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SPRING 2022

Transition Guide

May 19, 2022

**TIPS FOR MAKING
YOUR FINAL
MOVE A SUCCESS**

**PREPARING FOR
RETIREMENT?**

**WE'VE GOT
YOU COVERED**

**TAKE
CONTROL**

**WITH OFF-BASE
TRANSITION TRAINING**

**MASTER
SKILLS FOR A
SUCCESSFUL
JOB SEARCH**

MYSTEP

PROVIDING TRANSITION SUPPORT FOR MILSPOUSES

Deloitte.

Making an impact that matters

Over 3,000 members strong, Deloitte's Veteran community is a key part of our culture. We are dedicated to helping Veterans and their families transition to civilian life, gain meaningful employment, grow as leaders, achieve a sense of well-being, and succeed.

careers.deloitte.com



Military Service Leads Way VRA

Let your time in uniform work for you as a civilian.



Courtesy of the Department of Veterans Affairs' Vantage Point

As one of several hiring paths available to veterans, Veterans' Recruitment Appointment (VRA) offers those who have served our country a chance to bring their qualifications to the forefront of the hiring process.

Special hiring authorities

Special hiring authorities allow agencies to appoint specific groups of qualified individuals to positions in the federal government, bypassing the competitive hiring process.

Through these authorities, hiring agencies like VA can better recruit a diverse group of candidates on our team and fill vacancies faster.

Using VRA, VA can appoint a qualified, eligible veteran to any position, and at any grade level up to and including a GS-11 or equivalent, as long as the candidate is qualified.

Some veterans hired through VRA also will be able to join the competitive service after two years of satisfactory service in a regular position.

Qualifying for VRA

There are several ways for a veteran to qualify for

appointment under VRA.

- If you receive a campaign badge for service during a war, or in a campaign or expedition.
- If you are a disabled veteran.
- If you receive an Armed Forces Service Medal for participation in a military operation.
- If you left the military within the last three years under honorable conditions.

Tailoring your search

Authorities like VRA are designed specifically for veterans, so knowing how to recognize these authorities and identifying your eligibility can enhance your job search. Begin, as always, by searching

for a position. If a job is part of VRA, it will be clearly stated in the "This job is open to..." section of the announcement.

To focus your search, you can apply the "Veterans" filter under the "Hiring Path" drop down menu. You can also add the "Special Authorities" filter, found further down the list, to help narrow the options.

Finally, you can directly search for "VRA" in the search bar, which will list all the jobs that mention VRA in their announcements. However, some positions require experience with VRA, so don't be confused when they come up in your search.

The fine print

Remember that veterans are not entitled to appointment under VRA. Use of VRA or any other special hiring authority is entirely discretionary. However, knowing that an agency intends to consider candidates under VRA may improve your chances.

Also, there is no limit to the number of times you can apply to jobs under VRA, as long as you meet the definition of a covered veteran.

Maine Wants You!

All Ranks • All Military Specialties • Veterans Spouses Too!

Why Maine?

- Hundreds of employers and thousands of open jobs
- Live full-time where others vacation
- No tax on military pensions
- Great schools, low crime, lots of space



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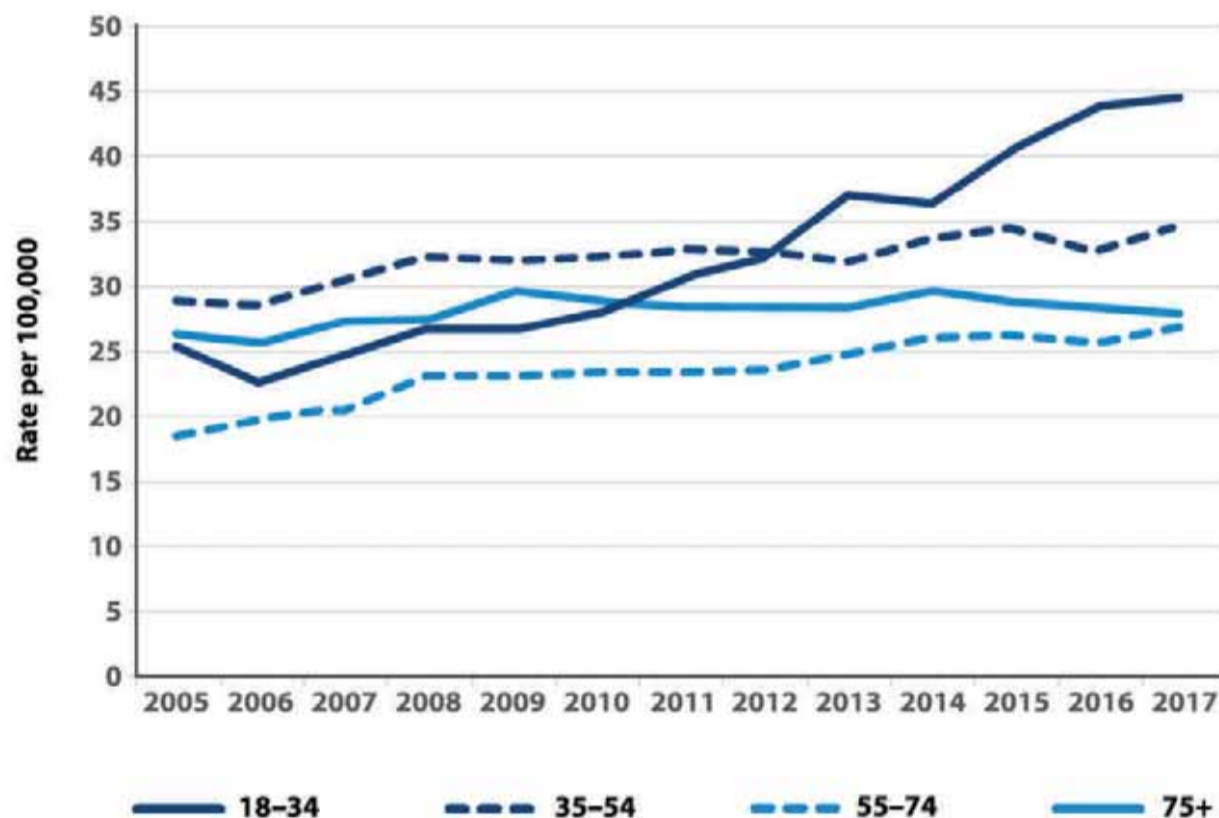
New Tools for Employing TODAY'S MILITARY TALENT

By Matthew J. Louis, Purepost President

As I've documented in my award-winning book, "Mission Transition", our service members today face great challenges upon their exit from the military. Among them:

- Civilians do not share and thus do not understand a service member's military experience. Approximately 99.5% of the American public has not served on active duty at any time since 9/11.ⁱ Only 8% of U.S. adults are veterans, and that percentage is expected to decrease by one-third by 2043.ⁱⁱ
- A rapidly shrinking percentage of leadership in the corporate world shares their background. A study found a nearly 90% drop between 1980 and 2006 in the number of large, publicly held corporations whose CEOs had a military background.ⁱⁱⁱ The Wall Street Journal reports this figure to now be 2.6%.^{iv}
- 53% of separating post-9/11 veterans will face a period of unemployment averaging 22 weeks.^v
- 62.6% of veterans' first jobs are not in their chosen career field, and the average time they spend in those roles is only 1.56 years.^{vi} While the time spent in subsequent jobs increases slightly (between two to three years in each job), almost half are still not in a job in their preferred career field by the sixth post-military job they hold.^{vii}
- A recent survey by LinkedIn found that 76% of the top industries hire veterans at a lower rate than their civilian peers and that veterans are more than 30% more likely to be underemployed than their civilian peers.^{viii}
- As a result (and not surprisingly), a recent

Veteran Suicide Rates by Age Group



Source: 2019 National Veteran Suicide Prevention Annual Report

study found that, "44% of veterans experience high levels of difficulty when reintegrating into civilian life,"^{ix} and veterans who experience the highest difficulty during their transition are 5.4 times more likely to experience suicidal ideation.^x In fact, the suicide rate is significantly

higher among post-9/11 veterans, who comprise the 18-34 age group. Those rates have more than doubled from 2006 to 2016 - out-pacing all other age groups - despite improvements in mental health services and long-term care.^{xi}

Thankfully, our service members now have a new arsenal of resources with which they can overcome these challenges and find full employment in optimal career fields. This is incredibly important, as research has shown that finding an initial position in a preferred career field will nearly double the earnings, job duration, and rate of retention of transitioning veterans.^{xii}

These resources come from my company, Purepost. Purepost has created the first software that fully translates a wide range of previous work experience, military or civilian, into transferable

hard, soft, and technical skills and easy-to-understand job kits. Purepost's proprietary competency database, the largest of its kind, was built by industry experts and behavioral scientists with 45+ years of experience. It maps individual experiences to transferable skills in minutes and instantly matches individuals with job postings of partner organizations.

Our veterans' military service - and the skills acquired or enhanced thereby - are precisely what employers say they need. But most service members struggle with articulating their value.

Purepost does this for them.

Free Purepost Career Transition Services FOR LIFE

As featured by the US Department of Veterans Affairs, I'm proud to announce that any and all job seekers, military or civilian, now have access to the following FREE Purepost services FOR LIFE:

- Purepost Passport
 - Create a digital profile (resume) in 15 minutes

or less, translated for civilian hiring managers

Supply and Demand of Workplace Skills

Most Important Skills Cited by Employers for Workplace Success	Skills Strengthened or Enhanced by Military Service
<ul style="list-style-type: none"> • Professionalism / Work Ethic • Teamwork / Collaboration • Oral and written communication • Critical thinking / problem solving • Ethics / social responsibility 	<ul style="list-style-type: none"> • Professionalism • Work Ethic / Discipline • Leadership & management skills • Mental toughness • Adaptation to different challenges

Source: The Conference Board, Inc., the Partnership for 21st Century Skills, Corporate Voices for Working Families, and the Society for Human Resource Management. (2006). Are They Really Ready to Work: Employer's Perspectives on the Basic Knowledge and Applied Skills of the New Entrants to the 21st Century U.S. Workforce. Last accessed, January 2, 2017 at http://www.p21.org/storage/documents/FINAL_REPORT_PDF09-29-06.pdf. Also, C. Zoli, R. Maury, & D. Fay, Missing Perspectives: Servicemembers' Transition from Service to Civilian Life — Data-Driven Research to Enact the Promise of the Post-9/11 GI Bill (Institute for Veterans & Military Families, Syracuse University, November 2015).

- Purepost Knowledge Center
 - Take all 30 video course modules to enable understanding of the civilian workplace, as well as personal development and career advancement
 - Job Matches
 - With a completed Passport, instantly match with job postings of partner organizations
- To apply, go to www.purepost.co today! Click on "Create my Profile" to get started. Once their Passport is created, job seekers should 1) take the most applicable Knowledge Center courses, 2) identify careers they want to pursue, and 3) apply for roles for which they are a match.

No less than West Point's Association of Graduates have taken us up on this offer. Now is your chance to take advantage as well. Please help save a veteran's life and optimize their future potential by getting these products into their hands today.

Purepost protects personal information from being shared with others for marketing purposes.

Matthew J. Louis is the President of Purepost, Inc. and the author of the HarperCollins book **Mission Transition: Navigating the Opportunities and Obstacles of Your Post-Military Career**, a

practical guide for veterans and service members in career transition. Louis holds an MBA in operations and finance from the Kelley School of Business at Indiana University and a BS in mechanical engineering from West Point. He is a

graduate of the US Army Command and General Staff College. Louis served in the Southwest Asia combat theater and on the staff of the US Army's Office of the Deputy Chief of Staff for Operations. He is a retired Lieutenant Colonel.

¹ Bruce Drake, "On Memorial Day, public pride in veterans, but at a distance," Pew Research Center, May 24, 2013, accessed January 2, 2017, <http://www.pewresearch.org/fact-tank/2013/05/24/on-memorial-day-public-pride-in-veterans-but-at-a-distance-2/>.

² Gretchen Livingston, "Profile of US veterans is changing dramatically as their ranks decline," Pew Research Center, November 11, 2016, accessed January 2, 2017, <http://www.pewresearch.org/fact-tank/2016/11/11/profile-of-u-s-veterans-is-changing-dramatically-as-their-ranks-decline/>.

³ Efraim Benmelech and Carola Frydman, "Military CEOs," Journal of Financial Economics 117, no. 1 (2015): 43–59, accessed on July 2, 2017, <http://www.nber.org/papers/w19782.pdf>.

⁴ Vanessa Fuhrmans, "Generals Bring Battlefield Expertise to the Business World: Employers are tapping military leaders to develop leadership talent, provide corporate governance and oversee cybersecurity strategy," Wall Street Journal, August 29,

2017, accessed August 31, 2017, https://www.wsj.com/articles/generals-bring-battlefield-expertise-to-the-business-world-1504008002?shareToken=st0173955a9a9e4f4d9d7c2056ac1f3e19&reflink=article_email_share&mg=prod/accounts-wsj.

⁵ US Department of Veterans Affairs, "2015 Veteran Economic Opportunity Report," accessed October 30, 2017, <http://www.benefits.va.gov/benefits/docs/veteraneconomicopportunityreport2015.pdf>.

⁶ Maury et al., "Workforce Readiness Alignment," https://ivmf.syracuse.edu/wp-content/uploads/2016/08/USAA_paper3_8.30.16_REVISED_digital.pdf.

⁷ Maury et al., "Workforce Readiness Alignment," https://ivmf.syracuse.edu/wp-content/uploads/2016/08/USAA_paper3_8.30.16_REVISED_digital.pdf.

⁸ Melissa Boatwright and Sarah Roberts, "Veteran Opportunity Report: Understanding an untapped talent pool," LinkedIn, accessed December 7, 2019, <https://socialimpact.linkedin.com/content/dam/me/linkedinforgood/en-us/resources/veterans/LinkedIn-Veteran-Opportunity-Report.pdf>.

⁹ Rich Morin, "The difficult transition from military to civilian life," Pew Research Center, 2011, accessed March 3, 2020, <https://www.pewresearch.org/fact-tank/2011/12/16/the-difficult-transition-from-military-to-civilian-life/>.

¹⁰ Kline, A., D.S. Ciccone, M. Falca-Dodson, C. M. Black, & M. Losonczy, "Suicidal ideation among National Guard troops deployed to Iraq," The Journal of Nervous and Mental Disease 199, (2011): 914–920. See also Joseph Geraci et al., "The modern-day Odysseus: How mental health providers can better reintegrate modern warriors and mitigate suicide risk," J Clin Psychol. (2020): 1-18.

¹¹ See also: Craig J. Bryan et al., "Trajectories of Suicide Ideation, Nonsuicidal Self-Injury, and Suicide Attempts in a Nonclinical Sample of Military Personnel and Veterans," Suicide and Life-Threatening Behavior 45, no. 3 (2015): 315-325.

¹² Maury et al., "Workforce Readiness Alignment," https://ivmf.syracuse.edu/wp-content/uploads/2016/08/USAA_paper3_8.30.16_REVISED_digital.pdf.



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Evelyn Andresen is an officer-technician with the U.S. Secret Service (USSS) Uniformed Division (UD). Prior to her career with the USSS, Andresen served in the Marine Corps as a saxophonist and training coordinator where she rose to the rank of Sergeant.

Why did you decide to be a Marine?

I immigrated to the US from Hong Kong when I was 10 years old. I was the first Asian student to attend my school, and the only student in the school who didn't speak English. The teachers were not sure how to best integrate me, but they found that I was good at music and math. Music became my outlet and a way to connect with classmates as I learned English.

When I was 16 years old, I attended a recruiting event at my high school and a Marine Corps recruiter told me that I could travel the world, play music, and serve my country. That was the moment I knew I wanted to do what I love and serve my country. After high school, I joined the U.S. Marine Corps as a saxophonist.

What made you decide to pursue a career with the U.S. Secret Service following your military service?

I wanted to continue to serve my country, but I was also ready to settle in one city. During my seven years on active duty, I had relocated multiple times and felt like I had to start over again making friends and learning new areas. When I decided to separate from the Marine Corps, I started looking at recruiting events and the Secret Service was at one of them. That is where I learned that the Uniformed Division is based solely in Washington, D.C. and offers many opportunities.

How was the transition from active duty to the U.S. Secret Service Uniformed Division?

For me it was an easier transition than I had thought because I was used to following the structure of the rank and policy. Physical fitness was part of my daily routine and carrying a firearm was easy transition since I had training from the military.

What are the similarities and/or differences in working with the U.S. Secret Service and serving in the U.S. Marine Corps?

One of the similarities between the two positions are the mindset of the people. We are given missions and our job is to complete them. We serve and protect our country.

What is it like working in the U.S. Secret Service Uniformed Division?

There are lots of great opportunities available in the Uniformed Division. I am very fortunate for the career that I've had so far in UD. I am someone who is constantly interested in learning new things and who adapts well to different environments. I'm able to take advantage of many opportunities the Secret Service offers, to include working patrol in D.C., working logistics for protective missions and the United Nations, creating a program for new hires, and working as a canine handler protecting Presidents, Vice Presidents, and many dignitaries.



Military Transition to Civilian Life Comes with a Full Year of Support from Military OneSource

Courtesy of Military OneSource

Hanging up your uniform and transitioning to civilian life can be both exciting and confusing. It may come with a lot of questions. Have you figured out your civilian career? Found a health care plan yet? Secured a new home base?

You don't have to answer those questions on your own. Military OneSource can help provide the support you and your family need for a successful transition. We've got your back with a wide range of information, answers and support — for a full year after your separation or retirement.

Career Help

You developed valuable job skills during military service, and maybe you are looking to translate your skills and experience into a resume that hiring managers can understand — we can help with that. In addition, we can help you and your spouse:

- Identify your career goals
- Apply skills you've learned in the military to job hunting
- Get the most out of job fairs



Transition successfully to the civilian workforce, and more.

Moving Support

Whether you're planning your transition or you're within your first year of civilian life, Military OneSource can:

- Help you understand your housing options
- Connect you with the Department of Veterans Affairs' resources for new homeowners
- Support with your last military move.

Financial Services

Military OneSource stands ready to help you understand and work through your finances, including:

- Developing short- and long-term financial plans
- Finding the right kinds of insurance coverage
- Financing a new house
- Filing taxes and using the free MilTax service.

Direction for Veterans Assistance

Get all the benefits you've earned. Military OneSource can help point you in the right direction when you:

- Want to go back to school, with tuition assistance and education programs for veterans
- Are considering starting a business
- Need to modify your house to accommodate a disability or injury.

Confidential Help

When you leave military service, you'll develop a new identity as a veteran and become part of the civilian community. Service members and immediate family members can get personalized, confidential support during this new chapter in life. Military OneSource can:

- Provide confidential non-medical counseling for things like stress management
- Help you strengthen your closest relationships
- Connect you to a health and wellness coach
- Connect you to a wide range of programs and services for veterans.

A Career With Purpose & Honor Doesn't End When You Leave The Military.

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TTY: 202-406-5370 | EOE



DoD SkillBridge

Connecting returning service members to career job training opportunities

Courtesy of DoD SkillBridge

Overview

The DoD SkillBridge program is an opportunity for service members to gain valuable civilian work experience through specific industry training, apprenticeships, or internships during the last 180 days of service. SkillBridge connects service members with industry partners in real-world job experiences.

For service members, SkillBridge provides an invaluable chance to work and learn in civilian career areas. For industry partners, SkillBridge is an opportunity to access and leverage the world's most highly trained and motivated workforce at no cost. Service members participating in SkillBridge receive their military compensation and benefits, and industry partners provide the training and work experience.

SkillBridge is an excellent benefit for installation and unit commanders who have members about to be discharged from active duty. SkillBridge can help service members bridge the gap between the end of service and the beginning of their civilian careers. Commanders can greatly ease this return to civilian life by supporting their reports' interest in SkillBridge. When mission permits, Commanders who support SkillBridge participation are helping their personnel find a civilian career with a trusted employer.

Service members can be granted up to 180 days

of permissive duty to focus solely on training full-time with approved industry partners after unit commander (first O-4/Field Grade commander in chain of command) provides written authorization and approval.

How to apply

To apply for a SkillBridge/ Career Skills Program opportunity, service members should:

1. Gather basic information about the program in which you are interested on the locations page (<https://skillbridge.osd.mil/locations.htm>)
2. Consult with your local transition office or education office for service-specific SkillBridge application/enrollment guidance
If you are deployed or at a remote installation and do not have a local SkillBridge Program Manager, submit a request for assistance online
3. Communicate with employer POCs to determine SkillBridge program prerequisites and enrollment protocols. Remember to obtain written approval from your unit commander of permanent assignment prior to commencement of training

NOTE: Each of the services have differing application requirements and processes. Each service's application instructions can be viewed at skillbridge.osd.mil/how-to-apply.htm



Off-Base Transition Training advances careers of Veterans and Military Spouses

Courtesy of the U.S. Department of Labor

The Off-Base Transition Training (OBTT) pilot program is an opportunity earned through service for veterans, veterans currently serving in the National Guard and Reserve, and their spouses to take control of their career through workshops to help meet their employment goals.

OBTT offers the opportunity for you to move your career forward. Workshops combine the skills you learned in service and as a spouse with Department of Labor taught employment fundamentals.

The ten, two-hour workshops are in-person, virtual and built to fit your schedule. These workshops are offered to you at no cost based on your service. You can mix and match workshops to meet your employment goals and attend workshops at your own pace.

Register for OBTT in-person or virtual workshops at: dol.gov/agencies/vets/programs/tap/off-base-transition-training.

Workshops

OBTT workshops are being held virtually nationwide and in the following metropolitan areas:

- Los Angeles and San Diego, CA
- Boston, MA
- Raleigh/Fayetteville, NC
- Pittsburgh and Philadelphia, PA
- San Antonio, Dallas/Fort Worth, and Houston, TX

Workshop topics include:

- **Your Next Move.** This workshop explores interest profiling, skills matching and general labor market information. It is designed to introduce the basic tools needed to begin career exploration.
- **Marketing Yourself.** This workshop focuses on using practical techniques to get noticed by employers and succeed in your job search.
- **Understanding Resume Essentials.** This workshop covers the elements of a resume and provides job seekers with techniques to create an effective document that employers will notice.
- **Creating Your Resume.** This workshop provides attendees the time to craft an initial resume or revise a current one with the help of trained Employment Resource Coordinators.
- **Interview Skills.** (Virtual only) This workshop aims to provide attendees with the tools and confidence they need to ace a job interview.
- **Federal Hiring.** (Virtual only) This workshop introduces the federal hiring process and guides participants through a job search on USAJOBS.
- **LinkedIn Profiles.** (Virtual only) This workshop walks attendees through how to create a compelling LinkedIn profile that can be used to build a professional brand and highlight experience.
- **LinkedIn Job Search.** (Virtual only) This workshop offers insider knowledge of LinkedIn's job search features.
- **Employment Rights.** (Virtual only) This workshop provides a foundation of several laws and protections for employees and includes information on reasonable accommodations and self-advocacy.
- **Salary Negotiations.** (Virtual only) This workshop pertains to salary, compensation, and job offers, including tips for negotiation skills.



U.S. Air Force Senior Airman James Hartwick checks HD53 Lockheed Martin equipment at Eglin Air Force Base, Florida. SkillBridge is an opportunity for Service members to gain valuable civilian work experience through specific industry training. Photo by U.S Air Force

ADVERTORIAL

Help protect your family with Term 90 Plus life insurance.

Term 90 Plus life insurance offers rates that let you start getting protection more affordably.

The military trained you to be ready for anything. At Military Benefit Association (MBA), we think you should be just as ready when it comes to your family's financial protection. It all starts with life insurance — one of the smartest and simplest ways to help protect your loved ones.

Life insurance that makes protecting your family easy.

MBA Term 90 Plus life insurance offers solid protection — whether you want to add to your SGLI or are looking for an affordable alternative to VGLI.

MBA Term 90 Plus life insurance features:

- Rates start at just \$2.50/month for \$50,000 coverage*
- Affordable alternative to VGLI
- Coverage up to \$1,000,000
- Coverage up to age 90
- Coverage available to non-military spouses
- Eligible children may be covered up to \$12,500 at no additional cost
- Plans can go with you when you enter civilian life
- No limitations on aviation-related deaths
- No war clause

Who is eligible?

Level Term life insurance is available to Active Duty and Retired reserve members, Reservists, National Guard members, Veterans and all spouses of military personnel.

Monthly rates per \$50,000 of life insurance coverage:

Age	Non-Tobacco User Premium	Tobacco User Premium
up to age 29	\$2.50	\$5.00
30-34	\$2.90	\$5.80
35-39	\$3.10	\$6.20
40-44	\$4.00	\$8.00
45-49	\$5.00	\$10.00
50-54	\$8.50	\$17.00
55-59	\$15.50	\$31.00
60-64	\$23.79	\$47.58

Insured members qualify for non-tobacco discount if they have not used tobacco products during the past 12 months. Rates increase at 5-year intervals until age 90. Coverage reduces at age 70 and again at age 80, and terminates at age 90

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- Savings on auto and home coverage2
- Generous scholarship program
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* The \$2.50 rate is non-tobacco user rate for members up to age 29 for \$50,000 (1 unit) of coverage.

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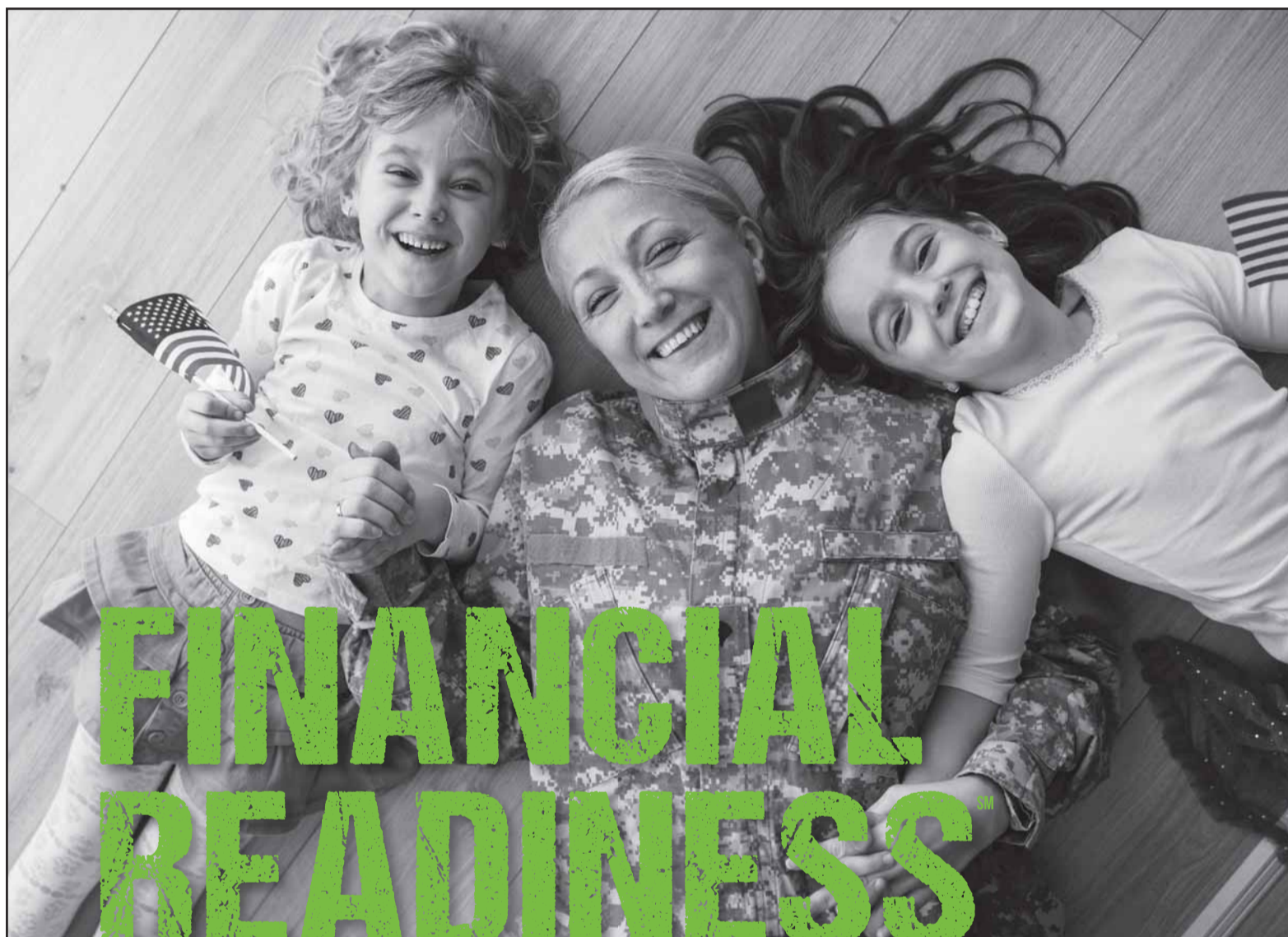
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Building Your FEDERAL RESUME

Courtesy of Military OneSource

A federal government job is often a great transition for military personnel. But a resume for a federal job is different from a civilian resume. It's longer, more detailed and includes specific job-related terminology. Follow these resume tips and build your resume using the Resume Builder at USAJobs:

- **Collect your assets. Make sure you have these things gathered:**

- Contact information for your former supervisors
- Performance appraisals
- Awards
- Letters of recommendation
- Military documentation like your DD214, ACE transcripts and Verification of Military Experience and Training
- Any additional information that could help you stand out as an applicant

- **Create a master resume** that includes your work history, skills, accomplishments, volunteer work and training. Edit it for accuracy and clarity.

- **Use the federal agency's online resume builder.**

- Copy and paste sections from your master resume into the online resume builder website of the federal agency that you are applying to.
- You can also create a hard copy of your resume if a federal agency requires one.

- **Choose your words carefully.**

- Human resources staff, or a computer program, will scan your resume for job-related keywords and phrases.
- Incorporate key words and phrases from the "Duties" or "Qualifications" section of the job vacancy notice into the "Work History" section of your resume.

- **Fill in the details**

- Showcase details that demonstrate your past responsibilities and your work ethic.
- Use numbers to quantify your accomplishments. Point out, for example, that you "reduced department expenses by 30% in the first six months."

- **Check spelling and accuracy.**

- Proofread your resume.

- Have a friend or family member proofread it.
- Find a federal employee or someone with human resource experience to review your resume, if possible.
- Read your resume backwards to catch spelling or typos.

- **Submit your resume and follow up.** Make sure the receiving agency received your resume. Follow the agency's policies and timelines to check the status.

Here's more help

- Most federal jobs are listed on the federal government's USAJOBS site. The site also lets you create an account, online profile, and save your job searches.
- Feds Hire Vets is operated by the Office of Personnel Management. It has lots of good intel about federal employment for veterans and transitioning service members.
- Your installation's Transition Assistance Program has more information and employment support.



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DO YOU HAVE THIS COVERED?

Courtesy of Military OneSource

Transitioning to civilian life is just like everything else in military life, doing it successfully takes preparation. Give yourself plenty of time to complete all the required tasks before you officially retire. There are four basic steps to take:

1. Retirement requirements: Must-dos before your retirement date

Start with the Defense Department Transition Assistance Program website. You'll find detailed information about transition assistance and how to connect with your service branch's program. You can also contact your installation's TAP office.

Initial Counseling and Pre-Separation Counseling Brief: You need to complete an Individualized Initial Counseling session and the Pre-Separation Counseling Brief at least 365 days prior to your separation or retirement date, but you can schedule it up to 24 months before your retirement date.

Core Transition Curriculum: As part of the Transition Assistance Program, you will attend mandatory briefings on transition preparation, employment preparation and the benefits offered by the Department of Veterans Affairs. Learn more about the core requirements on the DOD TAP website.

Final medical exam: Schedule your mandatory, final medical and dental exam with your installation's medical clinic no later than 90 days before you separate. However, earlier is better to account for all possible appointments and allow time to have them scheduled.

Scheduling final move: You

will have one year after leaving active duty to complete your final move. But the sooner you can schedule, the greater the chance of getting the dates you want.

2. Planning your post-retirement budget: Know what you'll have to work with

Review your military retirement pay, benefits and expenses to plan your budget and calculate what you'll have each month.

Income: You'll receive one of three types of non-disability retirement pay:

- Final basic pay— for service members with an entry date prior to Sept. 8, 1980.
- High 36— for service members with an entry date between Sept. 8, 1980, and July 31, 1986, or for those with dates after Aug. 1, 1986, and before Jan. 1, 2018, who didn't elect REDUX or opt into the Blended Retirement System.
- Career Status Bonus/ REDUX— for service members with an entry date after July 31, 1986, who accepted a mid-career bonus at the 15-year mark and agreed to remain active duty for at least 20 years.

Note: Service members enrolled in the new Blended Retirement System will have slightly different retirement payments than the three outlined above, including a different monthly retired pay formula, a possible lump sum payment taken at time of departure and a Thrift Savings Plan.

Payouts: Federal and state taxes will be withheld from your retirement check. Also, remember medical and dental

premiums and Survivor Benefit Plan premiums.

Annual adjustments: Just like your active-duty pay, your retirement pay is adjusted annually based on the cost of living to protect your income against inflation.

Social Security benefits: You or a dependent may be eligible for social security benefits. Visit the Social Security Administration website to explore benefits and for more information on how to qualify and apply.

3. Benefits you've earned as a retiring service member

As an active-duty service member, you receive a number of benefits. What happens to them when you retire?

TRICARE: Retiring service members must enroll themselves and eligible family members or risk losing TRICARE benefits. This includes family members with Medicare Part A and B. For more information on health care plan options for retiring service members and families, visit the TRICARE website.

Dental and/or Vision: You may choose to enroll in dental and/or vision insurance through the Federal Employee Dental and Vision Insurance Program. You can enroll during the annual open season or whenever you have a qualifying life event. Dental and vision plans have a monthly premium based on the plan you choose. Find more details at the Benefeds website.

Final move: You have one calendar year from your retirement date to use your last government-paid move anywhere within the U.S. or to your home of record outside the country. Check with your

installation's Personnel Support Office for information.

Life insurance: Your Servicemembers' Group Life Insurance plan continues uninterrupted for 120 days after separation. During that time, you can convert your life insurance to Veterans' Group Life Insurance. You can still convert after 120 days, but you will have to prove that you're in good health. Visit the VA life insurance webpage for more information. You can also choose to use a private insurance company to provide life insurance. Be sure to research the best options that fit the needs of you and your family.

Commissary and exchange privileges: You and your family have the same access to both facilities after retirement. The only exception—overseas privileges may be subject to a Status of Forces Agreement.

GI Bill/Education and Training: Depending on which GI Bill you have and when you leave the service, your GI Bill may be good for 10 years, 15 years or indefinitely. Get the details at your installation's education office or visit the VA education and training benefits webpage for more information. If you chose to transfer your GI Bill benefits to your dependents, be sure to check that you have completed the obligation incurred with the transfer. Check mil-Connect for your obligation end date.

Home loans: Find out about a VA loan to purchase or build your dream retirement home. To qualify, you must have served at least 24 months and have an honorable or general discharge. Call 800-827-1000 or visit the VA housing assis-

tance webpage.

The Survivor Benefit Plan:

The plan provides a portion of your retirement pay to your spouse or other eligible people after your death. As long as you have an eligible spouse or child, you'll automatically be enrolled and at the maximum level unless you elect otherwise. Contact your installation TAP office or the Defense Finance and Accounting Service with any questions.

4. Preparation for civilian life

You've got military life down cold. What's it like being a civilian? Time will tell. The best way to prepare is to know what to expect and have some strategies for success.

Saying goodbye: You've been through enough moves to know what it's like to leave friends who feel more like family. But these days, social media makes it easy to keep in touch.

Job searching: Ace that interview. Get a head start. You can attend the two-day track for employment in TAP, the Department of Labor Employment Workshop on your installation or through the TAP Online Learning Portal as early as two years before retirement. You can retake the workshop as many times as you like.

Miss the lifestyle? It's not as far-fetched as it sounds. You've been in a tight, exclusive community with its own unique lifestyle. Look into joining a military organization that can keep you connected and in the loop on retirement issues.

Retirement is the first step to your next successful life and career. Know what's ahead, be prepared and enjoy.

10 Attributes for a Successful Job Search

As a service member, you've already got a strong skill set to make you an asset in the workplace. Many of those same skills can be applied in finding the right job in the first place. Here are ten skills to master when searching and interviewing for a position.

Courtesy of Military OneSource



1. Flexibility

In today's market, it's important to show that you are willing to adjust your schedule or expectations to the demands of a job and compromise to get a task done. During your interview, you'll want to highlight times when you've gone above and beyond in previous roles.

4. Multitasking abilities

Employers use keywords like "fast-paced" and "deadline-driven" because they are looking for employees who can multitask with ease. You'll want to demonstrate to an employer that you can manage a variety of tasks at the same time, with limited supervision.

8. Strong work ethic

Employers love employees who show up on time or even early. They appreciate those who are willing to go the extra mile. If you do excellent work and consider yourself productive, highlight that fact, especially if you have examples of times when you went above and beyond what was expected of you.



5. Creativity

Even if the job you're after is not in a creative field, remember that an employer wants to hire someone who offers a fresh perspective. The creative solutions that you bring to a job could potentially expedite an employer's process, improve a service offered, and make you a more appealing potential hire. Provide examples of your creative solutions.

9. Organizational skills

There's simply no better time to demonstrate these skills than during a job interview. Come with extra copies of your resume, cover letter, job application, portfolio of past work and business cards. Be sure to proofread all your documents. Show up early and prepared with answers to common interview questions. Do a little research and come up with a few questions for your potential employer. You'll usually get the chance to ask questions at the end of an interview, so demonstrate your interest and professional mindset by having a few pointed questions on hand.



2. Technical literacy

These days, most jobs require some basic computer and tech knowledge. Knowing how to put together a spreadsheet or quick presentation will do wonders for your resume. If you feel like you need to bring your skills up to speed, explore learning opportunities around you; for example, courses at your community college, online training from MySECO and resources at the MWR Digital Library. Be sure to communicate any experience you have with software programs.

6. Problem-solving skills

Every company has problems that need to be solved, and that's where an employee like you comes in. Perhaps you can improve their customer service, efficiency, sales or public relations. You'll need to be able to analyze a problem and then use critical thinking to solve it. A fantastic way to highlight your skills during a job interview is to provide examples of problems you've effectively solved.



7. Interpersonal abilities

Almost every job out there requires you to work with people so employers want to be sure that you can play nicely with others. During an interview, highlight your excellent teamwork skills, perhaps by relaying a time when you helped to alleviate a team conflict.

10. Self-confidence

When it comes down to it, a job interview is an opportunity to sell yourself. Do whatever you need to do to boost your confidence and present yourself professionally: dress nicely and appropriately, be prompt, make eye contact, and be personable. The best way to make an employer believe in you is to believe in yourself.

As you search for a job, it's crucial for you to identify your transferable skills, incorporate them into your resume, and highlight them in your job interview. As a service member, you have all the skills on this list already and more; you just have to demonstrate those assets to a future employer.



3. Communication skills

It's essential that you speak and write effectively in the workplace. Therefore, your communication during an interview is extremely important. Be prepared for questions, and most importantly, listen attentively to your interviewer.

LIFE LESSONS



THE ROAD FROM MILITARY SERVICE TO BEYOND

By: Stacy Roman, Stripes Europe

Retired Vice Adm. Cutler Dawson knows a thing or two about transitioning from active duty, and he's learned a lot of life lessons along the way. From an impressive 34-plus year career as a U.S. Naval officer, Dawson spent the first 14 years of his military retirement as the CEO of one of the world's largest credit unions—Navy Federal Credit Union (NFCU). Recently retired, with the encouragement of his wife and assistance from writer Taylor Baldwin Kiland, he's written his words of wisdom in a recently published book, "From the Sea to the C-Suite: Lessons Learned from the Bridge to the Corner Office."

Dawson credits his wife, Debbie, with the idea for the book. When he began his career at NFCU, he would make his way to different branches and learn the ins and outs of the organization. As many retired and prior service members do, he would often share his Navy stories with employees as parables and to drive home specific points. To help share an understanding of these lessons, he penned his book.

Important lessons from the book

1. Care for your people. "In any organization as a leader, you need to care for your people," he states. Dawson once visited a NFCU branch in which the simple gesture of a nameplate went a long way. Rather than waiting five years for an engraved nameplate, he suggested each employee be given one on their first day. The small act went a long way to increase morale.

2. Do the right thing. It seems like an easy concept, and for Dawson, it is. "Things work better when you do the right thing," he says simply. He takes pride in how NFCU takes care of its members. When reviewing mortgages, they take into account what the member can afford, what size house is needed and what will be leftover to ensure a comfortable way of living. During the Great Recession a few years ago, it wasn't the popular way to do business, but for Dawson and NFCU, it was the right way.

3. Trust is key. "It's important to maintain trust in the organization", Dawson said. He mentions that members want to know their organization is honest and forthright. Likewise, employees want to know their leadership is the same.

Transition advice

Having undergone two major career and retirement changes, Dawson acknowledges the challenges in moving from military to civilian life. "I didn't know everything, and basically had to start all over. I learned you can go about it two ways. The first, 'I've got a lot to learn' and move forward. The second, 'I don't know and don't want to take the time or trouble'." However, having served in the military has proven incredibly valuable. "The military is a very trust-essential organization," he says, "When you're transitioning, whether after four years or 30 years, it's something people take with them and bring with them wherever they go."

He found his leadership style from being in charge

of a fleet to heading a major credit union really didn't change much. While in the Navy, he made it a point to get to know his sailors. Similarly, as the CEO of NFCU, it became part of his mission to know his employees. It builds a foundation of trust which becomes instrumental in the success of the organization.

Dawson also has a few words of wisdom for those thinking of separating, in the process of transitioning from active duty or retiring:

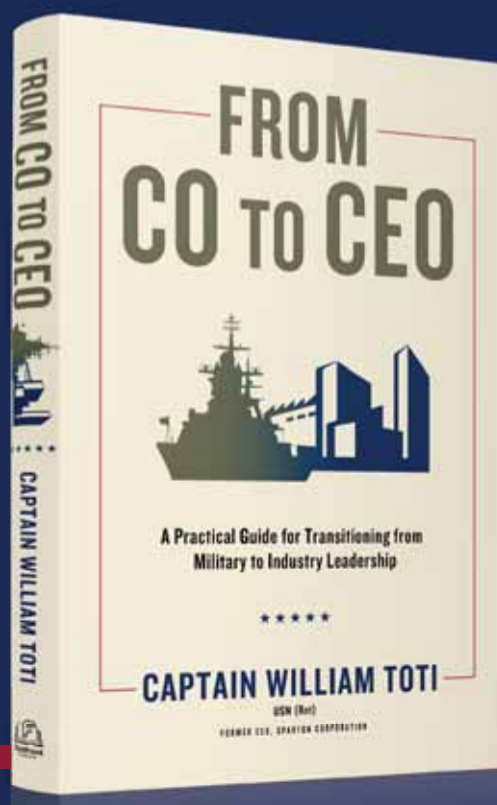
1. "Don't embellish your record." He likens this to knowing the ribbons you wear. They tell your story. Be proud of your story and don't add ribbons you didn't earn.
2. "You need to do the best you can. You want to be proud of what you do and what you've done."
3. "You may not recognize how much military service has taught you. For every year of service, it's similar to

three or four years of experience when you transition. Don't forget what you've learned. You bring much more than you realize."

4. "People in the civilian world will expect wonderful things. Military service is admired and respected. Go to work. Earn it and work hard."

But the more important thing to remember? "Always do the right thing," he states, "... even if it might hurt a little bit."

STEP-BY-STEP GUIDE TO STARTING YOUR NEW CAREER



A practical guide for any service member who is transitioning to a civilian career, and wants to accelerate their climb to the top.

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MAKE YOUR FINAL MILITARY MOVE A SUCCESS

Courtesy of Military OneSource



During your military career, you've probably moved a few times—each one a new adventure. For most service members leaving the military, either at retirement or at their end of active service separation, a final move at government expense is authorized. Make your final move the easiest one yet with these tips.

- **Make sure you are aware of your moving benefits.** You may be entitled to a number of benefits that include storage of household goods, travel allowances and a per diem. Travel allowances and other final move benefits vary by service branch, so check with your installation Military and Family Support Center or transportation office for more information.
- **Take to the web.** Visit the following online Defense Department resources to help you get organized and plan your move:
 - PCS & Military Moves provides comprehensive moving information and contacts, including content from the former Move.mil website. Now you can access moving guides, tips, videos, entitlement brochures, service branch specific customer service contacts, DPS login and more from one easy location.
 - Plan My Move is a relocation tool that can help you get organized by creating checklists for different parts of your move, including tasks related to family, household goods, paperwork and housing. Print your checklists or save them online to track your progress as you complete tasks.
 - MilitaryINSTALLATIONS provides comprehensive information for installations around the world. Find contacts for key programs and services, local resources, maps, community information and more.
 - The Department of Defense Transition Assistance Program has information, tools and training to prepare you and your family for your military-to-civilian transition. Find your nearest Transition Assistance Program office to learn more about military transition assistance programs and resources.
- **Talk to professionals.** Contact your local Military and Family Support Center or transportation office and speak to a professional who can help you manage your move. Each move is different, and regulations vary by service branch and location.
- **Start planning early.** As soon as you know where you're going, schedule the move or storage of your household goods. You may have up to a year to complete your transition, however, scheduling your move early will help ensure you move on the date you choose.
- **Get organized.** Check out pro moving tips under the Moving and Housing section of Military OneSource. There you'll find information from the Defense Personal Property Program, including creating a moving binder, making a photo inventory of your belongings and more. Remember, you don't have to do this all by yourself. There are resources and services to help you master your final move. Contact your installation's Military and Family Support Center, or reach out to Military OneSource. Consultants are available 24/7/365 to answer your questions and connect you with the relocation support you need. Call 800-346-9647, use OCONUS dialing options, or schedule a live chat.



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MySTEP Supports Spouses Throughout Their Military Journey

Courtesy of MySTEP and Military OneSource

Transition from military life to civilian life is a big deal, whether you serve for four years or 40. One of the keys to a smooth transition is preparation by both the service member and the spouse.

The Department of Defense recognizes the role of the spouse in a smooth military transition and developed a helpful tool, called the Military Spouse Transition Program, designed to bolster military spouse success at each step of the journey, from the beginning to the end of your family's military experience.

Also called MySTeP, the program empowers spouses to understand and use the resources, benefits, programs and tools available. Hosted on the MySECO website, the self-directed MySTeP is broken down by three stages of the military spouse experience: Stepping In, Stepping Through and Stepping Beyond.

Stepping In

Stepping In is aimed at military spouses who are still learning what tools, programs and benefits are available through the military. Set and reach your goals in the areas of education, employment, finances,

and more. Stepping In gives you the confidence and support you need to succeed now while reminding you to always think ahead to life after your service member leaves the military.

Stepping In offers:

- Trusted and reliable information designed for the military-spouse community
- Engaging videos to help you find answers to common questions about military life
- Links for quick and easy access to relevant information, tools and programs
- Opportunities to easily share information to help others find the resources they need

Stepping Through

Stepping Through is for spouses who are ready to expand on their knowledge and grow their personal and professional networks. It dives deeper into the resources and programs available to help spouses meet their personal, educational and career plans.

Specific topics covered include health and wellness, job hunting, PCS moves, educational opportunities, child care, financial readiness and career advancement.

Stepping Beyond

If your service member is preparing to leave the military, Stepping Beyond is for you. Stepping Beyond points you to the information, tools and programs that can help smooth your family's transition from the

military. With topics such as benefits, healthcare, finances and transition training, Stepping Beyond guides you as you create a plan and informs your decisions and actions to meet your family's transition goals.

Stepping Beyond offers:

- Trusted and reliable information designed for the military spouse community
- Engaging videos to help you find answers to questions about transition-related topics
- Downloadable and printable fact sheets to equip you with knowledge, resources and confidence to help yourself, your family and your friends successfully transition from the military
- Links for quick and easy access to relevant information, tools and programs

Because MySTeP is available online and available 24 hours a day, seven days a week, it can be a valuable supplement to the transition services available through your branch's Transition GPS program. Like other Military OneSource services, eligibility for SECO services ends one year – 365 days – after military service ends.

Visit the MySECO website to explore the MySTeP program. Share the news about MySTeP with your friends, no matter where they are on their military voyage. There is something in MySTeP for every military spouse.

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PROTECT AND DEFEND EVEN AFTER YOUR MILITARY CAREER ENDS

Courtesy of the National Pest Management Association



Sgt. Phillip Moore (left) is receiving the 2022 David Cooksey PestVet of the Year award from Tom Wharton. Photo Courtesy of NPMA

As a veteran, you have committed your life to protecting your communities with integrity and respect. Now let us help you put your skills learned in the military to good use in an exciting and dynamic new career. The National Pest Management Association (NPMA) is the industry leading group for pest control professionals. We proudly welcome military veterans as your experiences and skills have so capably prepared you for this new role.

In addition to technicians, there are plenty of career paths in the industry including management, customer service, sales and more. It's more than just a "bug business." Pest control professionals are vital to ensuring communities are healthy and free of pests. For many veterans, it's a new mission, but the goals of protecting and defending remain the same.

Perks

In-Demand Industry

The Bureau of Labor Statistics predicts professional pest control employment opportunities will grow by 10% over the next decade, faster than the average for all other trade and skilled work occupations. In fact, exterminator was ranked among U.S. News & World Report's Best Maintenance and Repair Jobs for 2022. More job openings mean more opportunities, allowing you the ability to grow faster and earn more on an expedited track.

Flexible Scheduling

One of the greatest perks in the industry is flexible scheduling, which provides the freedom to take control of your schedule. This is especially helpful to maintain a positive work-life balance or enable you to care for a child or a loved one.

No Debt Required

Unlike other skilled trades that require long apprenticeships or training, professional pest control offers on-the-job training and onboarding, so you can get right to work and begin earning to your full potential from the start.



Good Pay and Benefits

The median wage for technicians is more than \$18 an hour, according to the Bureau of Labor Statistics. In addition, pest control offers ample benefits like retirement savings, paid vacation, holidays and more.

Company-Provided Vehicle

Most companies provide a vehicle for you to use when you're working, and some even include take-home privileges. This means less wear and tear on your personal vehicle, and the comfort and safety of knowing you can get around reliably.

PestVets Council

To celebrate those who have served and support those transitioning to civilian life, NPMA created the PestVets Council. PestVets offers mentoring from veterans that are established in the pest control industry to those who are just starting out. Since 2014, PestVets has helped hundreds of veterans build careers in pest control.



How to Get Started

The best place to learn more about this exciting new career path is at [PestControlJobs.com](https://www.pestcontroljobs.com). There, you'll find detailed job descriptions, testimonials and more information about veterans working in professional pest control. You can also explore available job opportunities at careers.pestcontrol-jobs.com, where you'll be able to search for openings across the country.

"The skills you've learned in active duty can be transferred to professional pest control. Employers in the industry are looking for great problem solvers who can adapt to tough situations and understand the importance of safety.

— Cindy Mannes,
Senior Vice President of public affairs for NPMA.

Veterans succeed in professional pest control because they already have the foundation they need. "The skills you've learned in active duty can be transferred to professional pest control," said Cindy Mannes, senior vice president of public affairs for NPMA. "Employers in the industry are looking for great problem solvers who can adapt to tough situations and understand the importance of safety. That's you."

With a commitment to engaging veterans and programs in place to support them, the pest control industry offers transitioning veterans the opportunity to continue serving your communities in meaningful ways while putting your military skills to good use. That's a career you can count on.



UMGC SALUTES OUR SERVICEMEMBERS

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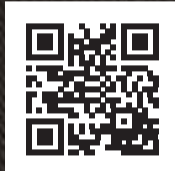
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12

WAYS TO LAND THAT CIVILIAN JOB

Courtesy of Military OneSource



You've proven your commitment, discipline and resourcefulness in the military world. Now, it's time to trade in your experience for a great job. Just like everything, it's all about readiness and attitude. Start early. Be prepared. Go for it. Military OneSource has the tools and resources to help you land your next job.

01 | Verify yourself.

Your Verification of Military Experience and Training summarizes your skills, knowledge and experience and suggests civilian equivalent job titles. To obtain a copy of your VMET, visit the milConnect website.

02 | Get a career assessment.

You have considerable strengths and skills. Now, how can they be applied to a civilian job? A career assessment can point the way. Contact your local transition assistance office and ask your counselor how you can be set up with a career assessment free of charge.

03 | Translate your experience.

Your military licenses or certifications might not be recognizable to the civilian world. Learn how to translate your training and experience into skills employers recognize with Credentialing Opportunities Online. Visit the Defense Visual Information Distribution Service website to learn more and locate your service branch's COOL website.

04 | Assess, repeat.

Narrow your search to a few career fields and check salary information and common skill requirements. The CareerOneStop website, sponsored by the U.S. Department of Labor, offers free skills and interest assessments, career exploration tools and much more. They also have a section specifically for transitioning service members, veterans and military spouses. Decide on the type of job, pay range and location you're willing to accept. But don't pigeonhole yourself. If you're not making headway, adjust your expectations or explore new options.

05 | Tap your transition assistance office.

Take an employment workshop. Get referrals for employment agencies and recruiters, job leads, career counseling and computer access for online job searches. Transition assistance offices have a wealth of services. You can also visit the DOL's Transition Assistance Program website for more resources.

06 | Get out there.

Take advantage of every resource and opportunity: recruiters, military transition offices, veteran service organizations and online information. Utilize and grow your network. Contact your nearest employment office or private employment agencies; however, make sure you know who's paying the employment search fees. (These fees are usually paid by the company with the open position.) Check internet job sites, such as LinkedIn, Indeed and Glassdoor, and get recommendations for trustworthy sites from your contacts. Beware of employment and job search scams. Scammers look like legitimate employers — they advertise online and in newspapers — but they will ask for money or personal information. If something doesn't seem right, research the company online for potential reports of scamming or consult your transition assistance office for help with verification.

07 | Look good online.

Employers check social media almost immediately when they're thinking of hiring. If you have questionable material on your social media accounts, consider removing any content that could be misconstrued or portray you as an undesirable hire. Be sure to have a professional email address and headshot. Create or update your profile on LinkedIn and other job site profiles so that you are ready when an opportunity arises.

08 | Prepare for your interview.

Learn more about attributes of a successful job search for help with interview preparation. Your transition assistance office can also help you prepare for your interviews.

09 | Hit the job fairs.

Whether in person or virtual, jobs fairs are one-stop shopping. Meet potential employers, share resumes and interview on the spot, all in one place. Look professional and practice your interview skills beforehand. Learn about upcoming job fairs and who will be there at your transition assistance office as well as

online. Check out CareerOneStop's tips for creating or updating your resume.

10 | Go from military to federal opportunities.

Find civilian jobs online with the federal government through the U.S. Office of Personnel Management. You can also create an account and build your resume at USAJOBS. Brush up on federal hiring with FedHireVets.

11 | Network, then network some more.

Networking is one of the most effective of all job search tools. You've made a lot of great connections during your time in the service. Transition is the right time to start putting them to work. Get in touch with friends and fellow veterans. It's just a good thing anyway to re-establish friendships as you transition. According to a 2016 report from the U.S. Bureau of Labor and Statistics and Yale University, 70% percent of jobs are found through networking. Put yourself on the radar to help land that interview. Learn more from CareerOneStop about why networking is your most important job search strategy.

12 | Take advantage of your status.

Many organizations are committed to helping veterans find a good job. Look for groups with programs for service members such as:

- U.S. Chamber of Commerce Foundation's Hiring Our Heroes initiative
- Soldier for Life
- Marine for Life
- Military Officers Association of America
- Non Commissioned Officers Association
- United Service Organizations

Your military experience is valuable to many employers. Not many people have your proven work ethic and dedication. Like everything, finding the right job is a matter of being prepared and doing the work. You're in the military. You know how to make that happen. And there are people and resources to back you up.

'TOUGH AS NAILS'

Reality Show Winner Gives Career Advice to Fellow Veterans

Courtesy of the Department of Veterans Affairs' VAntage Point

Here at VA, we know our veterans are destined to do great things after they leave the military. That's why we invited Kelly "Murph" Murphy, winner of Season One of CBS's "Tough as Nails," to join a recent LinkedIn livestream to give career advice to fellow veterans.

"Talk About It Tuesday," a live broadcast dedicated to discussing VA career opportunities and advice, airs each week at noon ET on our LinkedIn page.

Getting started

Murphy shared his military background, spanning 22 years in the Marine Corps, and explained how he prepared for his separation from the service.

"I submitted my retirement

paperwork; I gave myself about 6 to 8 months to make the transition," Murphy said. "So that time was really busy, way busier than I thought it would be, because not only are you trying to wrap up your military career and still do your job, but now you're looking for a job yourself."

If you're approaching retirement, Murphy recommended contacting the Transition Assistance Program (TAP) for help with writing or updating your resume, scheduling VA appointments and physicals, and more.

Build your network

As you start your search for a civilian career, assess your strengths and weaknesses, apply your military skills to civilian jobs and reach out to your network of friends,

family and professional contacts to see what opportunities are available.

If you know someone who has transitioned to civilian

life, Murphy said, "Sit down and talk to them and ask them, 'What steps do I need to do? What worked for you? What didn't work for you?'"

And remember, patience is a virtue.

"Definitely start networking, start planning. That's really the biggest thing I could tell people," Murphy advised. "Don't wait until the last minute. Give yourself a little bit of cushion time because I applied to 66 different jobs, I got 4 interviews, and those led me to the one job."

When it comes to your plan after retiring from the military, Murphy has some valuable advice: "Take advantage of every opportunity because you never know where it will lead you."

And there's no better place to start than VA. We know that your military experience will translate well to a job at one of the thousands of VA facilities across the country. Explore careers caring for fellow veterans and working alongside those who have also put on the uniform.



WHAT TRANSITION ASSISTANCE ADVISORS CAN DO FOR YOU

Let us serve you. Transition Assistance Advisors can connect you to Veterans Affairs benefits, health care and more, walking you through the system to get you the services you deserve.

Courtesy of Military OneSource

Have you just returned from deployment? Do you have a service-related injury or health care issue? Perhaps you're about to retire from service and you're looking for someone to show you how to get back into the swing of civilian life. Getting to know your local Transition Assistance Advisor means you'll have reliable, professional support whenever you need it, whatever the circumstance.

Our Transition Assistance Advisors are in every state, territory and the District of Columbia to ensure you have a hand to help you receive the benefits you've earned as a result of your service in the military.

How Transition Assistance Advisors can help you

Transition Assistance Advisors work with other Joint Forces Headquarters staff members and Directors of State Family Programs to build a state network of support with Veterans Affairs and community organizations for service members and their families to access in their community.

Transition Assistance Advisors will:

1. Help you cut through the red tape. We provide information and assistance to service members and their families to help them understand and access state and federal benefits as well as services through the Department of Veterans Affairs, Veterans Health Administration, Veterans Business Administration, Military Health System and the Department of Labor.
2. Meet your post-deployment needs. We coordinate with VA, TRICARE, Veteran Service Organizations, and other federal, state and community resources to provide important information and help with

obtaining services to meet your needs during the post-deployment period.

3. See you through changes in your military service. We participate in the mobilization and demobilization process to brief and advise members and their families about available VA entitlements and available resources in their communities.
4. Ensure your health and well-being are taken care of. We help coordinate activities for the Post-Deployment Health Reassessment event (a screening evaluation for any lingering physical and mental health conditions service members may experience at 3-6 months post-deployment).
5. Strive to be your personal problem solver. We research and resolve issues associated with entitlements whenever you or your family members encounter problems.
6. Get the right folks involved when you need their help. We advise the Joint Forces Headquarters and coordinate with Family Support Specialists, Employer Support Group to give you the access to entitlements available through Department of Veterans Affairs, Department of Labor and other veterans' entitlement and benefit programs.

Why we're so good at what we do

With more than 90% of TAAs being prior-service military and military spouses, we understand how hard it can be to access services, benefits and entitlements. Many of us have worked through the complicated disability process and receive disability compensation, using our personal experiences as motivation to give you the support you deserve. We care about you and your family's well-being, which is

why we make it our business to build strong partnerships and coalitions with:

- Department of Defense TRICARE
- Veterans Affairs and State Directors of Veterans Affairs
- Veterans Services Organizations
- State Headquarters groups (Family Support, Chaplains Offices, Department of Labor, and Employer Support for the Guard and Reserve)

Here's what some of our customers have said about us:

"My father has been approved for 100% VA Disability Benefits. You told me it could happen. It was approved in 6 weeks. Incredible - this will help my mom and dad with their nursing home costs. Thank you for all your help. You have been an angel in this process. I am so happy for my dad. You were so instrumental in making this happen. You told me asbestos was on the war ships and this is what qualified him for VA benefits. I would never have known if I didn't talk to you about it. What a nice gift for him at 94 years old. He will be thrilled. May God bless you and continue to bless you for all the help you are to our veterans." -*Daughter of a Veteran*

"I just wanted to commend one of your team members for the assistance she provided to one of our soldiers who was in distress... If it were not for her diligence and expertise, our soldier would not have received the timely care that he urgently needed. I would like to express our gratitude to her and her organization for these actions." -*Battalion Officer in Charge*



Partnering with the military is the very core of what we do

At ASUS, we know people are our greatest assets and that the military is one of the greatest resources for the best and the brightest talent

Joining the ASUS team is not just a transition bridge, it is a career opportunity with the leader in the water and wastewater industry

**INNOVATIVE AND ADAPTIVE
UTILITY MANAGEMENT —
BUILT TO SUPPORT THE MOST AGILE
MILITARY FORCE IN THE WORLD**

Current Corporate & Subsidiary Opportunities:

- ◆ Fort Bliss/ Biggs AAF, TX
- ◆ Fort Riley, KS
- ◆ Fort Bragg / Camp Mackall, NC
- ◆ Joint Base Langley– Eustis/
JEB Little Creek– Fort Story, VA
- ◆ Joint Base Andrews, MD
- ◆ Fort Jackson, SC
- ◆ Eglin AFB, FL
- ◆ Fort Lee, VA

Potential Future Subsidiary Opportunities:

- ◆ New England Region
- ◆ North Florida Region





MAY 1 - JUNE 1

Celebrating the **Commitment** That **Connects Us**

Learn more at navyfederal.org/celebrate



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