## VETERANS AND CAREER DEVELOPMENT:

## Challenges & Opportunities for Professionals & NCDA

BY ROBERT A. MILES and CHARLES LEHMAN



areer professionals are encountering a new generation of veterans who are facing numerous challenges in their transition to civilian life and careers. Many more will be discharged as the military downsizes. In this article, co-chairs of the NCDA Veterans Committee outline issues facing these veterans, steps taken by the association and the committee to prepare professionals to meet veterans' needs, and challenges remaining for career professionals and the committee.