

# Beyond the Barracks: Structuring Wellness in Civilian Life



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## Community: Pillars



**COMMUNITY**



**ACTIVITY**



**MENTAL HEALTH**



**RECOVERY & SLEEP**



**NUTRITION**

## Advice for Recruiters When Working with our Military Veterans and Their Families

Hiring military veterans can bring immense value to your organization. Veterans often bring **leadership, discipline, teamwork, problem-solving under pressure, and adaptability**—skills honed in high-stakes environments. Yet many recruiters unintentionally miss out on this talent pool due to challenges in translating military experience, understanding cultural differences, and navigating the transition process.

Here's practical, actionable advice to help you recruit, interview, and successfully onboard veterans more effectively.

### 1. Learn the Language: Translate Military Experience to Civilian Terms

One of the biggest barriers is the **military-to-civilian translation gap**. Veterans' resumes are often filled with acronyms (MOS, AFSC, NEC), ranks, and mission-specific jargon that don't immediately resonate with civilian hiring managers.

#### Tips for recruiters:

- Look beyond job titles. A "Platoon Leader" might equate to an **Operations Manager** overseeing 30–200 personnel with budget and logistics responsibilities.
- When screening resumes, actively search for military branch names, ranks, or keywords like "led," "coordinated," or "executed missions" and dig deeper with follow-up questions.

Train yourself and hiring managers to spot **transferable skills**: crisis management, resource allocation, training teams, compliance, and high-stakes decision-making.

CONT. INSIDE ➡

MilConCareers.org is a nonprofit organization improving the military-connected community's transition experience through employer education, data driven research, and access to a network of job opportunities with military-ready employers.

The Vegetus Foundation is dedicated to helping Americans improve their quality of life through education on healthy living and has published the Nutrition Health Review since 1979. Learn more at [nutritionhealthreview.com](https://nutritionhealthreview.com)





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## 2. Craft Veteran-Friendly Job Descriptions

Make your postings inclusive and accessible.

### Best practices:

- Add phrases like **“military veterans encouraged to apply”** or **“equivalent military experience accepted”**.
- Focus on **skills and outcomes** rather than rigid degree or years-of-experience requirements where possible.
- Avoid overly corporate jargon—use clear, direct language that aligns with veterans’ preference for straightforward communication.
- Highlight opportunities for growth, structure, and purpose-driven work, which often appeal to those leaving service.

**From Service to Success**

Turn your military experience into a rewarding civilian career.

- Free career resources
- Military-ready employers
- Training and certifications
- Mission-focused support

★ Start Your Next Mission – [MilConCareers.org](https://milconcareers.org)

Your skills. Our mission. America's future.

## 3. Source Veterans Effectively

Don't rely solely on general job boards. Target where veterans are actively looking

### Proven channels:

- **Veteran-specific platform** like MilCon Careers, <https://milconcareers.org>
- Attend or sponsor **veteran job fairs** and transition events.
- Leverage **Verizon edX Skill Forward**—a program allowing transitioning service members to intern with you for up to 180 days at no cost.
- Use LinkedIn filters to identify veterans and connect directly.

Build relationships with Regional Veteran Employment Coordinators through the Department of Labor for

localized support.

## 4. Master the Interview Process

Veterans are trained to communicate concisely and may under-sell achievements (modesty is a military norm). They may also struggle with behavioral questions if they rely heavily on military examples.

### Effective interviewing tips:

- **Ask for clarification** on ranks, certifications, and scope of responsibility. Probe with: “Can you walk me through a specific project where you led a team and the results achieved?”
- Focus on **soft skills** alongside technical ones—resilience, accountability, and mission focus translate extremely well.
- Avoid assuming cultural knowledge. If they use military terms, gently translate or ask them to rephrase in a civilian context.
- Prepare for direct, to-the-point answers. Don't mistake brevity for lack of depth.

Provide a clear agenda for the interview process—veterans

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appreciate structure.

## 5. Support the Transition and Onboarding

Successful hiring doesn't end at the offer letter. Many veterans face a cultural shift from mission-driven, hierarchical environments to more collaborative, feedback-oriented civilian workplaces.

### Retention-focused advice:

- Assign a **veteran buddy or mentor** (ideally another veteran in the company) for the first few months.
- Create a structured onboarding plan with regular feedback and clear expectations.
- Consider implementing a veteran employee resource group (ERG) or mentorship program.
- Educate your entire team on military culture to reduce unconscious bias and foster inclusion.

### Why It Matters

Veterans often **match or outperform** civilian peers in key performance metrics. With roughly 200,000 service members transitioning annually, this is a highly motivated, skilled talent pool ready to contribute.

By investing a little time in understanding their background, using the right tools, and building genuine relationships, you'll not only fill roles more effectively but also strengthen your organization with loyal, high-performing talent.

### Quick Action Items for Recruiters:

- Review one upcoming job description this week for veteran-friendly language.
- Bookmark a military skills translator tool.
- Reach out to one veteran organization or job board for partnership opportunities.

Your next great hire might just be wearing (or have worn) a uniform.

Instead of asking...	Try asking...	Why?
"Tell me about a time you failed."	"Tell me about a time a mission-critical plan fell apart and how you pivoted."	Veterans are trained to operate in "OODA loops" (Observe, Orient, Decide, Act). This reveals their resilience under pressure.
"Where do you see yourself in 5 years?"	"What kind of team environment allows you to produce your best work?"	Military career paths are often rigid; Veterans may be more focused on the impact of the role than a specific corporate title.
"Do you have experience with [Software]?"	"How have you approached learning a complex new technical system on a tight deadline?"	They are professional learners. They've mastered complex weapon systems and logistics tech—your CRM is just another manual to them.

# Baked Jalapeño Poppers



Approximate nutrition information per serving, 2 poppers:\*

Calories: Approximately 180; Total Fat: 11g; Saturated Fat: 6g; Cholesterol: 31mg; Sodium: 400mg; Total Carbohydrates: 16g; Dietary Fiber: 2g; Sugars: 2g; Protein: 7g;

\*Adjustments can be made to reduce the fat content further by using even

### Ingredients:

Servings: 6 (2 poppers per serving)

- 12 fresh jalapeño peppers
- 8 oz (1 cup) reduced-fat cream cheese, softened
- 1 cup shredded cheddar cheese (reduced-fat)
- 1/2 teaspoon garlic powder
- 1/2 teaspoon onion powder

1. Preheat oven to 375°F and line a baking sheet with parchment paper.
2. Cut the jalapeño peppers in half lengthwise, leaving the stems intact. Remove the seeds and membranes. Be cautious when handling the peppers; wearing gloves can prevent skin irritation.
3. In a mixing bowl, combine the softened cream cheese, shredded cheddar cheese, garlic powder, onion powder, smoked paprika, and black pepper. Mix until well combined.
4. Fill each jalapeño half with the cheese mixture, dividing it evenly among all the pepper halves.
5. Place the whole-grain breadcrumbs in a shallow dish. Roll each stuffed jalapeño half in the breadcrumbs, pressing gently to adhere the breadcrumbs to the cheese mixture.
6. Arrange the coated jalapeño poppers on the prepared baking sheet. Lightly spray the tops of the poppers with cooking spray to help them crisp up during baking.

