

**WAR: THE IMPACT AND IMPLICATIONS OF PUBLIC POLICY AND ADVOCACY  
FOR THE CAREER DEVELOPMENT OF VETERANS**

A COMPREHENSIVE LOOK THROUGH COGNITIVE INFORMATION PROCESSING (CIP) AND THE CASVE CYCLE

**Veteran Fact Sheet**

- 120 veterans commit suicide every week
- 1,000 veterans attempt suicide while in VA care every month
- Nearly one in five service members returning from Iraq and Afghanistan (approximately 300,000) have post-traumatic stress disorder symptoms or major depression
- 19 percent of post-Iraq and Afghanistan veterans have been diagnosed with possible traumatic brain injury, according to a RAND Corp. (Center for Military Health Policy Research) study in April
  - RAND Corp: *Invisible Wounds of War: Psychological and Cognitive Injuries, Their Consequences, and Services to Assist Recovery*, a 500 page study sponsored by a grant from the California Community Foundation. The research team conducted a phone survey with 1,965 service members, reservists, and veterans in 24 areas across the country with high concentrations of those people, from last August to January of 2008.
- A higher percentage of these veterans suffer from PTSD than from any other previous war because of “stop loss” (an involuntary extension of service in the military), multiple tours, and greater prevalence of brain injuries
- The RAND Corp. study also demonstrated that, in addition to the 300,000 Iraq and Afghanistan war veterans diagnosed with PTSD, an additional 320,000 have sustained physical brain damage resulting from traumatic brain injury – a majority of these injured GIs are receiving NO HELP from the VA or the Department of Defense
- The RAND Corp. study also states that:
  - These individuals face higher risk for other psychological problems and for attempting suicide
  - These injured GIs have higher rates of unhealthy behaviors (e.g., smoking, overeating, and unsafe sex) and higher rates of physical health problems and mortality
    - “These factors/conditions can impair relationships, disrupt marriages, aggravate the difficulties of parenting, and cause problems in children that may extend consequences of combat trauma across generations.”
- Nearly 40 percent of our soldiers, a third of our Marines, and half of the National Guard members are presenting with serious mental health issues.
- A 2007 report by the VA’s inspector general found that most of the agency’s 2004 plan to upgrade suicide prevention services was unfinished
- According to the VA, 75,033 veterans from Iraq and Afghanistan have received some treatment for PTSD from either a VA medical facility or a Vet Center
- All of these numbers add up to 655,000 US casualties (psychological, brain injury, and “normal” casualties) in Iraq and Afghanistan , an average of just under 101,000 Americans killed or wounded every year since the wars began.

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**Mental Health Resources**

- [www.military.com](http://www.military.com) – PTSD center
- [www.giveanhour.org](http://www.giveanhour.org) – a group across the nation, where licensed professionals and volunteers can donate an hour of their time a week to help veterans and their families with mental health issues
- [www.ncptsd.va.gov](http://www.ncptsd.va.gov) – National Center for PTSD
- [www.govbenefits.gov](http://www.govbenefits.gov) – links to many Federal and State benefits programs
- [www.alcoholanddrugabuse.com/](http://www.alcoholanddrugabuse.com/) - Alcohol and Drug Abuse information and resources
- <http://findtreatment.samhsa.gov/> - substance abuse treatment facility locator
- [www.alcoholics-anonymous.org/](http://www.alcoholics-anonymous.org/) - AA homepage
- [www.nami.org](http://www.nami.org) – National Alliance for the Mentally Ill
- [www.behavioralhealth.army.mil/](http://www.behavioralhealth.army.mil/) - information on mental and behavioral health issues; helpful links
- [www.med.stanford.edu/school/psychiatry/coe/](http://www.med.stanford.edu/school/psychiatry/coe/) - Stanford University Center for Excellence in the Diagnosis and Treatment of Sleep Disorders
- [www.mentalhealth.va.gov/](http://www.mentalhealth.va.gov/)
  - Bottom right-hand side of page, list of VA Mental Health Services and Links
    - Substance Use, Abuse Drug Policy
    - Veteran Recovery
    - Homelessness
    - Women Veterans
    - Post-Traumatic Stress Disorder
    - Vocational Rehabilitation
    - My Healthe Vet
    - Vet Centers (Readjustment Counseling Services)
    - Mental Illness Research, Education & Clinical Centers (MIRECC)
    - OEF/OIF Returning Veterans Fact Sheet
  - External Links
    - National Institute on Alcohol Abuse & Alcoholism
    - National Strategy for Suicide Prevention
    - National Institute of Mental Health
    - National Center for Injury Prevention & Control
    - American Association of Suicidology
    - American Foundation for Suicide Prevention

## FAMOUS VETERANS



### [Alan Alda](#)

Actor, Director, Screenwriter  
Former Army Reserve  
Gunner



### [Shaggy](#)

Reggae/Pop Superstar  
Former U.S. Marine



### [Tony Bennett](#)

Singer  
Former Private, U.S. Army



### [Drew Carey](#)

Comedian, Actor  
Former U.S. Marine



### [Johnny Carson](#)

Host of the Tonight Show  
Former Ensign, U.S. Navy



### [Bill Cosby](#)

Actor  
Former Hospital Corpsman,  
U.S. Navy



### [Clint Eastwood](#)

Actor, Director  
Former Instructor, U.S. Army



### [Jocelyn Elders](#)

Former Surgeon General  
Former Second Lieutenant  
Army Medical Specialist  
Corps



### [George Steinbrenner](#)

Baseball Executive,  
Businessman  
Former General's Aid,  
U.S. Air Force



### [Dave Thomas](#)

Founder & CEO of Wendy's  
Former Staff Sergeant,  
U.S. Army



### [Montel Williams](#)

Talkshow Host, Motivational  
Speaker  
Former Lieutenant, Naval  
Security Fleet Support  
Division



### [Chuck Norris](#)

Actor, Martial Arts  
Champion  
Former U.S. Air Force

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*Sample Case*

Mr. Tate was in his first semester of college when he was first deployed. After serving for the Navy as a nuclear propulsion plant operator, Mr. Tate seriously considered a lifelong military career. However, after a host of injuries and his wife's protests, he decided to get out and use his GI Bill college benefit. He and his wife budgeted for him to take four years to complete his bachelor's degree while she works 12-hour days to support their three children.

Upon leaving the military as a disabled veteran, Mr. Tate received \$2,100 for full cost of tuition and books, as well as an additional \$2,900 a year to support his family from the Vocational Rehabilitation and Employment Service program. By the time Mr. Tate registered for college classes, tuition cost had risen so high that his benefits covered  $\frac{1}{4}$  less than he and his wife had initially had planned. In addition to rising tuition costs, books alone cost him around \$800 per semester, \$500 in course fees, a \$200 telecommunications school fee, student-activities fees as well as health insurance. Mr. Tate has been forced to take out loans to supplement the additional costs.

The benefits Mr. Tate received came from the Vocational Rehabilitation and Employment Service program, not the GI Bill. He is still be eligible for the GI Bill because Veterans Affairs makes an exception to the 10-year deadline for disabled veterans but Mr. Tate states he doesn't have the strength for another battle of paperwork. He states it took 12 years of filling out forms and seeing doctors before the Department of Veterans Affairs approved his health benefits claims for chronic fatigue syndrome, post-traumatic stress disorder, and a host of other symptoms related to gulf-war syndrome. He guesses it would take another 3 years for them to process the claim.

Despite his continuing illness, Mr. Tate keeps to a regimented schedule. He drives his three children to school at 7:30 a.m., goes to classes until noon, goes to his part-time job as a waiter (the only position he could find with flexible hours) until 3:30 when he picks his children up from school and drops them off at various activities, cooks dinner, and begins studying for his classes around 8 or 9p.m. when his wife gets home from work. He is taking 16 credit hours in order to graduate on time. Even though he is classified as 90% disabled, the VA has a 36-month time limit on disability education benefits.

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**Military – Civilian Career Transition**

**COMMUNICATION**

**Self-Talk, Self-Awareness, External Conflict**

Career counseling is often an important part of the transition from military to civilian life. Most of veterans' present career counselors with multiple barriers to employment. Barriers can decrease capability and increase complexity, prompting negative attitude, low self-efficacy and unconstructive career thoughts stemming from a variety of real and perceived barriers. What might some of these barriers include?

**ANALYSIS**

**Self-Knowledge – ex: *Interests, Skills, Values, Decision-Making***

- Create an individual action plan - it helps bring order and a sense of accomplishment to a task that may seem overwhelmingly hopeless
- Use assessments (interests, skills, values) and inventories (identifying perceived barriers and external conflict)
- Learn how to translate skills gained in the military to civilian terms
- Know what you bring to the table

**Options-Knowledge – ex: *Occupation and Education Information***

- Learn how to matching military duties to specific civilian careers
- Know the market (ex: “hot jobs”, military friendly, etc.)
- Understand the available occupational policies and resources (ex: GI Bill; Uniformed Services Employment and Reemployment Rights Act (USERRA); Transition Assistance Program (TAP); Disabled Transition Assistance Program (DTAP); Recovery and Employment Assistance Lifelines (REALifelines); Department of Labor's Veterans' Workforce Investment Program (VWIP); Homeless Veterans Reintegration Program (HVRP); Veterans Employment Opportunities Act (VEOA))
- Understand available educational policies and resources (ex: GI Bill, The American Council on Education (ACE); The Reserve Officer Training Corps and the Army College Fund; Veterans Educational Assistance Program (VEAP); Credit for Life Experience program (Prior Learning Assessment); The United Services Military Apprenticeship Program)
- Research the available programs, universities, etc. (ex: Service Member Opportunity Colleges)

## SYNTHESIS

### Expanding

- Engage in activities that increase knowledge of options (ex: Veterans Upward Bound (VUB); Helmets to Vocational Rehabilitation and Employment (VR&E); One-Stop Career Centers)

### Crystallizing

- Research (ex: network, informational interviews, volunteer, etc.)
- Be wary of false information

## VALUING

### Rank Options – ex: *Self, Significant Others, Society*

- Review complexities
- Return to information learned about self during Communication and Analysis

## EXECUTION

### Create a Plan and Take Action – ex: *Job Hunting, Resume Writing, Interviewing*

- Research the market and research the company
- Research military-friendly cities
- Learn how to find jobs
- Network
- Written and Verbal communication skills: describing experiences and transferable skills

## COMMUNICATION

- Assess fit
- Transitioning into civilian jobs
- Identify new gaps

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## Career Transition Resources

### COMMUNICATION

#### ANALYSIS

##### Self-Knowledge – *ex: Interests, Skills, Values, Decision-Making*

**The Career Key** (<http://www.careerkey.org/english>)

- Developed by Lawrence K. Jones, Ph.D., and NCC et al from North Carolina State University. This site offers a free interest survey based on John Holland's Theory of Career Choices, search job strategies, education resources, and much more

**Fortune 500** (<http://www.fortune.com/fortune/fortune500>)

- Match your skills to available occupations within industries of interests

##### Options-Knowledge – *ex: Occupation and Education Information*

#### *Occupation*

**Uniformed Services Employment and Reemployment Rights Act (USERRA)**

([www.dol.gov/vets/programs/userra/main.html](http://www.dol.gov/vets/programs/userra/main.html))

- Establishes the cumulative length of time that an individual may be absent from work for military duty and retain reemployment rights to five years

**Transition Assistance Program (TAP)** ([www.dol.gov/vets/programs/tap.main.htm](http://www.dol.gov/vets/programs/tap.main.htm))

- Gives employment and training information to armed forces members within 180 days of separation or retirement
- Helps service members and their spouses make the initial transition from military service to the civilian workplace
- Comprehensive three-day workshops about job searches, career decision-making, current occupational and labor market conditions, and resume and cover letter preparation and interviewing techniques, evaluation of their employability relative to the job market and receive information on the most current veterans' benefits

**Disabled Transition Assistance Program (DTAP)** ([www.vetsuccess.gov/dtap/dtap.html](http://www.vetsuccess.gov/dtap/dtap.html))

- Includes the normal three-day TAP workshop plus additional hours of individual instruction to help determine job readiness and address the special needs of disabled veterans.

**Recovery and Employment Assistance Lifelines (REALifelines)** ([www.dol.gov/vets/REALifelines/index.htm](http://www.dol.gov/vets/REALifelines/index.htm))

- Advisor provides veterans and transitioning service members wounded and injured as a result of the War on Terrorism, and their family members, with the resources they need to successfully transition to a rewarding career

**Department of Labor's Veterans' Workforce Investment Program (VWIP) and Homeless Veterans Reintegration Program (HVRP)** ([www.dol.gov/opa/media/press/vets/VETS20051101.htm](http://www.dol.gov/opa/media/press/vets/VETS20051101.htm))

- \$27 million in grants will help more than 16,000 veterans overcome employment barriers and ease their transition into unsubsidized jobs.
- Veterans receive skills assessments, individual job counseling, labor market information, classroom or on-the-job training, skills upgrading and retraining, placement assistance and crucial follow-up services.

**Veterans Employment Opportunities Act (VEOA)** ([www.opm.gov/veterans/html/vetsinfo.asp](http://www.opm.gov/veterans/html/vetsinfo.asp))

- Provides that a veteran or other preference eligible person may file a written complaint
- Veterans who are disabled or who served on active duty in the Armed Forces during certain specified time periods or in military campaigns are entitled to preference over others in hiring from competitive lists of eligible and also in retention during reductions in force

**Veteran's Administration** (<http://www.va.gov>)

- One of the most valuable resources for a variety of topics related to veterans such as health benefits and services, compensation and benefits, education benefits, and vocational rehabilitation

**VetsInfo Guide** ([www.opm.gov/veterans/html/vetsinfo.asp](http://www.opm.gov/veterans/html/vetsinfo.asp))

- Provides general information about how the system works and how veteran's preferences and special appointing authorities operate within the system

**VetGuide** ([www.opm.gov/veterans/html/vetguide.asp](http://www.opm.gov/veterans/html/vetguide.asp))

- Gives detailed information about special rights and privileges through Federal civil service employment, summarizes laws and regulations effecting employment of veterans

**Education**

**The Reserve Officer Training Corps and the Army College Fund**

([usmilitary.about.com/cs/armyjoin/a/armycollege.htm](http://usmilitary.about.com/cs/armyjoin/a/armycollege.htm))

- Offer much better tuition compensation than active-duty GI Bill benefits, and often pay for a soldier's tuition before he begins his military service

**Veterans Educational Assistance Program (VEAP)** ([www.gibill.com/veap.cfm](http://www.gibill.com/veap.cfm))

- Benefits for degree, certificate, correspondence, apprenticeship/on-the-job training programs, and vocational flight training programs

**Credit for Life Experience program (Prior Learning Assessment)**

- Many colleges and universities now offer these programs – amount varies from a few credits to an actual degree
- Package generally consists of a very detailed 'autobiography', transcripts, military training records, and any other evidence to verify experience

Bertoch, S., & Ruff, E. (July, 2008). *War: The impact and implications of public policy and advocacy for the career development of veterans*. Roundtable presented at the annual meeting of the National Career Development Association, Washington, D.C.



**The United Services Military Apprenticeship Program** ([http://www.uscg.mil/directives/ci/1000-1999/CI\\_1510\\_1.pdf](http://www.uscg.mil/directives/ci/1000-1999/CI_1510_1.pdf))

- Service members in trade related job fields, such as mechanics, electricians and carpenters can log their work and training hours to create a record of their experience. With enough work and training hours, they can earn a certificate of completion for the apprenticeship program from the Department of Labor.

**Service Member Opportunity Colleges** ([www.soc.aascu.org/](http://www.soc.aascu.org/))

- Consortium of more than 1,800 colleges that provide educational opportunities to soldiers and veterans

## SYNTHESIS

### Expanding

**Veterans Upward Bound (VUB)** (<http://navub.org/>)

**Helmets To Hardhats** ([www.dol.gov/vets/exit2.htm](http://www.dol.gov/vets/exit2.htm))

**Vocational Rehabilitation and Employment (VR&E)** ([www.vba.va.gov/bln/vre/](http://www.vba.va.gov/bln/vre/))

**One-Stop Career Centers** ([www.careeronestop.org/](http://www.careeronestop.org/))

- Work with veterans to find jobs, acquire skills and education, plan their career, attend workshops, and take advantage of other resources. Services include initial assessment, job search, resume writing, job placement, interviewing skills, career counseling, labor market information, job vacancy listings, electronic job banks/computer access, financial aid information

**State Veterans Affairs Educational Offices** ([www.dol.gov/vets/exit.htm](http://www.dol.gov/vets/exit.htm))

**Troops To Teachers** ([www.dol.gov/vets/exit1.htm](http://www.dol.gov/vets/exit1.htm))

**Troops 2 Truckers** ([www.dol.gov/vets/exit3.htm](http://www.dol.gov/vets/exit3.htm))

## EXECUTION

### Create a Plan and Take Action – *ex: Job Hunting, Resume Writing, Interviewing*

**America's Career InfoNet** (<http://www.acinet.org/acinet>)

- Labor market information on trends in wages and employment, career resource library on-line, occupational requirements for education, license, and certificates state-by-state

**O\*Net** (<http://online.onetcenter.org>)

- Comprehensive database of worker attributes, job characteristics, knowledge, skills and abilities (KSA), interests, general work activities (GWA), and work context of over 14,000 occupations

**Veteran Employment and Training Service** (<http://www.dol.gov/vets>)

- Provides veterans with resources and services in employment opportunities, protection of employment rights, and meeting the labor market demand with qualified veterans

### **Transition Service Centers**

- Provide a staff and resources, libraries, computers, workshops, and job fairs to assist the service member in transition

**State Job Service** (<http://www.naswa.org> (use the navigation bar to click on “links” and use the chart to find a state specific agent))

- Veterans can make contact with a Local Veteran Employment Representative (LVER) or a Disabled Veteran Outreach Specialist (DVOS) for intensive services for employment or assistance such as local employment opportunities, educational resources, health programs, VA programs, assistance in obtaining benefits, referrals to VSO’s, and help in navigating the perplexing world of work

### **Veteran Service Organizations (VSO)**

- Link into the civilian community where the service member wishes to find employment. Help establishing a network and becoming an active member of the community
- The big four include:
  - Veterans of Foreign Wars (VFW). <http://www.vfw.org>
  - Disabled American Veterans (DAV). <http://www.dav.org>
  - American Veterans (AmVets). <http://www.amvets.org>
  - American Legion (Legion). <http://www.legion.org>

**Disabled Veterans Affirmative Action Program (DVAAP) Plans** ([www.opm.gov/veterans/html/dvaap.asp](http://www.opm.gov/veterans/html/dvaap.asp))

- In compliance with 38 U.S.C. 4214, agencies must submit reports each year about agency efforts to promote the maximum employment and job advancement opportunities for disabled veterans as well as certain veterans of the Vietnam era and of the post-Vietnam era

**News and Transmittals** ([www.opm.gov/veterans/html/news.asp](http://www.opm.gov/veterans/html/news.asp))

- Contains news related to Veterans employment

**Information for Job Seekers** ([www.opm.gov/veterans/html/jobs.asp](http://www.opm.gov/veterans/html/jobs.asp))

- Gives links related to Veterans seeking employment

**usajobs.gov** ([www.usajobs.gov](http://www.usajobs.gov); Automated phone system (24/7): 1-703-724-1850; 1-978-461-8404 (TTD))

- Provides access to the Federal Jobs Data Base

**Military-to-Civilian Occupation Translator** (<http://www.acinet.org/acinet/moc/>)

- Military occupations listed by branch and crosswalked to one or more civilian occupation. Civilian occupation descriptions include resources to find out more about the training, certifications, and tools needed to do the job

**Department of Defense’s Military Writer** (<https://dod.jobsearch.org/seeker/militaryresume>)

Helps users compile and describe military occupations, education, experience and training. Translates those military skills and activities into civilian counterparts

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