



NORTHROP GRUMMAN



STEPS TO A SUCCESSFUL TRANSITION TO CIVILIAN EMPLOYMENT

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Manager, Operation IMPACT Program



Agenda

➤ **Open discussion**

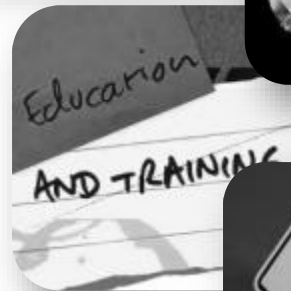
- How is your transition from military service going as it relates to employment?
- What questions do you have?

➤ **Presentation/Discussion**

- Get to know the company you want to work for!
- How do your skills transfer?
- Resumes...resumes...resumes
- What is the recruiting/hiring process?
- What if I have a disability?
- What is it like “on the other side of the fence?”



Challenges of Transition





What company do I want to work for?

Federal contractor?

Small business?

Non-profit?

Academia?

Does the org have a strong
commitment to ethical
business practices?

What are the company's short
and long-term goals?

What are their support to
employees who are veterans?

Does the company have a
program to support military
spouses?

What's the company policy on
supporting employees active in
the guard or reserves?

Do your research...

- Company websites
- LinkedIn
- YouTube
- Indeed.com
- GIGJobs Magazine
- Fortune 100
- Former colleagues
- Friends





How do my skills match civilian jobs?

Military Job Title	Civilian Equivalent
Combat Arms/Special Forces	Planning, Leadership/Management
Comptroller	Accounting, Finance, Tax
Engineering	Engineering, Construction
Human Resources	HR Business Partner, Recruiter
Installation Management	Facilities
Intelligence	Market Research, Business Development
Judge Advocate	General Counsel, Employment Attorney, Patent Attorney
Logistics	Purchasing, Supply Chain Management, Warehousing, Inventory Control
Medical	Doctors, Nurses, Medical Technicians, Medical Records
Operations and Plans	Training, Operations Management
Security	Physical Security, Executive Protection, Personnel Security
Technical Communications	Information Technology, Cyber Security



It costs companies to recruit you!

WORK

ON WHAT MATTERS

[STUDENTS & ENTRY-LEVEL](#)

[EXPERIENCED PROFESSIONALS](#)

[VETERANS](#)

[CAREER AREAS](#)

[EVENTS](#)

[LIFE AT NORTHROP GRUMMAN](#)

[LOCATIONS](#)

[RESOURCES](#)

Our company grows because of our employees' dedication. Explore where you can use your skills to make a difference in our mission of enabling global security.



Engineering

Build the next big thing.

[EXPLORE](#)



Cyber

Secure. Protect. Defend.

[EXPLORE](#)



Project Management

Keep us doing what we do best.

[EXPLORE](#)



Business & Operations

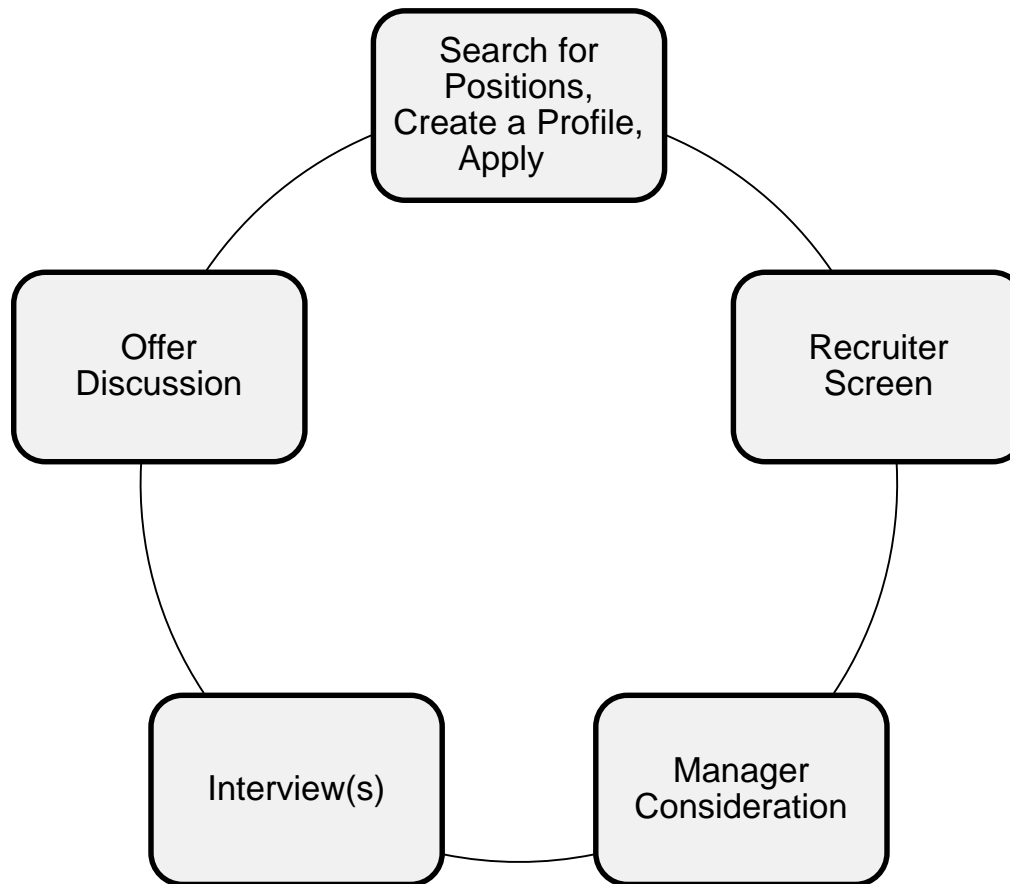
Optimize the enterprise.


[EXPLORE](#)



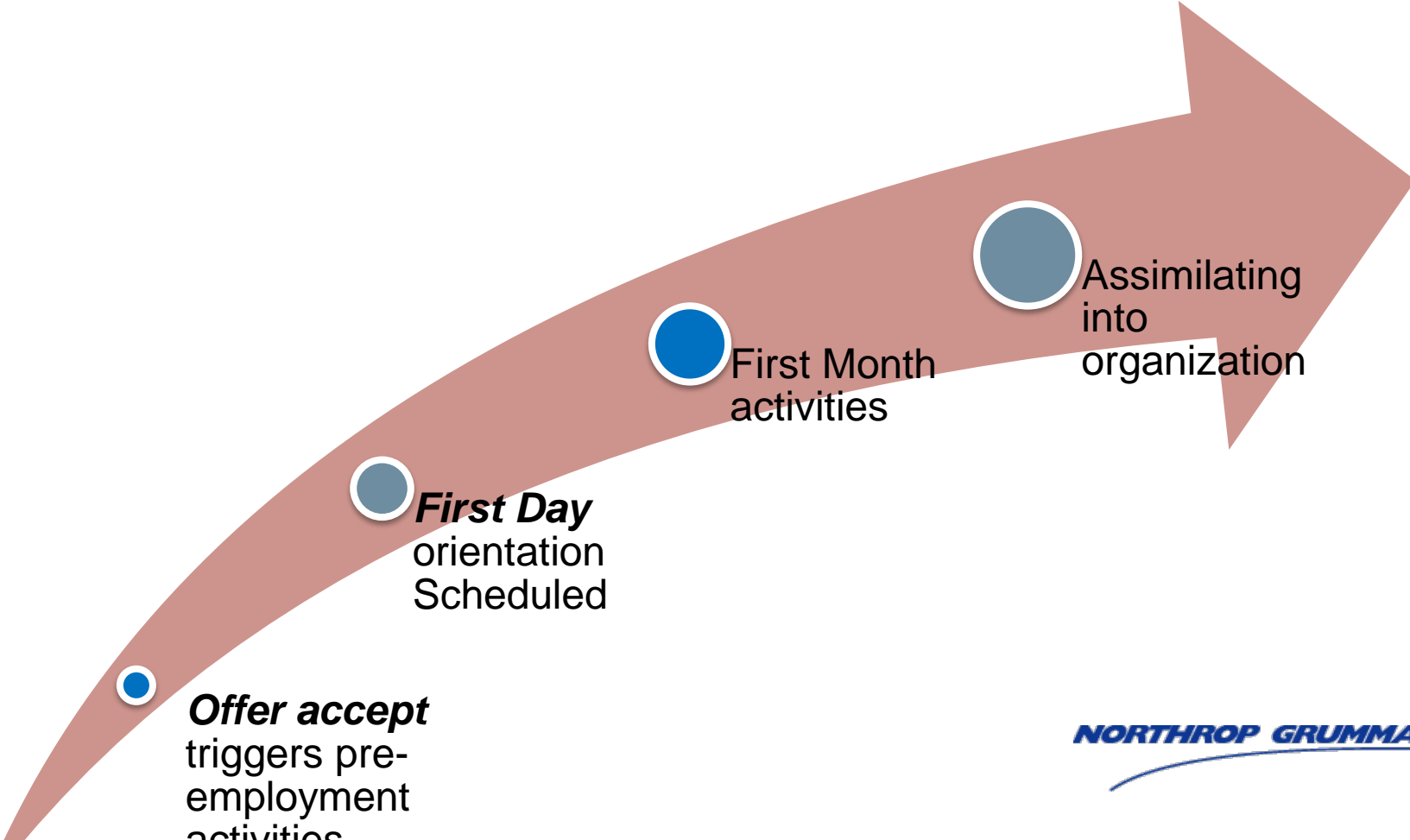


Understand the process takes time!





Starting Your New Job—Pre-employment & Onboarding



Offer accept
triggers pre-
employment
activities

First Day
orientation
Scheduled

First Month
activities

Assimilating
into
organization

Accommodating Disabilities in the Workplace

- Know what your rights are under the Americans with Disabilities Act (ADA)
 - Employers are required to provide reasonable accommodations to individuals with disabilities
- During an interview, keep discussion focused on essential functions of the job
- Don't be afraid to ask for resources

CAP Computer/Electronic Accommodations Program

Search CAP

Need larger text?

CAP Customers Accommodation Solutions Programs Training & Outreach About CAP

CAP Customers

- DoD Employees
- Non-DoD Employees
- Wounded Service Members
- Military Treatment Facilities
- How to Make a Request
- CAPTEC
- Tell Us Your Story
- Need Assistance?

Wounded Service Members

In 2004, CAP began the Wounded Service Member (WSM) Initiative. This was a special initiative designed to cover active duty service members, to include Guard or Reserve who are on active orders, including title 10 orders. The initiative operated exactly as others in the past, until Public Law 109-364 was passed on October 17, 2006. This allows the Service members to keep the assistive technology CAP provides to them upon separation. For more information the WSM Initiative, please visit our website at: www.cap.mil/wsm

ADA LIBRARY PUBLICATIONS AND RESOURCES SEARCH ACCOMMODATIONS DATABASE A-Z OF DISABILITIES AND ACCOMMODATIONS NEWS

JAN Job Accommodation Network

ASK JAN

If you have a question about workplace accommodations or the Americans with Disabilities Act (ADA) and related legislation, we can help.

Connect with JAN

(800)526-7234 (Voice) (877)781-9403 (TTY)

- Email JAN
- Subscribe to Newsletters
- Share Through Your Social Networks
- Newsletter
- Live Help
- Link to Us
- RSS Feed
- Webcasts

FOR EMPLOYERS

- Private Employers
- Federal Employers
- State & Local Government

FOR INDIVIDUALS

- Employees
- Job Seekers
- Entrepreneurs

FOR OTHERS

- Rehabilitation & Medical Professionals
- Union Representatives
- Attorneys & Legal Representatives

MEET TENIKA

About JAN Frequently Asked Questions Training

U.S. Department of Labor



The Other Side of the Fence



or...

How different is it working in the civilian world?



Making the transition from military to civilian workplace culture can be frustrating..

the military culture is:

defined by common experiences (boot camp, deployments, military installations, moving)

"no excuses – get it done!"

structured

timeline focused



doing ordinary and dangerous jobs in extraordinary circumstances

detailed

teamwork centric

decisive

process oriented

focused on responsibility & ownership

Making the transition from military to civilian workplace culture can be frustrating...

the Northrop Grumman culture (a for-profit government contractor) is:

*defined by diverse, inclusive workforce
sharing varying experiences*

flexible work environment

employee engagement

buy-in/collaboration



"bring your authentic self to work"

business casual dress

first-name basis

work in cross-functional teams

quarterly results: focus on performance—creating value for shareholders

time reporting

"Our work with cutting-edge technology is driven by something human: the lives our technology protects"

NORTHROP GRUMMAN



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OPERATION IMPACT

Injured Military Pursuing Assisted Career Transition

NORTHROP GRUMMAN