

# Veterans Employment Toolkit

## Positive Outcomes of Military Service

Numerous positive outcomes result from military service. As an employer, you can benefit from the training and experience a Veteran brings to the workforce. Military personnel and Veterans undergo a unique and rigorous training process. All members of the military complete basic training, a program designed to 'break an individual down' and then train them back up. This training, which varies by branch, includes intense physical training, academic and skills training, and socialization into the branch's culture. When you hire a Veteran or military member, the training you provide builds on a foundation already set in the military. This instills strong values, selfless service, and loyalty – all highly desirable attributes in an employee.

Military service results in acquiring several skills, training, and experiences that would benefit any company or agency. Below is a selected list of positive outcomes of military service that Veterans bring to the workforce.

### Military service teaches and cultivates leadership skills. Individuals learn to:

- Take responsibility for self and actions
- Make sound and timely decisions
- Set the example
- Understand and accomplish assigned tasks
- Be dependable
- Cultivate abilities to meet a variety of challenges
- Be disciplined

### Military service affords individuals access to education and training, resulting in:

- Technical and tactical proficiency in a variety of skills
- Technical education for a specific military occupational specialty

Military service can result in personal growth and positive emotional experiences, such as:

- Enhanced maturity

- Self-improvement
- Knowing oneself better (e.g., strengths, capabilities, areas for improvement)
- Strengthening of resiliency
- Positive transformations following trauma or situations of extreme stress
- Improved coping skills
- Pride (e.g., in self, unit)

### **Military service enhances interpersonal skills and relationships, such as:**

- Creating camaraderie and deep friendships
- Interpersonal maturation
- Working well in teams and understanding the importance of cooperation
- Looking out for the welfare of the team

Source: US Department of Veteran Affairs

[https://www.va.gov/vetsinworkplace/docs/em\\_positiveChanges.asp?next=%2Fmy-va%2F](https://www.va.gov/vetsinworkplace/docs/em_positiveChanges.asp?next=%2Fmy-va%2F)