

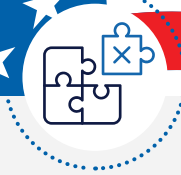
# From Service to Civilian Success

Your Experience Has Value.  
Credentials Make It Recognized.



**Leaving the military is not just a career change, it's a shift in how your experience is understood.**

You've led teams in complex environments, made decisions under pressure, and delivered outcomes where failure wasn't an option.



**But when you step into the civilian workforce, that experience isn't always clearly recognized.**

Not because it lacks value, but because it's not always translated.

Civilian employers don't always see the scale of what you've done or the environments you've operated in.

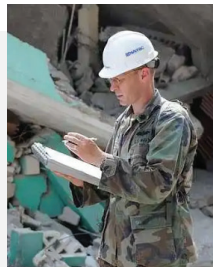


**So the question becomes: how do I ensure my experience is understood the way it should be?**

Credentials provide that answer. They translate your leadership, judgment, and execution into something the civilian workforce immediately recognizes and trusts.

**Before transition, there's mission readiness.**

Credentials don't just prepare you for what comes next, they strengthen how you perform today. They reinforce disciplined planning, risk management, and accountability, enhancing your ability to lead in complex, high-stakes environments.



“ My certifications helped open the door to my first civilian role and strengthened my understanding of the work. I just wish I had

done more homework and found CMAA's programs to defray the cost of earning these credentials. ”

— *Scott A. Shaulis, PE, CEM, NAVFAC*



**For many service members, the impact is immediate.**

Credentials don't just validate experience, they enhance current performance and improve how projects are planned, managed, and delivered.



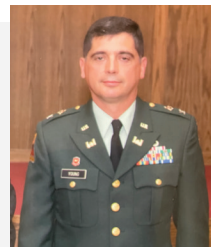
“ My transition from the Navy into construction

management was seamless because both worlds demand the same operational mindset.

— *Victor Ozuna, PE, CCM, USACE*

“ Earning my CCM translated decades of leadership into recognized industry expertise and enabled a seamless transition. ”

— *Col. (Ret) Don Young, PE, CCM, F.SAME*



**You've already done the work. Credentials make sure it counts.**

Credentials connect what you already know to what the industry understands, creating a clear pathway forward from military service to civilian leadership.

# When Experience Is Recognized, Opportunity Follows.



→ **In the civilian workforce, hiring decisions happen quickly.** Employers are not just evaluating experience, they are managing risk. They need to know if someone can lead teams, manage complexity, and deliver results.



“ CCMs reduce the risk and efficiently manage the cost and time of construction projects. ”  
— *Greg Schulz, PE, CCM, USACE*

→ **Credentials communicate confidence. They signal that your experience translates into real-world results.** From mission execution to project delivery, the same expectations apply, clarity, coordination, accountability, and execution. Credentials reinforce these principles, ensuring consistency and trust in how projects are delivered.



The CCM certification provides rigor and stability, building credibility in our profession.  
— *Col. (Ret) Scott Warner, PE, CCM, PMP, F.SAME*

→ **When your experience is validated, your transition changes.** You move forward with confidence and step into roles where your leadership is recognized.



“ Certification is recognition that you have the knowledge, experience, and ethical standards of your profession. ”  
— *James Dalton, PE, SES, former USACE*

→ **Service members already bring the qualities the industry needs. Credentials ensure the industry sees it.**



The CCM designation is growing rapidly, showing how important certification has become.  
— *Chinh Vu, CCM, former NAVFAC*

“ Transitioning from the military to the civilian workforce can be complex, but organizations like the Construction Management Association of America (CMAA) provide a critical bridge. CMAA offers practical resources, professional development, and a network that translates military leadership and operational experience into industry-relevant skills.

For veterans, it's not just about learning a new field—it's about finding a community that understands discipline, accountability, and execution. CMAA supports that transition by connecting professionals to best practices, mentorship, and opportunities that accelerate both confidence and performance in construction management. ”

— *MAJ(R) Rosalia Retz, USAR  
& CPT TJ Retz, Active USAR*

Military service builds mission-ready leaders. Credentials strengthen that readiness, translate it, and position you to lead with confidence.

Your next mission starts here.

[www.CMCertification.org](http://www.CMCertification.org)