

Career Considerations for College Student Veterans



The job search process can be challenging, in general, for all college students but student veterans may experience additional unique challenges that could influence their future careers.

The Kutztown University Career Development Center acknowledges these challenges and provides assistance and resources to help you meet your career goals.

IDENTIFYING POTENTIAL EMPLOYERS

Supportive veteran policies and workplace cultures are linked to greater job commitment, improved workplace relationships, and increased job satisfaction.

Examples of what to look for in a supportive employer:

- Non-Discrimination Policy
- Diverse and inclusive employee population
- Military Spouse Employment Resources
- Veteran Resource Group
- Terminology on a website or job posting such as “equivalent military experience”

Kutztown University Military and Veterans Services: www.kutztown.edu/veterans

U.S. Department of Labor Veteran Career Guide: <https://www.veterans.gov>

Veterans Employment Tool Kit: <https://www.va.gov/vetsinworkplace/veteranresources.asp>

Employment placement assistance: <https://www.vetjobs.com>

Job board for Veterans: <https://www.hireveterans.com>

DO'S & DON'TS

DO's

- Research career options and identify industries or fields that would be of interest to you.
- Identify companies that are supportive to veterans by researching company websites, job listings and resources for veterans.
- Have your paperwork ready. Have copies of your DD214 and DD2586 to show employers. It might also be helpful to provide transcripts of any completed military training or coursework.
- Network with family members, friends, other veterans, or company recruiters. Consider conducting an informational interview, even if they are not hiring, so you can be considered for a future position or put in contact with someone who is hiring.

DON'Ts

- Refrain from using military jargon. It's important for civilian employers to understand that your years in the service have prepared you well for the civilian world.
- Don't be afraid to look elsewhere for a job if you feel uncomfortable about a situation. Over time, identity in the workplace can impact physical and mental health, productivity, job satisfaction, and/or relationships.

Schedule a career coaching appointment via Handshake (www.kutztown.edu/handshake) to further discuss how your veteran status relates to your career. We welcome all questions and look forward to supporting you throughout your time at Kutztown University and as alumni. Email careerhelp@kutztown.edu or call 610-683-4067.

RESUMES AND COVER LETTERS

Your resume and cover letter are strictly for telling the employer what you can do for them and how you are qualified to do the job at hand. It is important to convey how your military skills and experience are transferable to civilian careers.

- o Develop a list of transferrable skills and technical skills. Transferrable skills such as leadership, discipline, strong work ethic, and teamwork are often cited by employment recruiters as desirable.
- o By including any relevant student clubs or organizations on a resume, you can, at a minimum, identify as an ally of this community.
- o Use language civilians will understand and has relevance for civilian work. Employers are looking for workers who can jump right into the job without a lot of retraining, to make your experience sound comparable to a civilian job. Instead of saying what you were “responsible for,” talk about your actions and accomplishments.

Military Friendly Employers

Military.com provides a list of employers who currently employ or are hiring veterans. These companies provide useful information to help guide you in your civilian job search.

For the full report: <https://www.military.com/veteran-employers>

