



Military to Civilian Transition



Eastman Resource Group
tapping into our community of troops and veterans



Military Separation

Separation typically occurs when someone reaches the date of their Expiration of Term of Service (ETS) and released from active duty. Separation is usually a known event; therefore you can plan for it.

You can also transition to civilian life during the week when you are still serving in the Guard and Reserve

A close-up, slightly blurred image of the American flag, showing the stars and stripes. The flag is positioned on the left side of the frame, with the stars in the upper left and the stripes extending downwards and to the right. The background is a dark, solid color.

Military Transition Timeline

- Start the timeline process *24 months* from your ETS.
 - Start planning where you want to reside, type of work your interested in, find companies that interest you, and review your education
- Begin to build your resume *6 months* out and start thinking about interview tactics
- Schedule to attend a hiring conference or apply to companies *4 months* out and finalize your resume
- Attend the hiring conference or interview *3 months* out from your ETS date
- Begin your civilian career!

A close-up, slightly blurred image of the American flag, showing the stars and stripes. The flag is draped and occupies the left side of the frame.

Hiring Our Heroes Program

- Active duty members within 6 months of separating can apply for 12-week fellowship
 - Experience required of applicants:
 - Have earned a bachelor's degree plus have three or more years of leadership experience or equivalent related experience, or
 - Have earned an associate degree plus have five or more years of leadership experience or equivalent related experience
- Program Coordinators review applicants and select participants
- Program Coordinators then send host companies list of applicants and resumes to review
- DOD still pays them during that time, but paired participants can work at Eastman for 12 weeks



Networking

- Meet and greet
- 30 second commercial
- Follow up

Follow our “Networking” guide to help you though this!

A close-up, slightly blurred image of the American flag, showing the stars and stripes in detail. The flag is draped and occupies the left side of the frame.

Missing Some Parts of the Military?

You may realize that you will miss some parts of the military lifestyle. Some options you may have is:

- Go Guard or Reserve
 - Eastman has an industry leading Military Leave Policy to support your military career
- Find a military friendly employer
 - Eastman is recognized by Military Times, ESGR, and has earned the Military Friendly Bronze Award
- Connect with a veteran's group
 - EVETS - evets@eastman.com
- Stay in contact with the friends you made in the military
 - Contact our Recruiter and network them into Eastman



Finding a Military Friendly Employer

- Look for awards that companies have been given such as: Military Friendly Employer, ESGR, and Best for Vets.
- Research the company to find what military groups or programs they offer
- Research the companies benefits to see what they offer service members and veterans
- Some employers allow you to co-op and participate in programs, such as Hiring our Heroes, before you ETS from active duty



Health Insurance

- Research the companies you are interested in and ensure they have the health insurance you are looking for
- You can keep military insurance if you stay Guard or Reserves
- Some employers have an Employee Service Center you can contact and discuss benefits with

A close-up, slightly blurred image of the American flag, showing the stars and stripes. The flag is draped and occupies the left side of the frame.

Use Your Military Education Benefits

Have you found a job that you are interested in, but they require certificates or education? Two of the popular military education benefits are:

- G.I. Bill
- Tuition Assistance

You can also work on a further education with online schools or local schools

- Ex: University of Phoenix
- Or contact your local schools VA Rep

Check with your base VA representative to see what education benefits you qualify for!



**Eastman Thanks *YOU*
for Your Service!**



Eastman Resource Group
tapping into our community of troops and veterans