

Career management competency among vocational skilled military retirees

Abstract

The purpose of transition skills training for military retirees are to prepare them towards their retirement plan. Ability to be employed with ease after retirement indicates that the retiree is competent in planning and implementing his plan on employment post military service. This study aimed to gauge the effectiveness of the skills training attended by military retirees and to examine whether there is any difference in the career management competencies of the military retirees if they are trained by different training centres and /or if they enrolled into different training areas. A quantitative study using survey exploration was carried out on 380 low-ranking military retirees. This study used a set of questionnaire adapted from Career Competencies Indicator by Haase and Francis-Smythe (2007). The results indicated that the level of competencies among military retirees were at moderate or middle level. Further, the study revealed that there were variation in competency results obtained by retirees training in different training centres as well as in different areas of skills. This study is hoped to be used by training centers and department of military retiree welfare to prepare for a more effective program to assist military retirees boost up their competence and confidence in acquiring skills for post retirement employment.

Keyword: Career transition training; Career management competency