

## PREFACE

According to the National Center for Veterans Analysis and Statistics, the veteran population (ages 17 and older) will decrease from 22.7 million in 2010 to about 14 million by 2035. Many of these veterans joined the military right out of high school and thus have never had to engage in a job search. Often times, their careers were born as a result of Armed Services Vocational Aptitude Battery (ASVAB) scores and the needs of their military branches and their careers grew as a result of performance and training. In other words, they may not have actively engaged in the career decision-making process, and thus find it difficult to know where to begin once they have separated from military service. Veterans also have many resources available to them of which they may be unaware.

Many veterans choose to return to colleges and universities upon separation, but may seek the help of a career counselor or specialist in choosing their civilian career and related major. Career practitioners who have never served in the military or received specialized training on the needs of veterans as well as the specialized resources that are available for veterans will be at a disadvantage when trying to serve them well. Our aim in writing this monograph is to provide career service providers with practical information through the use of case studies, presentation of research findings, and sharing of resources that can in turn benefit the veterans that they serve.

The purpose of this book is to increase career practitioners' awareness of the transition issues and resources specific to veterans and to provide several examples of how a practitioner might walk a veteran through the career planning process. Case studies based on interviews with real veterans by the authors and military consultants are used throughout the chapters to demonstrate the thoughts and feelings involved, as well as career practitioner strategies for helping the individual make a career decision.

We provide a general overview of veterans in Chapter 1 in the hopes of providing a context of who makes up this population, and also to identify challenges. In Chapter 2, we apply the idea of career adaptability and Schlossberg's transition model to transitioning veterans, and in Chapter 3 we describe a theoretical approach to working with veterans and demonstrate the use of specific tools and resources in the career counseling process. Chapter 4 provides a description of how career practitioners can navigate the career decision-making process with veterans experiencing physical, mental, and emotional injuries that may impact their career decisions. In order to demonstrate career practitioner strategies with a variety of transitioning veterans, Chapter 5 contains several case studies and accompanying practitioner interventions. Finally, with the influx of veterans returning to colleges and universities, some career practitioners have been called upon to create and deliver a career planning class uniquely tailored for transitioning veterans. Chapter 6 provides a detailed account of the development, delivery, and evaluation for such a class. Several appendices are provided, including a glossary, a pre-separation checklist, a list of relevant websites, and a sample syllabus for teaching an undergraduate career course for veterans.

While the writing of this book was a collaborative effort, with authors contributing their thoughts to each chapter, primary authorship was assigned for each chapter. McCormick was the coordinator of the project, primary author for Chapter 5, and provided extensive case studies for Chapters 1–4. Osborn was the primary author for Chapters 1, 2, and 3. Hayden was the primary author for Chapter 4, and Van Hoose was the primary author for Chapter 6. The authors wish to express their gratitude to Tom McCormick and Major Camille LaDrew for their valuable input (specifically on mental health issues) and for validating the real-

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Council, provided extensive feedback on the manuscript. A final thank you goes to the service-women and servicemen who have sacrificed so much for our country through their service in the Armed Services. We dedicate this book to them, and we hope that it will equip career counselors and specialists with resources and approaches to serving the veterans that seek their help with career decisions.