

## Resources for Transitioning Military Veterans Seeking a Legal Career

### Civilianizing Resumes

Many military veterans fail to fully civilianize their resumes. The duties, descriptions, job titles and position descriptions are oftentimes meaningless or indecipherable to civilian employers. Failing to fully civilianize their resumes may result in employers lacking full appreciation for the scope and nature of their responsibilities. Resources to assist military veterans civilianize their resume include:

- <http://www.transitionmanagement.us/> -- Click on “Resources” at the top, click on “TAP Tools” at the bottom, and there’s a list of tools for veterans including a pdf titled “Mil to Civ Translations” and “Mil-to-Civ Thesaurus”.
- <http://www.ebenefits.va.gov/> -- This site includes an “Employment Center” link, which contains a “skills translator.”
- LinkedIn has several useful sites to assist transitioning military veterans.
  - Veteran Mentor Network – There are many military career coaches, most of whom are veterans, available to assist with translating military skills.
  - Military to Civilian Coaching Connection (MC4) – A resource that offers informal advice and feedback about resumes.
- Military MOJO – This is a non-profit organization that focuses on pairing military veterans with national employers. The organization sponsors job fairs around the country for military veterans. One of their premier services that they provide is free resume review that assists the candidates with tailoring their resumes to the desired position and field. Additional details can be found at: <https://www.militarymojo.org/>

### Career Fairs for Veterans

- Veterans’ Legal Career Fair (VLCF) – A relatively new event held annually in Washington, DC. The focus is military veterans who have obtained a legal degree after their military service and active military Judge Advocates seeking to transition into a civilian legal position. VLCF sponsors include corporate sponsors and large law firms, including Morgan Stanley, Microsoft, and Orrick, Herrington & Sutcliffe LLP. The event is akin to a traditional law school OCI program, where job seekers submit their resumes to be reviewed and selected by employers for interviews. Details may be found at:

<http://reaction.orrick.com/reaction/sites/VLCF/index.htm>

OR

[www.veteranslegalcareerfair.com](http://www.veteranslegalcareerfair.com)

- Jobs for JAGs – This is an annual event in Washington, DC, hosted each year by the Federal Bar Association, the Military Officers Association, and the Judge Advocate Association. The focus is specifically on assisting present or former military Judge

Advocates, both active duty and reserve, transition into civilian jobs. Details can be found at:

<http://www.jaa.org/>

Or

<https://www.linkedin.com/groups/4458285>

- Veterans on Wall Street (VOWS) – VOWS is an initiative designed to facilitate career and business opportunities for military veterans in the financial services industry. VOWS also hosts a job fair each November, as well as offers a Resume Assistance Program. Details may be found at: <http://veteransonwallstreet.com/>

### **Veteran-Friendly Employers**

- Many employers and law firms include military veterans as a diversity category – consider your military veteran population when diversity opportunities arise.
- VAULT publishes an annual ranking of the top 25 Law Firms for Military Veterans, found at:

<http://www.vault.com/company-rankings/law/best-law-firms-for-diversity/?sRankID=420>

- Company Sponsored Veteran Hiring Initiatives -- Since 9/11, a number of companies have focused on hiring military veterans for professional positions, including attorney positions. To follow are just a few examples:

Goldman Sachs -- Veterans Integration

Program <http://www.goldmansachs.com/careers/experienced-professionals/veterans-integration-program/>

Morgan Stanley -- Veterans Early Insights

Program <https://www.morganstanley.com/people-opportunities/students-graduates/programs/early-insights/early-insights-for-veterans-north-america/>

Microsoft – Military Affairs Program

<http://military.microsoft.com/>

### **Maximizing the Strengths of Your School's Military Veteran Population**

- In 2014 the ABA adopted a resolution encouraging all law schools to create Veterans Legal Clinics.
- Many veterans would enthusiastically embrace the opportunity to assist other veterans. Encourage military veteran law students to start a Military Law Society (MLS) if one doesn't already exist.
- Encourage your law school to host a Veterans Day event/reception for members of the law school community – veteran law students, faculty, staff, alumni, the local legal community, and local legal practitioners. Great networking opportunity!

- Collaborate with faculty, including adjuncts, who are military veterans in your efforts.
- Some military veterans may aspire to return to the military as JAGs – know your school’s JAG recruiters, and consider hosting a JAG panel with members from each of the services, i.e., Army, Navy, Air Force, Marine Corps, and Coast Guard.
- Encourage the Dean of Students Office to identify a member to serve as the primary contact person familiar with issues associated with military veterans, especially those in distress.
- Encourage military veteran law students to serve as “volunteer veteran mentors” in a local Veterans Court – great way for law students to meet local judges and attorneys while also serving the veteran community. For information:  
<http://www.justiceforvets.org/what-is-a-veterans-treatment-court>

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