

TEXTRON AVIATION ADVANCES ITS MILITARY-READY COMMITMENT

In recognition of National Hire a Veteran Day, Textron Aviation is expanding its military-ready resources with a new guide designed to help service members, veterans and military spouses navigate the transition to civilian careers.



At Textron Aviation, we recognize and value the skills veterans bring to the workforce. Our commitment to being military-ready extends beyond filling a position. It includes understanding the challenges of transition and actively working to reduce them by providing resources that help military-affiliated individuals build long-term careers.

Through SkillBridge internships, mentorship opportunities, career resources and VETCOM, the company's employee resource group for veterans and military-affiliated employees, service members can access support before, during and after their transition to civilian careers. These programs reflect the company's military-ready approach to attracting, developing and retaining military talent.

Bridging the Gap Between Military and Civilian Careers

For many service members, transitioning from military service to a civilian career is one of the most significant milestones they will face. Military experience builds leadership, teamwork, adaptability and problem-solving skills, but acclimating to a fundamentally different civilian workplace culture while applying those strengths can be a complex and often underestimated journey.

According to John Buckley, senior manager, Military programs, and a 33-year United States Army veteran, one of the biggest hurdles many veterans face is effectively communicating their military experience in a way that resonates with civilian employers.



"The military-to-civilian transition is more than finding a new job," Buckley said. "It's learning how to apply your experiences while navigating a new environment and identifying opportunities where your skills can continue to make an impact."

Having navigated the complex transition himself, Buckley recognized a need for practical guidance tailored to the military community. Drawing on lessons learned throughout his

military career and civilian transition, he developed a resource designed to help other military-affiliated individuals navigate the transition with greater confidence.

A Resource Built by Veterans

As part of its broader commitment to supporting military-affiliated talent before, during and after transition, Textron Aviation has launched a Military-to-Civilian Transition Guide — created by a veteran for veterans. Building on the company's existing network of veteran-focused resources and programs, the guide provides practical support to help service members, veterans and military spouses prepare for meaningful civilian careers.



Use one of our suggested term translators and these helpful tips to define your skills in terms a civilian recruiter will understand.

- [illegible]

Though this list is not all encompassing, it was gathered from the experiences of one military recruiter, and verified by numerous firm managers and recruiters.



INTERVIEW PROCESS

This is a multiple-phased "operation" for hiring new employees. It is vital for the company to evaluate your skills and character properly and thoroughly.

To achieve their first objective, the interviewer will usually ask questions about your skills and experiences directly related to those presented in the job description – daily responsibilities, key and preferred requirements. Sometimes they will ask about specific experiences you included in your resume.

YOUR OBJECTIVES

1. Get the Job Offer
2. Confirm the company and this rate will lead you to your "Top 5"
3. Accurately reveal your character and the value you can create

To achieve your first objective, you should follow the tips and guidance in the next section, below.

To achieve your second objective, you should prepare questions aligned with your "top 10." You may not have the opportunity to ask all prepared questions, so prioritize them. And, if you know who will interview you, then align them with the appropriate interviewer, the one who may be best prepared to answer. (See section below titled "Questions You Should Ask the Interviewer").

To achieve your third objective, you need to come prepared. Know what the company's expectations are for their employees and analyze how your contribution and performance will create value for the company. And get comfortable answering situational-based questions so you can conclude each answer with a description of what you learned.

The guide provides practical tools and information focused on:

- Career exploration
- Networking
- Resume development
- Interview preparation
- Translating military experience into civilian opportunities

Designed for individuals at every stage of the transition journey, the guide supports those preparing to leave active duty, exploring future career opportunities or helping a family member navigate the process.

Continuing the Mission

Launched alongside National Hire a Veteran Day, the Military-to-Civilian Transition Guide combines real-world experience with practical tools to help service members, veterans and military spouses prepare for successful civilian careers.

The guide represents the latest example of Textron Aviation's commitment to supporting the military community beyond the hiring process. By investing in programs, resources and peer support, the company continues to help service members, veterans and military spouses navigate career transitions, build meaningful careers and continue making an impact long after their military service.

Explore the guide and additional resources at txtav.com/military.

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