



# Troops to Teachers

## What is Troops to Teachers?

Troops to Teachers was established in 1994 to assist transitioning service members in beginning new careers as school teachers. The Department of Defense-funded program provides counseling and referral services for participants to help them meet education and licensing requirements to teach and subsequently helps them secure a teaching position<sup>1</sup>. From fiscal year 1994 through 2013, 17,000 participants secured teaching positions. Today, more than 1,500 veterans are licensed as highly-qualified teachers and ready to be employed as teachers. Additionally, more than 2,000 veterans are currently enrolled in teacher certification programs and will be seeking employment as teachers in the coming years<sup>2</sup>.

## What do veterans bring to the classroom?

When you hire a veteran, you bring unmatched skills, experiences and dedication to your school and students. Traits leading to a successful military service — teamwork, leadership, initiative, discipline, integrity and the ability to thrive in an ever-changing environment — naturally transfer to success in the classroom. Veterans may offer their real-world military experience to enhance instruction and provide a valuable perspective to their students as they develop skills for life. In classroom management, veterans are well prepared to meet the overall needs of diverse learning environments, which positively impacts student achievement. According to school administrators, Troops to Teachers participants interact effectively with parents, community members and other teachers and staff, and veterans attribute that successful interaction to their military experience. Because veterans understand the experience of military children, the Troops to Teachers participants become a valuable resource for military-connected children as well as teachers.

<sup>1</sup>Troops to Teachers National Office, August 2013.

<sup>2</sup>Troops to Teachers: A Model Pathway to a Second Tour of Duty, 2007.

**Hiring veterans can help you meet personnel shortages in critical subject areas such as math, science, special education, foreign languages and vocational education.**



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## Troops to Teachers as your recruitment partner

With our mission to help veterans transition to a career in teaching, we can offer you a partnership as you search for highly qualified teachers to fill your classrooms. Our partnership includes the following advantages for hiring officials:

- Troops to Teachers is a no-cost source of highly-qualified teacher candidates. The program has a national and diverse pool of certified teachers who are ready for employment.
- With program presence in every state, we can assist you in finding and placing the right teacher at the right time.
- Many veterans are already licensed as highly-qualified teachers and more than 2,000 veterans, who will be seeking employment in the coming years, are currently enrolled in teacher certification programs<sup>3</sup>.
- Hiring veterans can help you meet personnel shortages in critical subject areas such as math, science, special education, foreign languages and vocational education.
- Veterans are committed and passionate about a career in education, which will help you achieve teacher retention goals. More than 70 percent of Troops to Teachers participants plan to remain in the teaching profession as long as possible or until retirement<sup>4</sup>.
- Hiring veterans helps schools address the need for gender balance and racial diversity in teaching staff. Veterans who become teachers are 82 percent male and 43 percent minority<sup>5</sup>.

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### For more information about the Troops to Teachers program, contact

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<sup>3</sup>Troops to Teachers National Office, August 2013.

<sup>4</sup>Owings, W., Kaplan, L., Khrabrova, I and Chappell, S., Troops to Teachers Grant Study 4: Technical Report, March 2014.

<sup>5</sup>2012 Department of Defense and Department of Education Report to Congress on the Troops to Teachers Program.

