



Beyond the Resume:

Making Military Skills Visible Across the Talent Lifecycle

Overview

The Manufacturing Institute hosted a Solution Series event exploring how making military skills more visible uncovers hidden capabilities within new talent and existing workforces.

This session featured:

- **Sytease Geib**, Special Projects Director, the Manufacturing Institute (MI).
- **Lauren Runco Bevilacqua**, Vice President of Innovation, Strategy, & Delivery, Solutions for Information Design, INC (SOLID).

Rethinking Talent Evaluation

As manufacturers face a talent shortage, the military community offers a pool of highly skilled talent. However, civilian employers struggle to fully understand their skills.

- A resume does not nearly reflect one's years of professional military education, technical training, certifications, leadership experience and on-the-job learning.
- Military occupations don't translate neatly into civilian job titles, meaning many transferable technical and leadership skills are overlooked or undervalued.

Because of this, capable talent is screened out or, if hired, is often underemployed (hired into roles below their potential). This limits both employee career growth and employers' ability to fully leverage their talent, leading to lower employee retention.

Skills-Based Hiring

To better understand the potential of job candidates and existing employees, employers can adopt a skills-based hiring model. This means hiring based on the skills a job actually requires rather than relying primarily on degrees, job titles, or years of experience.

This model helps employers hire talent that will thrive in their new roles, leading to stronger performance and retention rates.

A Solution in Action

To facilitate skills-based hiring, the MI and SOLID came together to build a solution: [**Map My Future**](#), an accessible, no-cost platform that converts military backgrounds into recognizable manufacturing skills.



The platform awards military-connected individuals [skill badges](#) based on their documented service history. Those badges give candidates a clearer picture of their transferable skills and give employers a concrete way to evaluate role alignment.

Manufacturers can encourage military-connected candidates to earn badges through the site and integrate them directly into their hiring process.

- Anheuser-Busch has done exactly that through its Brewing Futures initiative. Open positions are mapped to skill badges, and candidates who hold all the relevant badges advance to interviews.

Continue Investing in Your Workforce

Want more solutions? Join us at the MI's [2026 Workforce Summit](#) in Indianapolis, Indiana, October 26–28! Centered on our theme, *Skills at Scale: Delivering America's Competitive Advantage*, this year's Summit features an exciting and robust agenda focused on the strategies helping manufacturers compete and grow. [Learn more and register today.](#)

[Check out the Solutions Center](#) to learn more about Solution Series and see future events when announced.

Additional Resources

- [Manufacturing Readiness Badges | The Manufacturing Institute](#)



Check out Map My Future®



Map My Future® Getting
Started Guide



See a Demo of Map My Future®