Military-Civilian Workforce Programs (i.e. SkillBridge, Credentialing Assistance, and Transition Assistance Programs)

Non-IT Military Occupations Average Salary Varies

IT Military Occupations Average Salary Varies

Military Officers require a Bachelor Degree, Enlisted Personnel do not

OR

IT-related credentials are not required

Personnel with security clearances, an aptitude for Software Developer work, and an interest in transitioning into the civilian Software Development workforce.

CompTIA Security+ Required for some jobs

Personnel with security clearances, an aptitude for Software Developer work, and an interest in transitioning into the civilian Software Development workforce.

Some employers, but not all, require a Bachelor Degree

Front-End Developer

Average Salary

\$83,491

CompTIA Security+

Basic SW Dev Languages/Tools (HTML, CSS, SQL, and JavaScript) often evaluated through testing/interview process. + 1-2 Years Experience & Security Clearance

HSD/GED

Essential Competencies: According to Indeed, the top essential competencies that employers value from military personnel are Work Ethic, Communication, Adaptability/Flexibility, Problem-solving, Integrity, Teamwork, Leadership, and Organization, which overlap strongly with Essential competencies for Software Developers.

Competencies:

The top 5 are Communication, Teamwork, Critical and Analytical Thinking, Planning and Organizing, and the Ability to Learn New Concepts. The top 5 most important Software Developer competencies are developing software, software development best practices, understanding agile and hybrid methodologies, storing and accessing data, and developing in/for a cloud environment.

To advance in a career, it is important to be able to research/find answers to questions, learn/apply new concepts on their own, and the ability to fail fast and fail forward when the initial solution doesn't work.