

## Transition Committee: Survey results provide direction

By CDR Bob Dolan , SC, USN, (Ret.), Transition Committee Chair

Thanks to all members who took the time to complete the 2021 Transition Survey. The information collected from this study will help the Transition Committee better understand all aspects of the transition process and assess the current needs of transitioning military members.

The survey had an outstanding response of 389 members from all ranges of officers. Most respondents have been out of the military 2-10+ years, which brought a wealth of experience and lessons learned. Your responses have given the Foundation an excellent base of data—we see the areas where members want us to concentrate our efforts as we provide transitioning tools and services.

Responses show LinkedIn/Networking and Resume Writing/Interview Coaching are the most important factors to a successful transition. This was reinforced by the written comments that networking with retired leaders/mentors are highly valuable to career transition. “The professional network you establish while still in the Supply Corps is critical to your transition,” said a survey respondent.

The final question in the survey was directed toward what programs or services respondents felt they would use if offered by the Supply Corps Foundation. The pie charts shows that LinkedIn/Networking and Resume Assistance/Interview Coaching slightly edged out Professional Certification Grants.

Other key take-aways from the survey that appeared in the Comments section were:

- Professional certifications are a must-have in today's market. Even though the data, from all respondents highlighted this observation, 70% of all respondents indicated that they did not have any out-of-pocket expenses in attaining a certification.
- e transition courses offered by Stanley Hyman were absolutely invaluable.
- A NSC -sponsored approach that enabled easy access to other retirees for advice/possible "leads" to augment local networking.
- ransition advice column in the Oakleaf would be helpful.
- ave a vision and clear picture of where one wants to go and what one wants to do.
- t is equally important to study and understand the targeted industry, business segment or type of organization where one wants to work.
- Being flexible on work location, terms & conditions is an important consideration and improves one's chance to transition successfully.
- ere are several reputable resources to assist transitioning veterans, such as Hiring our Heroes, American Corporate Partners, and Meritorious. They are highly useful and would recommend they be endorsed first instead of trying to create a Foundation transition service.
- ere would be value in a mentor/veteran program within the Foundation.

More data was collected through the Survey, which the Transition Committee will utilize to inform support opportunities going forward. The Committee will also review their goals in the Foundations 3-Year Strategic Plan to see where adjustments and modifications need to be made to improve the programs and services offered to our Supply Community. Visit the [Transition Page on the Foundation Website](#) to stay abreast of any new opportunities or updates to the programs offered to aid members in the transitioning process.

