)
Related Occupations	Dental Assistants; Dental Hygienists; Dental Laboratory Technicians
Radiology Specialist	
Skills	Radiologic Techniques and Safety Procedures (Technician); Photographic Techniques and Processes; Medical Equipment Operation/Maintenance; Healthcare Delivery Systems; Process Analysis and Improvement
Related Occupations	Radiologic Technicians; Radiologic Technologists
Animal Care Specialist	
Skills	Animal Biology; Veterinary Medicine; Surgical Procedures (Technician); Surgical Procedures (Technician); Animal Handling
Related Occupations	First-Line Supervisors of Animal Husbandry and Animal Care Workers; Nonfarm Animal Caretakers; Veterinary Assistants and Laboratory Animal Caretakers; Veterinary Technologists and Technicians
Chief Medical Noncommissioned Officer	
Skills	Emergency Medical Care (Technician); Patient Assessment (Technician); Safety and Occupational Health Programs; Teaching/Instructing; Treatment Evaluation (Technician)
Related Occupations	Medical and Health Services Managers; General Health Services; Health System Administrator; Medical Records Technician
Critical Care Nurse (Officer)	
Skills	Monitor patient conditions during treatments, procedures, or activities; Treat medical emergencies; Administer intravenous medications; Administer non-intravenous medications; Analyze test data or images to inform diagnosis or treatment
Related Occupations	Acute Care Nurses; Licensed Practical and Licensed Vocational Nurses; Registered Nurses; Cardiovascular Technologists and Technicians
Laboratory Sciences Officer (Officer)	
Skills	Direct medical science or healthcare programs; Monitor operational procedures in technical environments to ensure conformance to standards; Prepare scientific or technical reports or presentations; Operate laboratory or field equipment; Plan biological research
Related Occupations	Health Specialties Teachers, Postsecondary; Biological Science Teachers, Postsecondary; Preventive Medicine Physicians; Microbiologists

Orthopedic Specialist	
Skills	Orthotic and Prosthetic Services; Patient Assessment (Technician); Patient Care (Technician); Podiatry; Treatment Evaluation (Technician)
Related Occupations	Medical Appliance Technicians; Medical Assistants; Orthotists and Prosthetists
Patient Administration Specialist	
Skills	Data Entry; Documenting/Record Keeping; File System Development/Maintenance; Healthcare Delivery Systems; Proofreading/Editing
Related Occupations	Medical Assistants; Medical Records and Health Information Technicians; Medical Data Transcriber
Pharmacy Specialist	
Skills	Drug Compounding/Preparation; Formulary Interpretation; Medication Administration (Technician); Inventory Management and Distribution; Safety and Occupational Health Programs
Related Occupations	Pharmacy Technicians; Pharmacy Aides; Pharmacists
Physician Assistant (Officer)	
Skills	Diagnose Medical Conditions; Assisting and Caring for Others; Examine Patients to Assess General Health; Prescribe Treatments or Therapies; Prescribe Medications
Related Occupations	Health Specialties Teachers, Postsecondary; Nursing Instructors and Teachers, Postsecondary; Clinical Nurse Specialists; Nurse Midwives; Nurse Practitioners
Public Health Nurse (Officer)	
Skills	Manage healthcare operations; Direct healthcare delivery programs; Supervise patient care personnel; Communicate health and wellness information to the public
Related Occupations	Occupational Physician; Public Health Director; Public Health Officer; Regional Medical Director
General Dentist (Officer)	
Skills	Examine mouth, teeth, gums, or related facial structures; Operate diagnostic or therapeutic medical instruments or equipment; Administer anesthetics or sedatives to control pain
Related Occupations	Oral and Maxillofacial Surgeons; Orthodontists; Prosthodontists

Administrative Occupations

Human Resources Specialist

Skills	Human Resources Processes; Schedule/Itinerary Planning; Proofreading/Editing; Letter Writing; Keyboard Typing; Printing/Publishing Techniques
Related Occupations	Executive Secretaries and Executive Administrative Assistants; First-Line Supervisors of Office and Administrative Support Workers; Human Resources Assistants, Except Payroll and Timekeeping; Human Resources Managers; Human Resources Specialists

Paralegal Specialist

Skills	Legal/Historical Research; Letter Writing; Proofreading/Editing; Technical Writing; Transcription Services
Related Occupations	Court Reporters; Paralegals and Legal Assistants; First-Line Supervisors of Office and Administrative Support Workers; Training and Development Specialists

Recruiter

Skills	Contract Administration; Counseling; Human Resources Processes; Job Placement Services; Public/Media Relations
Related Occupations	Human Resources Managers; Market Research Analysts and Marketing Specialists; Compensation, Benefits, and Job Analysis Specialists; Sales Managers; Human Resources Specialists

Career Counselor

Skills	Contract Administration; Job Placement Services; Human Resources Processes; Office Equipment Operation/Maintenance; Purchasing/Procurement Methods
Related Occupations	Educational, Guidance, School, and Vocational Counselors; Instructional Coordinators; Human Resources Specialists; Administrative Services Managers; Training and Development Managers

Financial Management Technician

Skills	Accounts Payable Processes; Accounts Receivable Processes/Cashiering; Budget Management; Financial Reporting; Money Handling & Controlling
Related Occupations	Bookkeeping, Accounting, and Auditing Clerks; Budget Analysts; Customer Service Representatives; Payroll and Timekeeping Clerks

“...many service members receive security clearances for the work they do, and those clearances often remain active for two years after they leave the Military. Hiring a veteran with an active clearance can save employers tens of thousands of dollars and six to twelve months in background checks. Veterans also bring with them detail work histories and specialized training in a plethora of fields.”

“5 Myths (and Facts) About Hiring Veterans” – SHRM.org
Written by: Justin Constantine with Andrew Morton

Maintenance Occupations

Automotive Maintenance Technician

Skills	Automotive/Mobile Equipment Preventative Maintenance; Repair Malfunctioning Electrical Systems; Automotive Environmental and Safety Regulations; Electrical Component/Equipment Installation; Safety and Occupational Health Programs
Related Occupations	Automotive Master Mechanics; First-Line Supervisors of Mechanics, Installers, and Repairers; Automotive and Watercraft Service Attendants; Automotive Specialty Technicians; Stock Clerks- Stockroom, Warehouse, or Storage Yard

Engineer Equipment Chief

Skills	Industrial Equipment Operation; Logistics Support; Ground Construction; Driving/Maneuvering Skills; Documenting/Record Keeping
Related Occupations	First-Line Supervisors of Construction Trades and Extraction Workers; First-Line Supervisors of Mechanics, Installers, and Repairers; First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators

Engineer Equipment Mechanic

Skills	Automotive/Mobile Equipment Preventative Maintenance; Blueprints/Technical Diagrams; Mechanical Equipment/System Installation/Repair; Process Analysis and Improvement; Skill with Hand Tools or Power Tools
Related Occupations	Mobile Heavy Equipment Mechanics; Bus and Truck Mechanics and Diesel Engine Specialists; Automotive Master Mechanics; Automotive Specialty Technicians; Maintenance Workers, Machinery

Fixed Wing Aircraft Mechanic

Skills	Aircraft & Ship Maintenance/Crew Operations; Hydraulics Systems Installation/Repair; Aircraft Design; Mechanical Equipment/System Installation/Repair; Operational System Testing/Evaluation
Related Occupations	Aircraft Mechanics and Service Technicians; Aircraft Structure, Surfaces, Rigging, and Systems Assemblers; Aviation Inspectors; Aerospace Engineering and Operations Technicians; Electronics Engineering Technicians

Tracked Vehicle Repairer

Skills	Automotive/Mobile Equipment Preventative Maintenance; Hydraulics Systems Installation/Repair; Industrial Equipment Maintenance and Conditioning; Repair Malfunctioning Electrical Systems; Mechanical Equipment/System Installation/Repair
Related Occupations	First-Line Supervisors of Mechanics, Installers, and Repairers; Mobile Heavy Equipment Mechanics; Outdoor Power Equipment and Other Small Engine Mechanics; Maintenance and Repair Workers, General; Bus and Truck Mechanics and Diesel Engine Specialists; Automotive Specialty Technicians

Army Maintenance Supervisor

Skills	Automotive/Mobile Equipment Preventative Maintenance; Industrial Equipment Operation; Mechanical Equipment/System Installation/Repair; Pneumatics Equipment/System Repair; Repair Malfunctioning Electrical Systems
Related Occupations	First-Line Supervisors of Mechanics, Installers, and Repairers; First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators; General and Operations Managers; Automotive Master Mechanics; Industrial Machinery Mechanics

Automotive Maintenance Warrant Officer	
Skills	Automotive Environmental and Safety Regulations; Blueprints/Technical Diagrams; Logistics Support; Project/Program Management; Automotive/Mobile Equipment Preventative Maintenance
Related Occupations	First-Line Supervisors of Mechanics, Installers, and Repairers; First-Line Supervisors of Production and Operating Workers; First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators; General and Operations Managers; Transportation Vehicle, Equipment and Systems Inspectors, Except Aviation; Bus and Truck Mechanics and Diesel Engine Specialists
Chemical Equipment Repairer	
Skills	Repair Malfunctioning Electrical Systems; Mechanical Equipment/System Installation/Repair; Industrial Equipment Operation; Industrial Control Systems; Electrical Component/Equipment Installation
Related Occupations	Chemical Equipment Operators and Tenders; Electric Motor, Power Tool, and Related Repairers; First-Line Supervisors of Mechanics, Installers, and Repairers; Industrial Machinery Mechanics; Maintenance and Repair Workers, General
Construction Equipment Repairer	
Skills	Hydraulics Systems Installation/Repair; Industrial Equipment Maintenance and Conditioning; Mechanical Equipment/System Installation/Repair; Pneumatics Equipment/System Repair; Repair Malfunctioning Electrical Systems
Related Occupations	Bus and Truck Mechanics and Diesel Engine Specialists; Farm Equipment Mechanics and Service Technicians; First-Line Supervisors of Construction Trades and Extraction Workers; Maintenance and Repair Workers, General; Mobile Heavy Equipment Mechanics, Except Engines
Engineer Equipment Officer (Warrant Officer)	
Skills	Industrial Equipment Operation; Inventory Management and Distribution; Safety and Occupational Health Programs; Blueprints/Technical Diagrams; Project/Program Management
Related Occupations	Transportation Engineers; Mining and Geological Engineers, Including Mining Safety Engineers; Environmental Engineers; General and Operations Managers; Mobile Heavy Equipment Mechanics
Motor Transport Maintenance Officer (Warrant Officer)	
Skills	Automotive Environmental and Safety Regulations; Automotive/Mobile Equipment Preventative Maintenance; Documenting/Record Keeping; Logistics Support; Project/Program Management
Related Occupations	First-Line Supervisors of Mechanics, Installers, and Repairers; First-Line Supervisors of Production and Operating Workers; First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators; General and Operations Managers; Transportation Vehicle, Equipment and Systems Inspectors, Except Aviation; Bus and Truck Mechanics and Diesel Engine Specialists
Small Arms Repairer Technician	
Skills	Firearm Handling and Maintenance; Operational System Testing/Evaluation; Risk Management; Documenting/Record Keeping; Blueprints/Technical Diagrams
Related Occupations	Quality Control Analysts; Maintenance and Repair Workers, General; First-Line Supervisors of Mechanics, Installers, and Repairers; Helpers--Installation, Maintenance, and Repair Workers; Inspectors, Testers, Sorters, Samplers, and Weighers

Utilities Equipment Repairer	
Skills	Electrical/Electronic System Design; Industrial Control Systems; Industrial Equipment Operation; Repair Malfunctioning Electrical Systems; Fire & Hazardous Material Prevention Techniques
Related Occupations	Refrigeration Mechanics and Installers; Cooling and Freezing Equipment Operators and Tenders; First-Line Supervisors of Mechanics, Installers, and Repairers; Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic; Heating and Air Conditioning Mechanics and Installers

Chemical, Biological, Radiological and Nuclear Occupations

Chemical, Biological, Radiological and Nuclear Specialist	
Skills	Radiation Gas Safety Testing; Sample/Specimen Collection and Processing; Surveillance Techniques; Driving/Maneuvering Skills; Decontamination of Persons and Equipment
Related Occupations	Radiation Gas Safety Testing; Sample/Specimen Collection and Processing; Surveillance Techniques; Driving/Maneuvering Skills; Decontamination of Persons and Equipment
Chemical Officer	
Skills	Project/Program Management; Radiation and Gas Safety Testing; Process Analysis and Improvement; Fire & Hazardous Material Prevention Techniques; Chemistry
Related Occupations	Chemical Technicians; Chief Executives; Emergency Management Directors; Environmental Science and Protection Technicians, Including Health; Occupational Health and Safety Specialists
Emergency Management	
Skills	Respond to a Natural Disaster; Sample/Specimen Collection and Processing; Surveillance Techniques; Respond to Weapon of Mass Destruction Incident; Decontamination of Persons and Equipment
Related Occupations	Chemical Technicians; Hazardous Materials Removal Workers; Occupational Health and Safety Specialists; Emergency Management Directors; Municipal Fire Fighting and Prevention Supervisors

“Veterans understand the rigors of tight schedules and limited resources. They have developed the capacity to know how to accomplish priorities on time, in spite of tremendous stress. They know.

The critical importance of staying with a task until it is done right.”

“10 Reasons to Hire Vets” - Military.com

Combat Occupations

Infantryman	
Skills	Firearm Handling and Maintenance; Equipment Safety Feature Design; Driving/Maneuvering Skills; Advanced First Aid; Automotive/Mobile Equipment Preventative Maintenance
Related Occupations	Training and Development Managers; Probation Officers and Correctional Treatment Specialists; Security Guards; Emergency Management Directors; Police Patrol Officers
Infantry Senior Sergeant	
Skills	Process Analysis and Improvement; Firearm Handling and Maintenance; Driving/Maneuvering Skills; Advanced First Aid; Blueprints/Technical Diagrams
Related Occupations	General and Operations Managers; Administrative Services Managers; United States Marshal Service; Logistics Management; Program Management
Infantry Officer	
Skills	Project/Program Management; Classified Information and Materials Security; Surveillance Techniques; Process Analysis and Improvement; Message Processing Procedures
Related Occupations	Chief Executives; General and Operational Managers; Purchasing Managers; Logistics Managers; Training and Development Managers
Cavalry Scout	
Skills	Explosive Handling and Disposal; Fire & Hazardous Material Prevention Techniques; Firearm Handling and Maintenance; Protective Services; Surveillance Techniques
Related Occupations	Security Guards; Hazardous Materials Removal Workers; First Line Supervisor of Administrative Support Workers; Construction Laborers; Correctional Officers and Jailers
Armor Marine	
Skills	Driving/Maneuvering Skills; Firearm Handling and Maintenance; Automotive/Mobile Equipment Preventative Maintenance; Cargo Handling; Logistics Support
Related Occupations	Transportation Managers; First Line Supervisors of Transportation and Material Moving Machine and Vehicle Operators; Explosives Workers, Ordnance Handling Experts and Blasters; Transportation Vehicle, Equipment and Systems Inspectors; Heavy and Tractor Trailer Drivers

Other Occupations

Explosive Ordnance Disposal

Skills	Explosive Handling and Disposal; Fire & Hazardous Material Prevention Techniques; Firearm Handling and Maintenance; Advanced First Aid; Blueprints/Technical Diagrams
Related Occupations	Explosives Workers, Ordnance Handling Experts, and Blasters; Electrical and Electronics Repairers, Commercial and Industrial Equipment; Hazardous Materials Removal Workers; Occupational Health and Safety Specialists; Training and Development Managers

Air Defense Battle Management System Operator

Skills	Integrated Electronic Systems; Electronic Equipment Calibration; Electronic Device/System Installation/Repair; Blueprints/Technical Diagrams; Process Analysis and Improvement
Related Occupations	Network and Computer Systems Administrators; General and Operations Managers; Emergency Management Directors; Network and Computer Systems Administrators; Computer Operators

All Source Intelligence Officer

Skills	Intelligence Analysis; Classified Information and Materials Security; Claims Processing/Adjudication; Investigation Techniques; Project/Program Management
Related Occupations	Chief Executives; Intelligence Analysts; Management Analysts; Operations Research Analysts; Political Scientists

Army Musician

Skills	Music Performance; Read/Write Music; Logistics Support; Schedule/Itinerary Planning; Schedule/Itinerary Planning
Related Occupations	Music Composers and Arrangers; Music Directors; Musicians, Instrumental; Singers

Aviation Officer

Skills	Aircraft & Ship Maintenance/Crew Operations; Hydraulics Systems Installation/Repair; Mechanical Equipment/System Installation/Repair; Pneumatics Equipment/System Repair; Process Analysis and Improvement
Related Occupations	Airline Pilots; Copilots, and Flight Engineers; Airfield Operations Specialists; Chief Executives; Transportation Managers; General and Operations Managers

Civil Affairs Officer

Skills	Economic Analysis; Language Translating/Interpreting Techniques; Public/Media Relations; Sociology; Project/Program Management
Related Occupations	General and Operations Managers; Business Continuity Planners; Chief Executives; Political Scientists; Public Relations Specialists

Civil Affairs Specialist

Skills	Classified Information and Materials Security; Message Processing Procedures; Public/Media Relations; Schedule/Itinerary Planning; Logistics Support
Related Occupations	Business Continuity Planners; General and Operations Managers; Public Relations Specialists; Instructional Coordinators; Administrative Services Managers

Parachute Rigger

Skills	Cargo Handling; Fabric Working/Tailoring Techniques; Inventory Management and Distribution; Rigging Systems; Packaging & Labeling
Related Occupations	General and Operations Managers; First Line Supervisors of Production and Operating Workers; Maintenance and Repair Workers; Purchasing Managers; Heavy and Tractor Trailer Drivers

UH-60 Instructor Pilot (Warrant Officer)

Skills	Piloting & Navigating; Aircraft & Ship Maintenance/Crew Operations; Project/Program Management; Rigging Systems; Teaching/Instructing
Related Occupations	Airline Pilots, Copilots, and Flight Engineers; Aircraft Cargo Handling Supervisors; Aviation Inspectors; Commercial Pilots; Training and Development Specialists

Religious Affairs Occupations

Chaplain (Officer)

Skills	Religious Services; Burial Services; Conflict Resolution; Budget Management; Public/Media Relations
Related Occupations	Clergy; Chief Executive; Directors, Religious Activities and Education; Philosophy and Religion Teachers, Postsecondary

Religious Affairs Specialist

Skills	Religious Services; Social Welfare Services; Public/Media Relations; Crisis Intervention Techniques; Counseling
Related Occupations	Clergy; Directors, Religious Activities and Education; Executive Secretaries and Executive Administrative Assistants; Healthcare Social Workers; Social and Human Service Assistants



Information Technology Occupations

Signal Support System Specialist

Skills	Electrical Component/Equipment Installation; Repair Malfunctioning Electrical Systems; Integrated Electronic Systems; Electronic Device/System Installation/Repair; Automotive/Mobile Equipment Preventative Maintenance
Related Occupations	Computer Network Support Specialists; Radio Operators; Radio, Cellular, and Tower Equipment Installers and Repairers; Radio, Cellular, and Tower Equipment Installers and Repairers; Information Security Analysts; First-Line Supervisors of Mechanics, Installers, and Repairers

Information Systems Engineering (Officer)

Skills	Develop Computer or Information Systems; Develop Environment Software; Enterprise Resource Planning; Web Platform Development; Engineering and Technology
Related Occupations	Computer and Information Systems Managers; Computer Network Architects; Computer Systems Engineers/Architects; Information Security Analysts; Information Technology Project Managers

Information Technology Specialist

Skills	Classified Information and Materials Security; Electronic Data Security; Electronic Device/System Installation/Repair; Network Administration; Software Administration
Related Occupations	3 - Computer Network Support Specialists; Computer Operators; Computer User Support Specialists; Information Security Analysts; Information Technology Project Managers



Photo Credit: Paige Pfeiffer

ADDITIONAL RESOURCES

The following resources offer more information on pursuing recruitment of military transitioning services members:

Career Skills Program.

Separating service members can be granted up to 180 days of permissive duty to focus solely on training full-time with approved industry partners. These industry partners offer real-world training and experience in high-demand occupational fields while providing an opportunity to evaluate the Service member's suitability.

Phone: 573- 596-1820

Website: <https://home.army.mil/imcom/index.php/customers/career-skills-program>

Fort Leonard Wood Job Fair.

FLW hosts job fairs several times each year. Many transitioning veterans, military spouses, and military retirees attend them to seek out regional employment. You can find more information by calling the FLW Transition Service Specialist.

Phone: (573) 596-7070

Missouri Division of Workforce Development/Transitioning Service Member Letter.

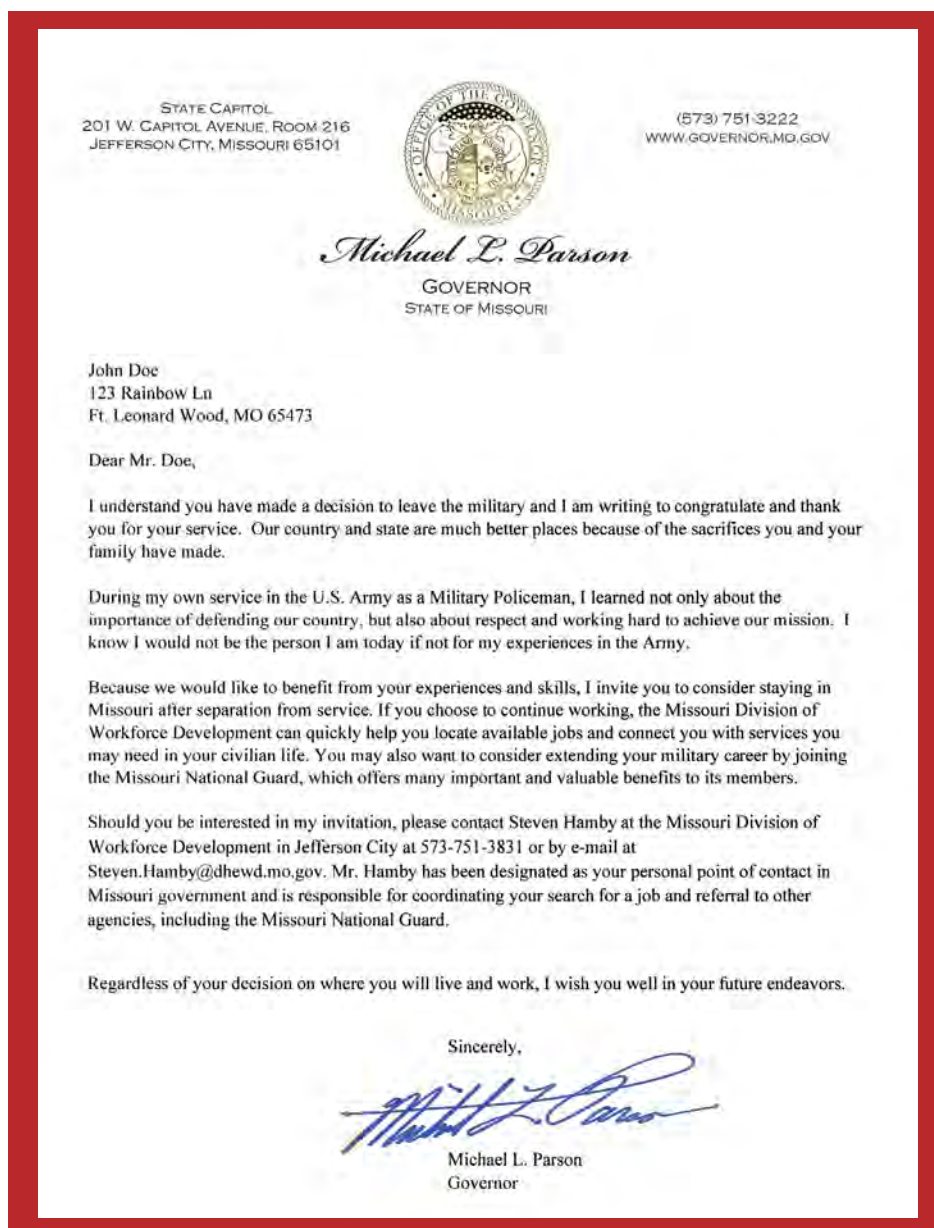
Governor Parson began an outreach program to attract

and retain veterans who are transitioning from military service. Each service member from across the services who transitions and indicates the wish to return to Missouri is sent a letter from the Governor.

Veterans who respond are given a single point of contact who can provide personalized employment services.

Phone: 573-751-3754

Website: <https://ded.mo.gov/tags/division-workforce-development>



Show Me Heroes Program.

This program offers On-the-Job Training (OJT) to help businesses save costs while preparing new hires for vital jobs. The program may reimburse employers 50 percent of the wages paid to employees (up to 1,040 hours of OJT). Military retirees who are not eligible to collect unemployment benefits may not qualify for this program.

Phone: 1-800-592-6020

E-mail: ShowMeHeroes@ded.mo.gov

Website: jobs.mo.gov/vets

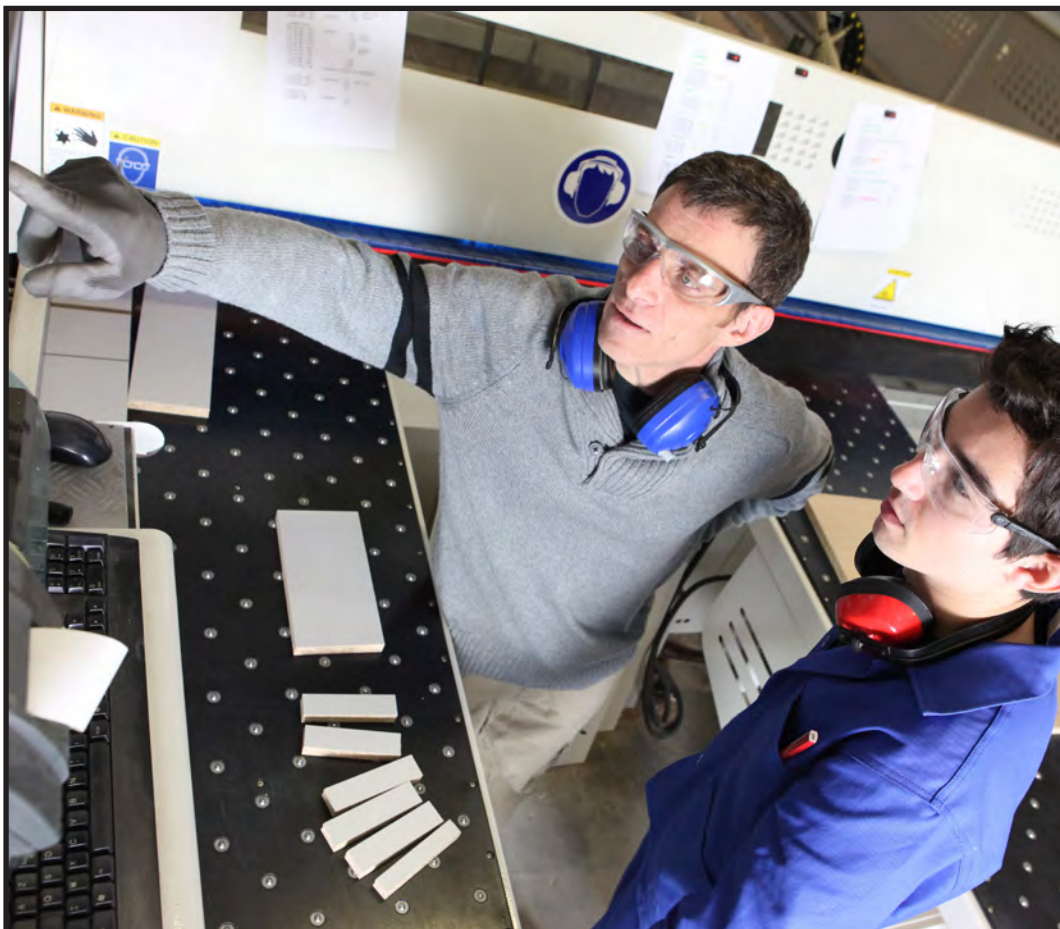
Work Opportunity Tax Credit Program.

This program is a Federal tax credit incentive that Congress provides to private-sector businesses for hiring individuals from nine target groups, including unemployed Veterans. The main objective of this program is to enable the targeted employees to earn a steady income and become contributing taxpayers, while the participating employers are compensated by being able to reduce their federal income tax liability. For more information, contact Jennifer Cheshire.

Phone: 573-522-9581

E-mail: Jennifer.Cheshire@ded.mo.gov

Website: www.doleta.gov/business/incentives/opptax



This project is a result of the continuing collaboration between Fort Leonard Wood and the Sustainable Ozarks Partnership.