

## CTE: THE KEY TO WORKFORCE DEVELOPMENT

### The U.S. Military:

Includes more than

**2.1 million**  
people<sup>1</sup>



Operates **worldwide**

Is at the forefront of  
**technological  
innovation**

What is the pathway to these  
fulfilling and essential careers?

**Career and Technical Education!**



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# U.S. Military & Veterans

## Protecting Americans and promoting freedom and peace abroad, the U.S. military:

- is comprised of the Air Force, Army, Coast Guard, Marine Corps, Navy and Space Force; the Reserve components of these branches; and the Air National Guard and Army National Guard
- offers leadership development programs like the Reserve Officers' Training Corps (ROTC) and Junior ROTC, which is part of the Government and Public Administration Career Cluster® in many states
- provides opportunities across a wide range of career fields
- is fostering diversity in its ranks<sup>2</sup>

## What jobs are available in the U.S. military?

Each service branch continually seeks new recruits, as service members are promoted through the ranks, retire or leave the military. There are hundreds of different occupations across a variety of Career Clusters for enlisted personnel, who comprise 82% of the Armed Forces, and for officers.<sup>3</sup> In-demand occupations vary across branches and over time, but STEM jobs often top the list. For instance, in the Navy, bonuses are currently available for submarine electronics specialties, cryptologic technicians and hospital corpsmen.<sup>4</sup> In 2021, the Marine Corps is seeking more intelligence personnel,<sup>5</sup> while the Army is looking for technicians who install, operate and maintain microwave communications systems as well as air and missile defense crewmembers and cryptologic linguists.<sup>6</sup>

Pay varies for service members, based on rank, duties, skills and years of service. Service members also receive free housing or a housing allowance and access to health care, retirement, education and other benefits. Single enlisted service members can grow their compensation package of base pay, housing allowance and insurance contributions from an initial \$32,400 at one year of service, to \$62,000 after five years, to nearly \$100,000 after 20 years.<sup>7</sup> Service members with families, recruits with college degrees and officers can earn even more.

Enlisted service members must have a high school diploma or GED and a minimum Armed Forces Qualification Test score on the Armed Services Vocational Aptitude Battery (ASVAB), while officers need a bachelor's degree. If the occupational specialty requires it, individuals may need licenses, certifications or advanced degrees. Military service members employ technical, academic and employability skills for a range of occupations in career areas such as:

- logistics
- communications systems
- law enforcement
- health care
- public affairs
- combat support
- aviation
- mechanics



## Endnotes

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AIR FORCE: AIRFORCE.COM

ARMY: GOARMY.COM

COAST GUARD: GOCOASTGUARD.COM

MARINE CORPS: MARINES.COM

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## How does CTE prepare the military workforce and its veterans?

Career and technical education prepares high school, postsecondary and adult students for careers in the U.S. military and afterward through:

- the National Career Clusters Framework, which outlines course progressions that help students explore career options across the 16 Career Clusters, including government and public administration; STEM; information technology; transportation, distribution and logistics; law, public safety, corrections and security; and health science, among others
- career guidance resources, such as the ASVAB Career Exploration Program, which combines a multiple-aptitude test with an interest self-assessment and a wide range of career exploration tools,<sup>8</sup> and the Employment Navigator and Partnership Pilot, which is helping service members and their spouses as they transition from the military to the civilian workforce<sup>9</sup>
- career and technical student organization experiences, during which students practice technical, leadership and teamwork skills
- stackable credentials such as industry-recognized certifications and licenses, which can earn service members points toward promotion—the Air Force, Army, Coast Guard, Marine Corps and Navy each help service members find relevant credentials through their respective Credentialing Opportunities On-Line (COOL) websites<sup>10</sup>

## What are CTE pathways for future service members and veterans?

Most of the service branches offer ROTC and JROTC leadership development programs to secondary and postsecondary students nationwide, including **Army JROTC**, which is one of the Department of Defense's largest youth programs designed to foster leadership skills in high school students, whether or not they choose a career path in the Army. JROTC programs are grouped with CTE programs in some states and share many goals with more occupationally focused courses, including the development of leadership, teamwork and communications skills. In Alabama's **Mobile County Public School System**, Director of Army Instruction retired Lt. Col. Robert F. Barrow has been recognized by the Army for helping to bring JROTC under the state's CTE umbrella and for incorporating more emphasis on STEM education in JROTC through the VEX Robotics program and an annual STEM Leadership Academy.<sup>11</sup> Each year, the week-long STEM Leadership Academy focuses on a particular topic, from aviation to shipbuilding to advanced manufacturing. In 2021, cadets from 15 area JROTC programs studied aeronautical principles; solved STEM challenges involving flight concepts, foam gliders, drone testing and airplane wing design; and toured local aviation employers.<sup>12</sup>

CTE helps veterans turn their military-honed skills and experience into fulfilling civilian careers. At community and technical colleges nationwide, veterans can pursue further education and credentials while accessing support services designed for this population. For instance, **Central Community College (CCC)** in Nebraska has been recognized frequently by the *Military Times* as a top two-year college in the nation for veterans.<sup>13</sup> CCC operates a Veterans and Military Resource Center (VMRC) at four campuses, providing services for learners who are veterans and current service members that range from the practical logistics of enrollment and financial aid to counseling and peer support. Many faculty and staff at CCC are veterans or family members of veterans, including the staff of the VMRC, which has helped them develop relevant services for these learners. This includes in-state tuition not only for recent veterans but also for veterans who left the military many years ago, who are unable to maintain continuous enrollment, or who have exhausted their GI Bill benefits; veteran-specific scholarships; 100% tuition waivers for spouses and children of veterans; academic advising and mental health counseling; a dedicated space for studying or gathering; and connections with peers and veterans in the broader community.