TRANSITIONING MANAGEMENT POLICY FOR ARMED FORCES TO SUSTAINABLE CIVILIAN LIFE

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ABSTRACT

The issue of transitioning from military service to civilian life is complicated and affects people in a number of ways, including personal, family, financial, social, administrative, and health. Military personnel go through this transition for several reasons, such as the need for personal security, health issues, retirement, or termination.Some retirees have no trouble adjusting to civilian life, but others encounter major obstacles like homelessness, unemployment, mental health issues, and other psychological hurdles. Military retirees frequently struggle with issues of identity, purpose, and belonging as they transition from a regimented setting to a more fluid civilian one. Addressing these issues and fostering a climate that supports retirees in achieving a sustainable and satisfying civilian life requires the cooperation of policymakers, service providers, and communities. For veterans to be able to make valuable contributions to society after serving, a smooth transition is essential. The transition management process for Armed Forces Retirees is examined in this study with an emphasis on the function of public governance, which encompasses the institutions, practices, and processes that influence society. A successful transition depends on effective governance, which includes pertinent agencies, rules, and decision-making procedures. The study used a mixed-methods approach to collect data from retirees of the Armed Forces of the Philippines using questionnaires and interviews. Key areas for action are highlighted by the results, which show a negative association between economic sustainability and social acceptance and a significant positive correlation between social sustainability and community integration.

Keywords: Post-Service Employment, Transition Issues, Military Retirement Planning, Social Reintegration, Veteran Empowerment, Transition Management, Transition to Civilian Life Integration, Sustainable Transition, Policy Development, Retirement Transition Programs, Military to Civilian Transition, Armed Forces Retirees

INTRODUCTION

Embarking on a career in the military is not merely a profession; it is a vocation that demands unwavering dedication, resilience, and sacrifice. The men and women who commit themselves to the service of their nation forge bonds that extend far beyond the boundaries of duty. Nevertheless, as these individuals approach retirement, transitioning from a life of service to civilian existence unveils a profound complexity that surpasses the mere cessation of professional responsibilities. Many people will have to deal with retirement at some point in their lives. Any organization's retirement process presents unique and frequently challenging obstacles for retirees as they move from their employment to the next stage of their lives. This transition involves a significant change in identity, purpose, and daily routines rather than just a status change.

The men and women who have dedicated years to safeguarding their nation now face the challenge of reintegrating into civilian society. Their skills, discipline, and resilience, honed in the Armed Forces, are invaluable assets that can significantly contribute to civilian life. Thus, this research aims to guide them in leveraging these assets for a successful transition.

Managing Armed Forces Retirees during this transition period is a multifaceted endeavor. It addresses various aspects: a) The extent of transitional management; b) Management of sustainability indicates maintaining normal civilian life; c) Community acceptance that affects the everyday life of civilians; and d) Transitioning management policy for AFP Retirees toward the sustainability of civilian life.

By fostering collaboration across various sectors and stakeholders, we can establish a safety net that not only acknowledges the service of our Armed Forces Retirees but also actively contributes to facilitating a purposeful and respectful civilian life after their military experience. This collaborative approach underscores the integral role of each sector in supporting the Armed Forces Retirees.

The Armed Forces of the Philippines (AFP) has three branches of service: the Army, the Air Force, and the Navy. These forces provide structure, purpose, and camaraderie but also create a detachment from civilian life and social systems. In 2019, the AFP had approximately 155,000 active personnel, slightly increasing from the previous year (SIPRI, 2020). The total number of military personnel in the Philippines was 157,000 in 2020 (World Bank, 2020). The distribution of retirees from the AFP reveals that the Philippine Army accounts for the majority of retirees (67.4%), followed by the Philippine Air Force and Navy (15.7% and 14.8%, respectively), with a small percentage from the Technical Administrative Services (2.1%).

An average of 5,419 military soldiers departed annually between 2005 and 2010, and estimates for 2011 to 2018 indicate that roughly 6,000 retirements will occur annually (AFP-PGMC). As many as 70-80% of enlisted personnel are eligible for optional retirement (Magsambol, 2023). Post-service retirees face challenges transitioning from military to civilian life, requiring immediate attention for a successful and sustainable transition.

Retirement decisions are complex and influenced by financial stability, health, family support, and identity shifts (Froidevaux, 2024). For retirees of the Armed Forces, this study offers a road map for successful transition management that emphasizes time management, reasonable expectations, and emotional and psychological shifts.

OBJECTIVES OF THE STUDY

This study established a transition management policy for the Armed Forces of the Philippines Retirees to a sustainable civilian life. Specifically, the study aimed to

1. determine the extent of management effectivity in terms of:
   - 1.1 Moving In
   - 1.2 Moving Through
   - 1.3 Moving Out
2. explain the extent to which the management of sustainability indicates maintaining everyday civilian life in terms of:
   - 2.1 Social
   - 2.2 Economics
3. analyze the extent to which community acceptance affects the everyday life of civilians in terms of:
   - 3.1 Social Acceptance
   - 3.2 Integration in the Community
4. determine the transitioning management policy for AFP Retirees toward the sustainability of civilian life.

This study aimed to improve the well-being of Armed Forces retirees by identifying factors affecting their transition to civilian life. It focuses on community integration, economic and social impact, and national security preparedness. The study will provide valuable insights into retirement readiness, finance, health, and well-being, and evaluate the impact of age retirement changes on retirees' professional and personal futures.

The findings will also aid future researchers in understanding government employees' attitudes, behavior, and retirement plans,

contributing to the ongoing debate on transitioning management policies for Armed Forces retirees.

METHODOLOGY

Research Design. To create a transitional management policy for the Armed Forces of the Philippines Retirees into sustainable civilian life, the study combined quantitative and qualitative approaches in a hybrid manner.

Quantitative research was applied to analyze numerical data from a validated survey, using descriptive analysis, frequency distribution, correlational analysis, relationship of variables, and hypothesis testing. Qualitative research, on the other hand, explores real-world problems by gathering participants' experiences, perceptions, and behavior to generate hypotheses and understand quantitative data. The study used an interview procedure and a thematic approach to analyze responses, ensuring a comprehensive understanding of the transitioning management policy for AFP Retirees toward sustainability.

Sampling Procedure. The study "Transitioning Management Policy for Armed Forces Retirees to Sustainable Civilian Life" in the Philippines employs purposeful and convenience sampling to gather insights into the transition experiences of Armed Forces Retirees. Purposeful sampling selects participants with relevant expertise, while convenience sampling accesses participants through existing networks, providing valuable qualitative insights.

*Instrument and Technique***.** The researcher used two procedures to gather data: survey and interview. A quantitative survey was conducted using structured questionnaires, while qualitative research employed interviews with the respondents.

The researcher had the questionnaires validated to make sure they were accurate, trustworthy, and aesthetically pleasing. Based on feedback from experts, the research advisor, and the initial respondents, the researcher reworded some of the necessary phrases and sentences.

The survey questionnaires were divided into several parts:

Part I: Profile of the Respondents

Part II: The management of sustainability indicates maintaining everyday civilian life.

Part III: Community acceptance that affects the everyday life of civilians.

Moreover, retirees were interviewed in in-depth group discussions to explore their experiences, challenges, and coping strategies during the transition.

Validation of the Instrument. Schlossberg's Transition Theory and the Success in Transition Model were used to develop research questions in order to gain a complete understanding of the transition process for Armed Forces Retirees.

These questions guided data collection, analysis, and interpretation, ensuring thorough exploration of transition challenges, effective support mechanisms, and transitioning to management policies. Validation of the research instruments is crucial to guarantee reliability and accuracy. Content validity, face validity, construct validity, criterion validity, reliability, and qualitative validation were among the procedures used to validate the instruments. Content validity assessed whether the survey questions or interview prompts adequately covered the relevant aspects of the study. Face validity involved piloting test surveys or interviewing questions with a small sample of retirees, asking participants for feedback, and revising any unclear or irrelevant items. Construct validity assessed whether the instrument accurately measures the study's underlying constructs, such as transition experiences and social support. Criterion validity examines whether the instrument correlates with an external criterion. Reliability ensured the consistency and stability of measurement over time. Qualitative validation for interviews involved techniques such as member checking, peer debriefing, and thick description.

Data Gathering Procedure. The researcher conducted a study on the Armed Forces of the Philippines' Retirees, obtaining written permission,

distributing questionnaires, and conducting a Focus Group Discussion. The survey questionnaires were analyzed based on the respondents' perceptions. The information was then processed, interpreted, and analyzed. After a discussion of the results, conclusions and suggestions were developed. Perceptions and experiences of Philippine Armed Forces Retirees were the focus of the study.

Data Analysis. Several statistical techniques were used in this study to examine the respondents' demographic profile. The utilization of frequency distribution and percentage calculations ascertained the demographic profile of the respondents. Average scores for community acceptance, sustainability management, and transitioning management were determined using the weighted mean. The survey data were tested for significance using ANOVA to see if there were any notable differences between community acceptance of Armed Forces of the Philippines retirees and transitioning management on sustainability.

Pearson's correlation coefficient was used to determine the correlation between transitioning management on sustainability management and community acceptance. The Pearson correlation coefficient can take values between -1 and 1, with +1 indicating a perfect positive linear relationship, -1 indicating a perfect negative linear relationship, and 0 indicating no linear relationship. The gathered data will be forwarded to a qualified statistician for final analysis.

Ethical Consideration. The study ensures the confidentiality of personal data in information and communications systems. Participants are informed about the research process and their rights; their information is confidential. Confidentiality is maintained, even when data is not anonymous. Participants are fully aware of the ethical considerations involved in the study and are not forced to participate. Strategies such as triangulation, participant diversity, blind analysis, peer review, transparency, reflexivity, and replication are employed to address potential biases. Participant diversity includes a wide range of people to lessen selection bias, whereas triangulation uses several data sources and methodologies to cross-verify conclusions.

Blind analysis ensures data is based solely on data, not preconceived notions or stereotypes. Peer review helps identify and correct potential biases. Transparency and reflexivity help maintain transparency and allow others to assess potential biases. Replication may be necessary to check the consistency of findings.

RESULTS AND DISCUSSION

This study aims to test the hypothesis and answer research questions by analyzing collected data. Data is interpreted descriptively, and the analysis is conducted in two phases: quantitative data analysis based on questionnaire results and qualitative interpretation based on interviews and focus group discussions. The findings are presented and interpreted descriptively.

1. Profile of the Respondents

1.1 In terms of Age

Table 1

Age of the Respondents

Indicator	Frequency	Percentage
Under 50	1	6.67
50-55	5	33.33
56-60	7	46.67
61 or older	2	13.33
Total	**15**	**100.00**

The profile of the respondents tackled in this chapter presents the findings by the Armed Forces of the Philippines Retirees' Age, Gender, Rank, Residence, Location, Branch of Service, Length of Service, Reasons for Retirement, and Initial challenges faced while transitioning to civilian life.

The following descriptive analysis was performed *(frequency distribution and weighted mean):*

The table shows the respondents' profiles in terms of age. The analysis depicts that the respondents were mostly aged from 56 to 60, garnering a frequency of 7 (46.67%). This was followed by a count of 5 (33.33%) on respondents aged 50 to 55. Two (13.33%) counts were recorded with age 61 or older. Only 1 (6.67%) was tallied with age under 50.

1.2 In terms of Gender

Table 2
Gender of the Respondents

Indicator	Frequency	Percentage
Male	15	100.00
Female	0	0.00
Total	**15**	**100.00**

The gender of the Armed Forces of the Philippines Retirees as respondents were presented in the table; all were recorded with male gender in a frequency of 15 (100.00%).

1.3 In terms of Rank

Table 3
Rank of the Respondents

Indicator	Frequency	Percentage
Enlisted Personnel	11	73.33
Officer	4	26.67
Total	**15**	**100.00**

The profile of the respondents regarding the Armed Forces of the Philippines Retirees' rank category. The data illustrated shows that 11 (73.33%) respondents were tallied with the rank category of Enlisted Personnel. On the other hand, only 4 (26.67%) retirees were in the rank category of Officer.

1.4 In terms of Residence

Table 4
Residence of the Respondents

Indicator	Frequency	Percentage
Luzon	4	26.67
Visayas	0	00.00
Mindanao	11	73.33
Total	**15**	**100.00**

The analysis of the respondents' profiles in terms of residence is introduced in the table. Out of 15 participants, the majority capitulate a frequency of 11 (73.33%) with residency in Mindanao. While 4 (26.67%) were from Luzon, none were from Visayas.

5. In terms of Location

Table 5
Location of the Respondents

Indicator	Frequency	Percentage
Barangay	9	60.00
Municipal	0	00.00
City	5	33.33
Province	1	6.66
Total	**15**	**100.00**

The table reveals the location of the Armed Forces of the Philippines Retirees. Nine out of 15 were in a barangay, with a percentage of 60.00. Five (33.33%) were residing in a city. One (6.67%) count was allocated in a province.

However, none of the participants were designated as municipal.

1.5 In terms of Branch of Service

Table 6
Branch of Service of the Respondents

Indicator	Frequency	Percentage
Philippine Navy	6	40.00
Philippine Army	7	46.67
Philippine Air Force	2	13.33
Total	**15**	**100.00**

The table illustrates the respondents' branches of service in the AFP. Out of 15 samples, 6 had a branch of service of the Philippine Navy, with a frequency of 40.00%. 7, or 46.67%, had a Philippine Army branch of service, and a frequency of 2 had a Philippine Air Force branch of service, with a percentage of 13.33%.

1.6 In terms of Length of Service

Table 7
Length of Service of the Respondents

Indicator	Frequency	Percentage
Below 20 years	0	00.00
21 years to 25 years	6	40.00
26 years to 30 years	9	60.00
bove 30 years	0	00.00
Total	**15**	**100.00**

The table portrays the length of service as part of the respondents' profiles. Most participants were found to have a duration of service of 26 to 30 years, with a frequency of 9 (60.00%). Six (40.00%) were determined with a service lengthened to 21 years to 25 years, and none were outlined as below 20 years and above 30 years. The AFP's optional retirement is at a length of service of 20 years, and its compulsory retirement is at the length of service of 30 years or 56 years old, whichever comes first. Thus, most military personnel will retire upon reaching 25 years of service or more to get higher retirement benefits.

6. Reasons for Retirement of the Respondents

The reasons for retirement were listed in the table. In a complete data of 15, 11, or 73.33% of retirees selected family considerations. However, a frequency of 2 (13.33%) was pictured from the reasons for career transition opportunities. The lowest counts, with a frequency of 1 (6.67%), were retirees who reached the mandatory retirement age for health-related reasons. Most military personnel were detached from their families while on active duty, and had only a little time with their families. Thus, after serving 25 years in the military, they decided to retire.

Table 8
Reason/s for Retirement of the Respondents

Indicator	Frequency	Percentage
Reached mandatory retirement age	1	6.67
Career transition opportunities	2	13.33
Family considerations	11	73.33
Health-related reasons	1	06.67
Others	0	00.00
Total	**15**	**100.00**

After military service, many retirees face challenges in transitioning to civilian careers due to the new workplace culture and organizational socialization. Personal motivators include retirement age, social security benefits, spending quality time with family, fatigue or burnout, changing careers, and health issues. Stressful working conditions, lack of challenge, coworker issues, and fatigued work settings are all examples of organizational motivators. Retirement reasons can be divided into four categories: socioeconomic, familial, employment and organizational, and individual characteristics.

These factors determine the antecedents of the retirement process, affecting the process of socialization and the transition to civilian life. Various factors, including demographic characteristics, job and organizational factors, family support, and socioeconomic factors, influence the decision to retire.

7. Initial Challenges Faced While Transitioning to Civilian Life

The table delineates the initial challenges faced while transitioning to civilian life, garnering a weighted mean of 3.157, which is uncertain in interpretation. The utmost mean yields a score of 3.733, wherein the retirees agree to face social reintegration as a challenge while transitioning to civilian life. Followed by a mean score of 3.400,

wherein the respondents were uncertain about facing an identity shift. 3.267 mean score that correlates with the case of emotional well-being. Moreover, a 3.000 mean score was tallied when experiencing financial adjustment. 2.867 mean score as uncertain on healthcare and disease. The lowest mean score was 2.667 in facing employment and skill translation challenges.

Table 9
Initial Challenges

Indicator	Mean	Verbal Interpretation
Financial Adjustment	3.000	Uncertain
Identity Shift	3.400	Uncertain
Social Reintegration	3.733	Agree
Healthcare and Disease Management	2.867	Uncertain
Employment and Skill Translation	2.667	Uncertain
Emotional Well-being	3.267	Uncertain
Weighted Mean	**3.157**	**Uncertain**

Since reintegration can be a complex process, frequently accompanied by poor social and family relationships, unemployment, financial strain, and homelessness, the study by Romaniuk and Kidd (2023) emphasizes the significance of comprehending the factors influencing the transition period from military service to civilian life.

8. Extent on the Effectiveness of Transitioning Management

The table shows a moderate effectiveness of transitioning management policies for Armed Forces Retirees, with a mean of 3.045. The highest mean was 3.067, indicating a mild extent of transitioning management policies. The lowest mean was 3.000, indicating a moderate extent of transitioning management policies to support Armed Forces Retirees during their transition to civilian life. Military veterans often face challenges returning to civilian life, and understanding military-civilian transitions is crucial. A holistic approach to transition is needed, tailored to each new veteran's needs. Transition plans are essential for managing retirement, ensuring a smooth handover of responsibilities, and minimizing knowledge gaps.

Table 10
The Extent on the Effectiveness of Transitioning

Indicator	Mean	Verbal Interpretation
Moving In To what extent do the management policies facilitate a smooth transition for Armed Forces Retirees as they enter civilian life?	3.067	Moderate
Moving Through How well do the management policies support Armed Forces Retirees during their ongoing adjustment to civilian life?	3.000	Moderate
Moving Out To what extent do the management policies prepare retirees for a successful exit from military service into sustainable civilian life?	3.067	Moderate
Weighted Mean	**3.045**	**Moderate**

A supportive and positive offboarding experience is necessary for retiring employees to leave the organization prepared to cope with challenges.

9. The Extent of Sustainability Management Indicated to Maintain Normal Civilian Life

The study shows that sustainability management is moderately effective in maintaining everyday civilian life for retired Armed Forces personnel. Social sustainability is the most effective, with a mean score of 3.200, indicating moderately effective policies for maintaining social well-being. Economic sustainability also promotes monetary stability and financial security. Military service can lead to alienation, difficulty socializing, and loss of self-identity. Returning to civilian life can result in income loss, professional status, and societal and psychological issues. Many retirees become jobless during retirement due to military culture and training. Action is needed to help

veterans overcome these challenges and develop coping strategies.

Table 11
Extent of Sustainability Management

Indicator	Mean	Verbal Interpretation
Social Sustainability How effectively do the management policies contribute to maintaining a sense of social well-being for retired Armed Forces personnel?	3.200	Moderately Effective
Economic Sustainability To what extent do management policies promote economic stability and financial security for retirees?	2.800	Moderately Effective
Weighted Mean	**3.000**	**Moderately Effective**

Future research should focus on improving intervention quality and assessment, facilitating social roles for diverse older populations.

10. The Extent of Community Acceptance that Affects the Everyday Life of Civilians

Table 12
Extent of Community Acceptance

Indicator	Mean	Verbal Interpretation
Social Acceptance How did community acceptance impact the everyday life of civilians previously in the Armed Forces?	3.467	Highly Accepted
Integration in the Community How well do the management policies facilitate the integration of retirees into civilian communities?	3.400	Highly Accepted
Weighted Mean	**3.433**	**Highly Accepted**

The table shows how community acceptance affects civilian life, with a highly accepted factor of 3.433. Social acceptance is highly accepted, with a mean score of 3.467. Management policies facilitate the integration of retirees into civilian communities, with a mean score of 3.400. However, retired military forces still experience poor life satisfaction and acceptance.

Developing relationships with others facilitates self-concept development, coping with social situations, and meeting survival needs. Psychosocial thriving and positive consequences are linked to belonging, whereas suicidality might result from a lack of belonging. Having a sense of self and belonging to a group is necessary for belonging.

11. Spearman's Partial Correlations

Table 13
Spearman's Partial Correlations

Variable		Social Sustainability	Economic Sustainability	Social Acceptance	Integration in the Community
1. Social Sustainability	n	15			
	Spearman's rho	1			
	p-value	<.000			
2. Economic Sustainability	n	15	15		
	Spearman's rho	-0.244	1		
	p-value	0.445	<.000		
3. Social Acceptance	n	15	15	15	
	Spearman's rho	0.139	-0.320	1	
	p-value	0.666	0.311	<.000	
4. Integration in the Community	n	15	15	15	15
	Spearman's rho	0.503	-0.025	0.692**	1
	p-value	0.095	0.940	0.013	<.000

Note: *Conditioned on variables: Moving In, Moving Through, Moving Out.*
Note: *The standard error of effect size (Fisher's z) is currently unavailable for non-parametric partial correlations.*
** p < .05, ** p < .01, *** p < .001*

Social sustainability and community integration are strongly positively correlated, according to a study that looked at the relationship between sustainability management and acceptance in civilian life. However, social approval and economic sustainability were negatively correlated. Social participation is strongly connected to retirement, but it is unclear whether retirees will seize their newfound freedom or fall into isolation. Pension reform is crucial for the welfare of military personnel and the fiscal sustainability of the pension system. Community integration ensures access to social, educational, and professional opportunities within existing communities rather than segregation. A better community environment fosters harmonious relationships and open perspectives, improving communication and understanding between migrants and locals and enhancing their sense of fairness and belonging.

12. Analysis on the relationship between the Extent of the Effectiveness of Transitioning Management

Table 14
Analysis on the relationship between the Extent of the Effectiveness of Transitioning Management

Cases	Sum of Squares	df	Mean Square	F	p	Remarks
Social Acceptance	0.278	1	0.278	5.271	0.045	Accepted
Integration in the Community	0.601	1	0.601	11.388	0.007	Accepted
Social Sustainability	3.189	1	3.189	60.385	< .001	Accepted
Economic Sustainability	1.607	1	1.607	30.441	< .001	Accepted
Residuals	0.528	10	0.053			

The relationship between the extent of the management of sustainability indicates the maintenance of normal civilian life and the community acceptance that affects the everyday life of civilians on the extent of the effectiveness of transitioning management. Based on the analysis, social acceptance generates an f - a value of 5.271 *(p-value: .045),* integration in the community with an f-value of 11.388 *(p-value: .007),* social sustainability with a f – f-value of 60.385 (p-value: <.0010, and economic sustainability with a f – the value of 30.441 (p-value: <.001). Wherein all the variables yield a p-value of less than the alpha value of <.05, thus the extent of the management of sustainability indicates that maintaining normal civilian life, and the extent of community acceptance that affects the everyday life of civilians, has a significant difference in the extent of the effectiveness of transitioning management.

Summary of Findings

Transitioning from military to civilian life presents significant challenges for Armed Forces Retirees, including employment difficulties and health concerns. To facilitate a smoother transition, holistic support programs, targeted employment and training initiatives, career counseling, financial literacy concerns, social support networks, and accessible health services are essential. Implementing these policies can improve the well-being and integration of military retirees into civilian society. When modifying the retirement transitional management policy, the government must adopt a comprehensive strategy that takes long-term financial sustainability into account, as well as the attitudes and retirement planning practices of military personnel. A data-driven decision-making process is vital for future policy decisions. Veterans need help adjusting to civilian work, economic concerns, and healthcare access due to the limited number of veterans' hospitals in Quezon City.

CONCLUSIONS

The intricacies of Armed Forces Retirees' transition from military to civilian life have been examined in this research. It has examined the policies and programs designed to assist retirees in coping with their psychological, social, and financial challenges, aiming to ensure their well-being and successful reintegration.

For retired personnel of the armed forces, transition management protocols need to be flexible and adaptive in order to satisfy their constituents' changing needs. Adopting a comprehensive strategy that includes mental health services, job support, and community engagement can help our veterans lead more sustainable and satisfying civilian lives. Future research should focus on enhancing the transition experience by exploring innovative approaches and the industry's best practices.

Focus Group Discussion (FGD) participants talked about the significance of transition preparation because not all their military abilities and skills transfer to civilian work. Their financial worry may also be overwhelming because their pay will become a pension instead of a salary after they retire. Veterans may find it difficult to obtain healthcare because there is just one veteran's hospital, which is situated in Quezon City.

RECOMMENDATIONS

The results of this study have shed important light on the best transition management strategy for retirees of the Philippine Armed Forces. To bridge the gap identified in the survey, a Holistic Support System that encompasses the following recommendations is proposed to enhance the effectiveness of the transitioning management policy:

Financial Guidance and Education. Another potential legislative option is to create and implement financial education and counseling programs for active military personnel at different levels. These courses would focus on preparing for early retirement, potential hazards, and the financial implications of this choice.

Family Involvement. Involve families in the transition process. Providing resources and support for family members can help create a stable and supportive home environment, which is essential for a successful transition.

Create a cooperative for veterans' livelihood. By creating cooperatives, policymakers can address multiple facets of veterans' transition to civilian life, ensuring they have the support and opportunities needed for a sustainable and fulfilling livelihood.

Employment Assistance. Provide specialized job-assistance programs to assist retirees in locating acceptable employment. Workshops on resume writing, interview techniques, and job placement services are a few examples. Collaborating with employers to create veteran-friendly workplaces is also beneficial.

*Tailored Career Transition Programs***.**Customized career transition programs that retire personnel's military skills and expertise will be translated into civilian work for possible reemployment, which can significantly enhance their employability and job satisfaction in civilian roles.

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