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Can AI
Knowledge
Give You
a Competitive
Edge?

**MYCOMPUTER
CAREER**
TRAINING FOR A BETTER LIFE

Shawn Syma
U.S. Air Force veteran
Cyber Warrior Program
Graduate
IT Technician

New Beginnings Made Possible with New Skills

LOOK FORWARD

TO 22-MINUTE COMMUTES DAYS ON THE LAKE FRIENDLY FACES
AFFORDABLE HOMES TOP-RANKED SCHOOLS 5 PRO SPORTS TEAMS
EXCITING INDUSTRIES VETS READY EMPLOYERS FREE TUITION



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LOOK FORWARD ➤ WI



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SEARCH & EMPLOY

MAY | JUNE 2024 VOL. XII ISSUE 3

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START HERE

YOUR CHECKLIST FOR FINDING A CIVILIAN JOB

✓ **Register** in our database | ✓ **Attend** our all-veteran job fairs | ✓ **Engage** with employers and fellow veterans

CONNECT WITH US [f @recruitmilitary](https://www.facebook.com/recruitmilitary) | [@RecruitMilitary](https://twitter.com/RecruitMilitary) | [@RecruitMilitary](https://www.linkedin.com/company/recruitmilitary) | [@Recruit_Military](https://www.instagram.com/@Recruit_Military)

Editor's Note



PAIGE COX

As undergraduate, graduate, and post-graduate programs begin their commencement activities, an influx of degreed professionals entering the job market may seemingly create added competition for the military community.

The race to the job market has begun... And the May/June issue of *Search & Employ* aims to help you compete.

As you enter the job market, explore new career paths and learn how to leverage your military experience in "Could Operations Management be Right for You?" by veteran coach Joel Martcz and this issue's "Industry Spotlight: Information Technology" by Shannon Bowman.

If you already have a career path in mind, start creating greater opportunities to succeed with "Are Professionally Mentored Job Seekers More Successful?" and "Negotiate with Facts, Not Feelings."

While competing in the job market may be challenging, remember; The military community is a uniquely skilled candidate pool, your strengths and experience have positively equipped you to compete and succeed.

As always, the team at **RecruitMilitary** is standing by to assist you wherever your job search takes you.

Thank you for your service and trust.

Paige Cox

Search & Employ Editor, U.S. Army Veteran, and Military Spouse

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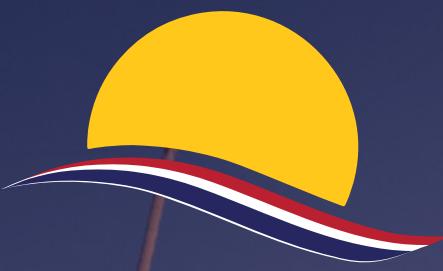
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STRATEGIC PARTNERS



RecruitMilitary connects employers with job seekers from the military community through detailed military hiring strategies and solutions. For job seekers, RecruitMilitary enables a comprehensive and effective military transition experience through career fair and networking events, a job board, and strategic partnerships including veteran support organizations and DoD programs. Committed to supporting veterans and their families in their civilian career pursuits, RecruitMilitary offers a range of resources for employers and members of the military community.





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Your Pursuit • Our Power

Make your career soar! Florida's booming economy needs experienced veterans in fields including aerospace, logistics, manufacturing, agriculture, law enforcement, and more.

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Valuing Our Veterans at Nabors

ZACHARY BAKER was a U.S. Marine Corps machine gunner who found value in his post-military career. He shares his experience moving from Marine to engineering manager at Nabors.

Who Is Nabors?

Nabors Industries is a leading provider of advanced technology for the energy industry, and as a veteran-friendly organization, is dedicated to recruiting top-tier talent and offering comprehensive support to the military community as they embark on new career paths.

Their veteran employee resource group (ERG) is steadfast in its commitment to fostering an inclusive environment where members can advocate for one another, promote mutual learning, and deepen understanding of unique military experiences. They leverage the shared culture, values, and experiences of their veteran community to bolster success.

As an organization, their goals include attracting and nurturing exceptional talent, facilitating the professional growth of their veteran members, and contributing to the community, thereby fortifying the bond between Nabors and its veteran employees.

Tell us about your military experience.

ZB: My military occupational specialty (MOS) was a machine gunner, where I learned the importance of clear, effective communication. This experience has been critical to my civilian success.

Throughout my career, I progressed from assistant gunner to leading a machine gun section. As a junior Marine, I was recognized for excellence in my MOS with a Certificate of Commendation. This

job search, especially in creating my resume and seeking opportunities to make in-person impressions. I had a lot of difficulty connecting with employers.

I was able to work through some of those struggles by using some of the resume writing resources available to me. The resources helped me translate my military experience into familiar terms a civilian employer could better understand. These small changes in how I presented my experience really helped hiring managers see the value I could bring to their team.

What advice do you have for transitioning service members?

ZB: Go to career fairs and make impactful face-to-face impressions. The way you carry yourself can convey much of what a recruiter needs to know about you as a potential employee.

For me, growing my network and reputation was a critical factor in my post-military success. Career and growth opportunities are endless when people know who you are and recognize that they can count on you to be an effective leader or problem solver.

What attracted you to Nabors?

ZB: After leaving the Marine Corps, I completed a bachelor's degree in manufacturing and mechanical engineering from Texas A&M. It was very useful in helping me find work.

“We care, win together, outperform, keep our promises, and continually explore new territory.” – **ZACHARY BAKER**

certificate was awarded for combined excellence in machine gun theory and practical application.

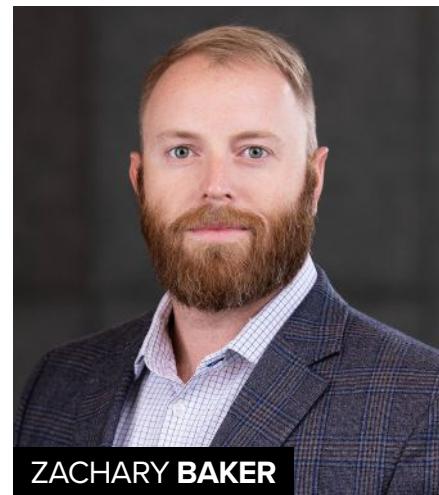
During my six years in the Marine Corps, I deployed once to Afghanistan and spent time in the Sangin River Valley and Delaram.

What challenges did you face in your job search?

ZB: I struggled to get my footing in my

As I researched job opportunities, I discovered Nabors had positions available for every level of educational background. For me, location and benefits were very important, and Nabors had everything I was looking for.

When I went in for my interview, I observed such a positive energy as people went about their daily tasks. I was immediately drawn to the company.



ZACHARY BAKER

What is your role with Nabors?

ZB: I am an engineering manager on the research and development team. We develop new technologies in support of the company's purpose of responsibly helping customers meet the world's demand for oil and gas. We are currently developing systems and technologies that reduce fuel consumption and decrease greenhouse gas emissions for current drilling operations.

How does your company support veteran employees?

ZB: Our veteran ERG is dedicated to ensuring veteran voices are heard within the company. The ERG works to help veterans network internally and keep us connected so we can support each other and share experiences.

Our company values also align with those instilled in military service, such as:

- Safety,
- Teamwork,
- Excellence,
- Accountability,
- And innovation.

We care, win together, outperform, keep our promises, and continually explore new territory.

Explore new career opportunities with Nabors, today.



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Take the next step with a company that values collaboration and innovations



At Medline, we value the skills you acquired during military service, and we're committed to leveraging those strengths across our organization.

We actively promote an inclusive community where veteran backgrounds and experiences are not only acknowledged but celebrated.

Through dedicated groups like M-VET, our Veterans Employee Resource Group, Medline demonstrates its commitment to veterans by offering resources, guidance and special events that promote camaraderie and professional development throughout the year.

medline.com/careers



From Unemployed, to Helping the Military Community

“The DAV|RecruitMilitary job fair made a huge difference for me and my family.” – LeVette Parks

After 20 years in the mortgage industry, **LaVette Parks** was laid off from her role in underwriting. “Thousands of people worked in my industry, specifically mortgage underwriters, who were laid off because of the post-COVID rate increases. Eighty percent of the refinance market dried up overnight,” Parks said.

“I had been out of work for several months when I heard about the **DAV|RecruitMilitary job fair**. I was looking for local job fairs and I decided to sign up.”

Married to a U.S. Marine Corps veteran, Parks realized she was eligible for other RecruitMilitary resources, including **free webinars**, that would help her prep her resume and feel ready for the event.

How did you prepare for the DAV|RecruitMilitary job fair?

LP: I went to the RecruitMilitary site and created a **profile**. From there, they helped me with **job search prep**, showed me how to search postings on the RecruitMilitary job board, and provided a **live webinar to help prep my resume**.

What was your experience at the job fair?

LP: I came to the event early and was able to check out all the different vendors. There were businesses there from so many industries. It was wonderful to see. The exhibitors ranged from hospitality, to machinists, to IT (Information Technology), to insurance, which is where I am now.

How did the DAV|RecruitMilitary job fair help you find your new role?

LP: The **DAV|RecruitMilitary job fair** was the reason I was able to get into the door at my new company. I talked to USAA at their booth. Even though they encouraged me to **apply online**, I made a personal connection that day, which got me on the fast track to employment.

After the career fair, I applied online for a couple of positions including customer service, auto claims, and homeowner's claims.



They reached out to start the hiring process. We scheduled a Zoom interview and things moved quickly from there. Now, I am licensed as an auto insurance claims adjuster and am learning the USAA way.

What do you enjoy about your new career?

LP: My new career gives me the opportunity to build on the skills that I had in the mortgage industry. At USAA, there are so many avenues to use those skills, forward my career, and build it any way I want.

My favorite thing about working for USAA is their focus on military personnel and their family. I love being able to help the military community every day. It is just a perfect fit for me and my personality.

/ About the DAV|RecruitMilitary Job Fair

For ten years, DAV and RecruitMilitary have been working together to support the military and veteran community. Over the last decade, we have hosted over 1,000 career events for the military community.

Offering more than just events, RecruitMilitary and DAV are dedicated to creating an environment dedicated to the military community's success.

Interested in connecting with employers who value your service and experience? Take the next step in your career

Parks went from being unemployed to loving her new career as an insurance adjuster by attending a DAV|RecruitMilitary job fair.

What advice do you have for other job seekers from the military community?

LP: I think that military spouses and veterans should attend career events, whether they are virtual or in-person, because the whole focus of DAV|RecruitMilitary job fairs is on military and military families. The companies attending the job fair want to meet people with that background.

and create your **RecruitMilitary candidate profile**. Attend RecruitMilitary's live and interactive virtual webinars for assistance with resume writing and learn more about the **resources available to you and your family** through DAV today.

For military spouses, do not forget to register for the **Transitioning Army & Spouse Virtual Career Fair** and set yourself up to connect with your next great adventure, just like LaVette Parks!



For the ones who gave all,
WE REMEMBER.

The poppy is a symbol of remembrance for all who made the ultimate sacrifice in military service to our nation.

On Memorial Day, we join you in honoring each individual this red flower represents.



usaa.com/memorialday

New Beginnings Made Possible with New Skills

By Paige Cox

IT TAKES A LOT OF COURAGE to enter a new phase of life. From joining the military, to transitioning from service, to exploring new career opportunities, every great adventure comes with its challenges and begins with the courage to start.

Meet Shawn Syma.

As a U.S. Air Force Technical Sergeant with a background in aircraft armament systems, **SHAWN SYMA** didn't have the obvious credentials one might attribute to a career in information technology (IT). Through hard work, the courage to try, and the help of MyComputerCareer's Cyber Warrior Program, Syma made a successful transition from the military into an exciting career as an IT help desk technician.

In a recent interview, Syma shares his journey and how fellow veterans and transitioning service members can achieve a career in technology.

What led you to serve in the military?

SS: I always had an interest in joining the military to explore the world, serve my country, and work towards gaining a higher education. I decided to participate in the military's delayed entry program, so I took my first oath of service in the

summer between my junior and senior years of high school.

On September 11, 2001, I was standing in line at the San Antonio Military Entrance Processing Station (MEPS) to sign and say my second oath of service (the one to officially begin my enlistment), when the planes hit the Twin Towers.

I remember being shocked, angry, and further compelled to swear my oath of service; while I understood their decision, many of the people at MEPS with me did not. I guess you could say I've never been one to pursue the path of least resistance, and the desire to rise to the challenge in pursuit of betterment has stuck with me to this day.

I served in the Air Force as an aircraft armament systems technician for 21 years, working as a weapons team chief, load technician, and more. I retired in 2023 and began pursuing my next career.

What made you decide to pursue IT?

SS: I've always had a love for computers and technology.

Admittedly, there isn't anything obviously technical in armament, but I was still exposed to systems troubleshooting, wiring, electrical systems, critical thinking, and process-oriented tasks.

I can't say that I really considered IT as a feasible career path until my buddy, Staff Sergeant Greer, mentioned a Department of Defense (DoD) SkillBridge he was going to participate in



▲ COURSE INSTRUCTORS FROM MYCOMPUTERCAREER'S CYBER WARRIOR PROGRAM. Photo courtesy of Shawn Syma



▲ SHAWN SYMA AND SEAN GIBERSON, A CYBER WARRIOR PROGRAM INSTRUCTOR. Photo courtesy of Shawn Syma

Cyber Warrior Program

Looking for your next challenge in the IT/Cybersecurity field? **Cyber Warrior** offers extensive training on the essentials of computing, networking, and Cybersecurity in just three months.

Created to meet the demands of SkillBridge training for transitioning military members moving into a civilian career, this program is offered online and in-person. No prior IT training or experience is required.

Train and certify in:

- CompTIA A+
- Network+
- Security+
- and CySA+ (Cybersecurity Analyst)

called the Cyber Warrior Program.

I did some research regarding the program's host, MyComputerCareer, and explored the IT roles and pathways I could pursue once credentialed through the Cyber Warrior Program. The 12-week program could be done during my last few months of active-duty service and could be paid for utilizing my education benefits.

There was the added bonus of in-person and virtual options, including their official SkillBridge school house at Nellis Air Force Base.

I talked to my chain of command, and ultimately pursued the in-person program.

What do these programs offer candidates?

SS: Both options of the Cyber Warrior Program consist of 40-hour weeks involving classroom instruction and virtual lab work. We typically started around 7:30 in the morning and wrapped up by 5:00 in the evening, Monday through Friday. Certification days were exceptions, where we either tested early or after lunch to accommodate everyone.

What was particularly cool was the hands-on application and preparation we received for entry level IT roles. We were trained in many different disciplines and had the opportunity to credential at the end of each block of instruction. I earned CompTIA A+, Network+, Security+, and CySA+ (Cybersecurity Analyst).

The program really prepared me for each block of testing through hands-on labs, engaging lectures, and fun learning games. I could tell my instructors really cared about my success because I could always connect with them for additional instruction on topics I may not have understood very well.

For those who may not have passed the test on the first try, the instructors even provided one-on-one tutoring sessions to help get students to where they needed to be to succeed. We got three chances to test on each block, which I know was necessary for a few people because the information could be difficult.

Outside of the course work and credentialing, MyComputerCareer has an alumni program to help connect their students to each other, as well as potential employers. They also have a Career Services program, where a career specialist comes alongside you to help counsel and prepare you for your job search.

Were there any standout aspects of the program for you?

SS: Yes! Sean Giberson, one of the course instructors (who is also a retired military veteran) could draw parallels between our experiences in the military and the challenges we faced in the program. This made the information more relatable and digestible for us.

One of the most memorable aspects of the program was the integration of application and instruction. Holly Best, from Career Services, organized Career Days where we could interact with big companies like Lockheed Martin or Cisco, giving us valuable networking opportunities, career path insights, and potential to ask any questions about the industry. Plus, the resume-building sessions were immensely helpful.

How did MyComputerCareer prepare you for the job market?

SS: Aside from the actual course, MyComputerCareer really helped me prepare my resume in a way that was attractive to the IT industry. I had never had to build a resume before, so their assistance in knowing how to convey my military experience and IT education was really an added benefit.

After the program, I was contacted unexpectedly by a technical recruiter on LinkedIn. She was sourcing for a DoD contract position with Beyond20 out of Davis-Monthan Air Force Base in Arizona.

I couldn't believe the doors that were immediately opened for me because of my education and certifications. I got to keep my security clearance and am using the knowledge I gained in this 12-week course every day.

The role with Beyond20 is a civilian IT



▲ U.S. AIR FORCE RETIREMENT CEREMONY WITH WIFE CYNTHIA SYMA (LEFT), DAUGHTER SERENA SYMA (MIDDLE), AND SHAWN SYMA (RIGHT).
Photo courtesy of Shawn Syma

help desk technician for the military, and I couldn't be happier. I really feel like MyComputerCareer prepared me to enter the workforce.

How did your military experience help you succeed in your transition?

SS: I left the military as a section chief and gained some strong interpersonal skills that have helped me relate and communicate with others in a meaningful way. I rely heavily on that in my role now with Beyond20.

Aside from management and leadership skills, my experience with armament systems gave me a basic knowledge of cable and wire repairs, building of RJ45, Ethernet, and Coax cables, and overall troubleshooting of computer software and hardware.

The Cyber Warrior Program was 12 weeks of rigorous course work that, truthfully, not everyone makes it through. The military helped prepare me to channel my motivation, will power, and dedication to accomplish this feat.

Every aspect of my experience has really helped me get to where I am today. I have a stable job, financial stability, and still get to serve my country. All of that was made possible through my military career, the DoD SkillBridge Program, MyComputerCareer, and, my wife, Cynthia, and daughter, Serena, who have stood by me through it all.

It's a testament to determination and focus. If you set your mind to something, you can achieve it. Personally, I'm grateful for the opportunity; The skills I gained have been invaluable for my career transition.

**MYCOMPUTER
CAREER**
TRAINING FOR A BETTER LIFE

Prepare for a sustainable career in technology with **MyComputerCareer**.

Your **Checklist** for **Success**

Ready for your next RecruitMilitary career fair?

Make sure you are primed for success with these in-person and virtual career fair checklists.

IN-PERSON CAREER FAIR CHECKLIST

Before the Event

- ✓ **Register** for an [upcoming event](#)
- ✓ **Complete** your [RecruitMilitary job board profile](#)
- ✓ **Research** the exhibitors and their posted jobs
- ✓ **Join** a [pre-event webinar](#)
- ✓ **Print** a few copies of your resume
- ✓ **Review** the venue and event information
- ✓ **Charge** your phone (you will need it to network)
- ✓ **Check-In** via the e-mail you receive before the event

During the Event

- ✓ **Display** check-in confirmation screen to event staff
- ✓ **Show** your individual QR code to each exhibitor
- ✓ **Apply** for jobs in real time

VIRTUAL CAREER FAIR CHECKLIST

Before the Event

- ✓ **Register** for an [upcoming event](#)
- ✓ **Complete** your [RecruitMilitary job board profile](#)
- ✓ **Research** the exhibitors and their posted jobs
- ✓ **Join** a [pre-event webinar](#)
- ✓ **Ensure** your Wi-Fi connection is strong
- ✓ **Test** your camera & microphone function
- ✓ **Set up** in a professional, quiet, and well-lit space

During the Event

- ✓ **Visit** multiple chat rooms & engage with recruiters
- ✓ **Accept** invitations for private chats with exhibitors
- ✓ **Apply** for jobs in real time

After the Event

- ✓ **Apply** to jobs and follow-up with recruiters
- ✓ **Update** your [job board profile](#) regularly
- ✓ **Search** new jobs weekly
- ✓ **Respond** to RecruitMilitary's survey request

TIPS FOR SUCCESS

- ✓ **Prepare** your elevator pitch
- ✓ **Dress** professionally
- ✓ **Keep** an open mind
- ✓ **Ask** questions about specific roles
- ✓ **Present** yourself with confidence

Find additional resources at [RecruitMilitary.com](#).



What makes you **good** at your job in the military will make you **great** at your job at Intel.

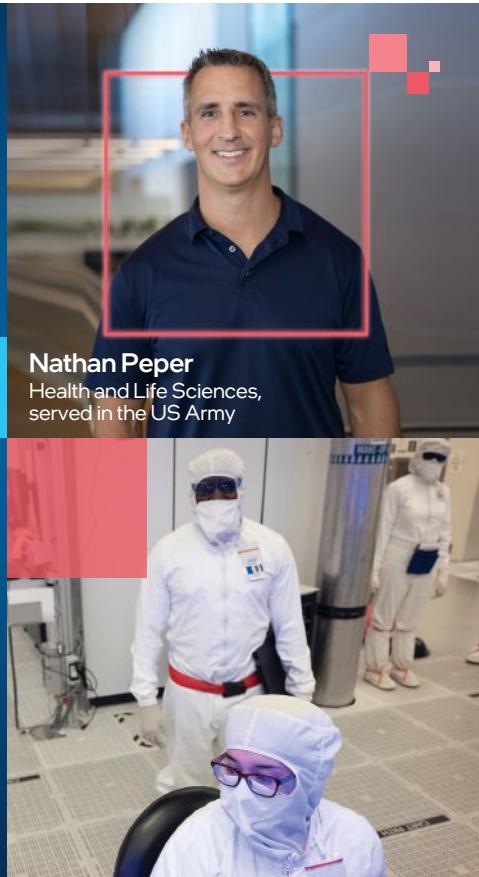
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RANDY EDLEY

PHOTO COURTESY OF BRIGHTSPEED

Carolina and Texas, which I then held for eight years before being promoted to my current role as a manager.

How does Brightspeed support veteran employees?

RE: Shortly after the company was founded, Brightspeed launched VAST, Veterans and Family Support Team, which works to foster an environment that facilitates networks of military advocacy, provides veteran resource information, enhances military recruitment efforts, provides support, and helps to facilitate a company-wide understanding of the unique skills the military community brings to the organization.

VAST has partnered with talent acquisition to support our military recruitment strategy, and members are also working on an article to educate employees on military jargon.

As Brightspeed continues to grow, the company's senior and executive leadership team is committed to creating a successful company where employees have the tools and training to develop their careers and successfully achieve the company's shared goals. Brightspeed is on a path towards a fruitful future that is focused on giving customers the best service in the industry. That is something we can all be proud to be a part of.

Why should veterans consider a career in telecommunications?

RE: The telecom industry is future-proof. If we want to thrive in business, live more connected lives, access educational and medical resources, and stream entertainment, you need to have quality, reliable, high-speed internet access. It is no longer a luxury but a necessity. That is what Brightspeed is providing to rural and suburban communities. Brightspeed is committed to being the company that provides that connection to homes and businesses in our 20-state service area.

Connect the world alongside an employer who values your military background. Explore careers with Brightspeed, today.



Re-Imagining Connections with Brightspeed

RANDY EDLEY served eight years as a radar systems technician in the U.S. Marine Corps before transitioning from service. He found his next career connecting people with Brightspeed, and you can too.

Tell us about your military experience.

RE: I joined the Marines after high school, following in the footsteps of my grandfather and father.

I had the exciting opportunity to be a part of the Harrier II transition to a new radar package, which included working with McDonnell Douglas to develop manuals. I was injured during Desert Storm, which eventually ended my military career with a medical discharge.

How did your medical discharge affect your transition?

RE: Due to my discharge status, my transition was a little different. I was able to make a successful military-to-civilian transition, however, by utilizing several **DAV (Disabled American Veterans)** and **Veterans of Foreign Wars (VFW)** resources.

My advice for veterans in their post-military career is to utilize as many resources as you can. Lean on your brothers and sisters who have transitioned — ask questions, seek advice, and learn from the success of others.

What skills from the military help you in your civilian career?

RE: As a Marine, you learn how successful

leaders react, carry themselves, and build effective teams. When your responsibilities are broad, developing a team of trustworthy, efficient, and effective members is critical.

Tell us about Brightspeed.

RE: Brightspeed is a high-speed internet provider with a mission of bringing internet services designed with the customer in mind.

We have more than 300 military-community employees, which is approximately seven percent of our team.

Brightspeed is invested in recruiting and retaining veterans and is actively seeking the skills and self-motivation that our military develops in service men and women.

The company really values the skills acquired during service and is committed to the veteran community in many ways.

What is your role?

RE: I am currently the operations manager for Georgia, Mississippi, South Carolina, and Tennessee, and am responsible for the operational readiness, safety, and training of the field service technician team. This includes budget management, training, customer installation and repair, daily load management, as well as other duties to ensure that my four states of responsibility provide the best possible service to customers.

I've been with Brightspeed for 15 years. I began my civilian career as a technician and transitioned into a supervisory role in North



ASML

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Military veterans possess valuable experience and skills that are in high demand at ASML. Our Veterans employee network provides outreach to veterans and their families.



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www.asml.com/en/careers

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MOVES



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CPKC

Be

Be empowered.
Be a leader.
Be you.

How This Army Veteran Gave His Career a 180

Name: Tu N.
United States Army Veteran

Position: Food & Beverage Voyager
Marriott Marquis Houston

After eight years as a culinary specialist in the U.S. Army, Tu decided to give his career a 180 and try hospitality. His new journey led him to the Marriott Marquis Houston, where he now oversees two of the large downtown hotel's dining outlets.

"My main responsibilities are to make sure our servers provide a 'Wonderful Hospitality' experience to each guest and thank those who are Bonvoy members for their loyalty," he says.

In his army days, Tu would often serve three meals a day to groups of 50 to 5,000 people, while also helping organize the culinary aspect of holiday events. Experiences like that helped him feel confident in his new hotel environment, especially in communicating and working with the kitchen team to guarantee Marriott's guests a memorable stay.

After completing his year in the Voyage Program, Marriott's award-winning leadership development program for recent college graduates, what does Tu see for himself?

"One to two years after the program, I see myself at a new property as Food & Beverage Manager," Tu says. "Then, three years later, a Restaurant or Food & Beverage Director. Five years after that, I see myself as a hotel manager and so on until I become GM of my own property!"



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Unlocking Entrepreneurship for the Military Community

FOR MANY PEOPLE, entrepreneurship provides a path to financial independence, career fulfillment, and personal empowerment.

Veterans and military spouses have acquired traits that make them a natural fit for entrepreneurship, however, navigating the complexities of starting and running a business can be overwhelming, especially for those with little experience in the civilian sector.

/ A Program Created for You

Founded in 2012, **DAV Patriot Boot Camp** was created to address these challenges by providing education, mentorship, and an inclusive community to advance service members, veterans, and military spouses in their mission to become entrepreneurs.

DAV Patriot Boot Camp's curriculum covers topics essential for entrepreneurial success through workshops, seminars, and one-on-one mentorship sessions. As an attendee, you'll gain practical insights and guidance from experienced entrepreneurs and industry experts.

One of the key strengths of DAV Patriot Boot Camp is the emphasis on community and networking. In addition to learning from seasoned experts, participants also connect with fellow veterans, service members, and military spouses who share similar goals and challenges. This sense of camaraderie and support fosters collaboration and mutual encouragement,

creating a tight-knit community of aspiring entrepreneurs.

The impact of DAV Patriot Boot Camp extends far beyond the program's duration. Graduates emerge with the tools to launch their next big venture and poised to make a meaningful impact in the business world and beyond.

/ A Combined Purpose

RecruitMilitary's CEO, Tim Best, attended the Winter 2024 DAV Patriot Boot Camp as a mentor:

"It's a great opportunity to serve our purpose, which is empowering the military community through meaningful career opportunities," he said of the event.

With perspective as a veteran and CEO, Best believes that the program is a net positive for the military community *and* for society. "It's not just about the military community. I believe that taking that military skill set of leadership and expanding that more into our society is healthy for the country," Best said.

"When I come to these events, I look forward to learning as much as I look forward to sharing my own experience. This event creates connections that produce value for everyone involved."

/ The Path to Success

Ultimately, the decision to become an entrepreneur is deeply personal and varies from individual to individual. The path from the military to entrepreneurship requires dedication, resilience, and perseverance. Fortunately, your military background has given you a head start in this area.

"What compels someone to join the military is often the same trait that can make

Eligibility for DAV Patriot Boot Camp

- Member of military community (including spouses)
- Owner/Founder of a for-profit business
 - The company has a live website
 - The company has generated revenue and/or raised capital within the last year
 - The company is scalable and looking to grow



▲ U.S. ARMY VETERAN, TIM BEST, IN A MENTORSHIP SESSION WITH A PROSPECTIVE ENTREPRENEUR AT DAV'S WINTER 2024 PATRIOT BOOT CAMP.

Curriculum for DAV Patriot Boot Camp

- Business Planning
- Marketing & Sales
- Legal for Growth
- Funding & Financial Management
- Storytelling & Pitch
- Team Building
- Mentor Sessions (one-on-one)
- Pitch Contest

them a great entrepreneur," Best said. "The desire to serve isn't always connected with entrepreneurship, but what I've noticed in veteran entrepreneurs is that desire to serve comes out in the way they approach being in business. They look for problems that need solving."

/ Getting Involved

As you consider your own career journey, keep in mind that the path to success may be challenging, but your military background has equipped you with the resilience and adaptability to overcome obstacles and thrive in the world of entrepreneurship.

If you are ready to embrace the opportunity to serve in a new capacity, solve problems, and continue to make a larger impact, start with DAV Patriot Boot Camp.

[Learn more about the program here.](#)

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Information Technology

2024 has seen many wins with a **stabilizing economy, decreased inflation**, and a welcomed growth in the workforce. This year, information technology (IT) alone has added over **436,000** roles nationally.

Why then are IT workforce reductions still at the forefront of news cycles? What does this mean for veterans interested in the technology field? Can military experience, education and training secure a future career with stability?

Your answer to these questions, and more.

/ The Misconception

Most people don't realize that technology extends beyond 'Big Tech' conglomerates, with more than 55 percent of roles existing **outside** of the tech sector.

From start-ups to industry giants like Amazon, Google, and Meta, IT impacts every organization. In fact, the **Bureau of Labor Statistics** expects tech based job growth to outpace most other occupations over the next decade.

CompTIA, the leading provider of IT certifications in the world, has made multiple reports of a strong job market and a continued need for IT and support professionals.

Professionals in roles such as sales, marketing, and human resources make up 39 percent of the tech work force, and though these roles have also been affected by layoffs, they are included in the projections for continued tech growth over the next 10 years.

The industry is constantly evolving and in many cases, hiring managers are facing difficulty **recruiting and retaining** talent for open roles. Applicants should be confident knowing the field is rich with opportunity and growth.

/ Mil-IT-ary Foundations

Today's military develops and deploys some of the most technologically advanced systems in the world, requiring a

deep working knowledge of computers, digital information networks, communications, cryptography, and information security.

In addition to many transferable skills, experience working with these systems creates a strong foundation for service members seeking a career in technology. Still, supplemental education and training may be necessary depending on your desired role.

/ Choosing a Career Path

Technology is a vast sector, so before choosing a career path, it is important to understand where your skills may align, then acquire the proper education or certification to obtain the role you want.

According to **Bootcamp Rankings**, some of the best tech roles for veterans include:

Cyber Security Specialists – Security specialists provide protection during software development and ensure network security.

Education: Bachelor's degree or equivalent experience in cybersecurity, computer science, computer information systems, or related field.

■ **Project Manager** – IT project managers plan, organize, and oversee projects and are adept at crisis management, communication, and resource allocation. Veterans are strong leaders, problem solvers, and dedicated to achieving objectives, making them exceptional candidates.

Education: Bachelor's or associate degree in computer science, information, technology, or IT project management.

■ **Web Developer** – Web developers generally fall into three categories: back end, front end, and full stack. These roles support the user experience and allow for creativity, problem-solving, and the opportunity to impact a client experience.

Education: Bachelor's degree or certification generally needed.

■ **Database Administrator** – Database administrators manage and maintain databases and ensure their security, efficiency, and reliability. Veterans can use their military training to protect sensitive information and identify and troubleshoot complex issues.

Education: Bachelor's degree generally required.

■ **Computer Support Specialist** – Computer

support specialists assist users and organizations with technology-related issues to include updates, troubleshooting, configuring, and ensuring smooth operations. IT support does not require extensive training, removing barriers for veterans seeking tech careers.

Education: Associate degree or immersive technical course.

/ TECH-Support

Supporting tech operations is essential, and without non-technical roles, the industry could not deliver products and services. For those who aspire to break into the industry in non-technical roles, there is room to carve a path.

The military community brings highly desirable skills to the tech industry, and many companies offer **opportunities specifically to veterans**. Additionally, transition programs and specialized training offered by organizations like **Sigma Forces** and **AllegiantVets** can provide valuable resources and networking opportunities for the military community.

/ Gaining Experience

Knowledge is important but should be backed by the ability to apply it in a meaningful way. Non-technical veterans can gain experience through programs like:

■ **SkillBridge** – There are many **SkillBridge** opportunities that provide potential to showcase or build upon your existing IT knowledge. There are also opportunities that do not require an IT background to be considered.

■ **Immersive Education** – Organizations like **MyComputerCareer** offer in-person and virtual immersive courses that provide participants with education, credentialing, and virtual lab applications to equip veterans with both knowledge and experience.

■ **Credentials** – Even with military experience or a college degree, many organizations also require certifications such as CompTIA, CISCO, Cloud, or Microsoft Services. Organizations like **Institute for Military Veterans & Families** provide self-guided training and credentialing vouchers for eligible veterans and military spouses looking to enhance their IT careers.



Join the GFiber crew

“As a veteran, the easiest part about transitioning into GFiber is understanding the mission focus and the collective effort to get things done.”

**-KiAndre Chambers, US Army Veteran
Technical Operations Manager @ GFiber**



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JENNIFER STRIBLEY

Spreading Goodness with KeHE

JENNIFER STRIBLEY is a retired senior master sergeant who spent her 26-year military career managing logistics plans for the U.S. Air Force. She now uses her expansive logistics skill set to spread goodness across the nation. Stribley shares how she took her fulfilling military career to the next level with KeHE.

Tell us about your military experience.

JS: I only planned on a 20-year military career but ended up staying for 26 years because I was having so much fun.

My favorite part of being in the military was the travel. I was stationed at 10 bases and deployed about 20 times throughout my career. I would do it all over again in a heartbeat! I circumnavigated the globe twice and have seen and experienced many things.

Learning how to assimilate and work with diverse teams taught me patience and understanding of others.

How did you prepare for retirement?

JS: I started planning to retire halfway through my career. I knew that a college education would help prepare me for success, so I completed my Bachelor of Arts, Master of Business Administration, two logistics certifications, and one personnel certification to have as many options as possible once I retired.

I'd say the most challenging part of my transition was retiring and moving to a location without the traditional support network one has on a military assignment. My family and I arrived in Illinois and didn't know anyone. We prepared for this situation through the Transition Assistance Program and a lot of research on the location.

My advice for transitioning service members is to not wait until the last minute to get yourself ready for civilian life - your separation date will be here sooner than you think. Do your research, take the path less traveled, and forge your own way. You will be surprised at what you can accomplish. Finally, keep an open mind and embrace opportunities to broaden your horizons.

Who is KeHE?

JS: KeHE is a retail distributor who specializes in getting new and emerging brands onto

shelves across the nation. They pride themselves on their innovative and caring culture, where people are encouraged to bring their whole self to work, follow their passions, and find new ways to move ideas forward.

What is your role?

JS: I am a supply chain solutions team lead and I have been with KeHE for seven years. I am the primary liaison between account teams and supply chain for all activities involving supply chain integration.

This involves developing insights related to forecasts and processes to support event-based movement related to promotional activity, new product placement, seasonality, and increased points of distribution.

How do the skills you learned in the military help in your civilian role?

JS: Tenacity, a strong work ethic, and the desire for continuous learning were key to

Deployed by packing care packages for deployed service members.

Attendees to the show were given a wooden coin and asked to choose one of three beneficiaries to receive a donation through the KeHE Cares Foundation. After the show, the wooden coin was converted into dollars for either Operation Deployed, Texas Air Guard Maximum Effort, or Brave Hearts. All monies were donated to one of these three programs.

Why should veterans consider a career in the supply chain industry?

JS: There is always a need for people in supply chain management and logistics and its myriad of disciplines. These are vital skills that can be challenging and highly rewarding.

KeHE is a great place to work; it's very much a culture of service. KeHE works with partners to offer volunteer opportunities for our team to give back to the community.

"There is always a need for people in supply chain management and logistics and its myriad of disciplines. These are vital skills that can be challenging and highly rewarding." – JENNIFER STRIBLEY

adapting to a civilian job. Always knowing your audience so you can be concise without too much military jargon is also important.

It was helpful that I chose to work in a position that uses my supply chain, logistics, and leadership skills I honed on active duty.

How does KeHE support the military community?

JS: KeHE supports and honors veterans by acknowledging the sacrifices and contributions we have made and how those shape who we are and what we bring to the team. Last year at our holiday show in Chicago, we supported Operation

We not only volunteer in the local area, but also partner with organizations across the globe. We have an employee committee dedicated to finding opportunities for us to donate our time to giving back. Giving dignity back to those that may need a hand is extremely rewarding.

Spread a little goodness in your post-military career with KeHE.



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Creating Better Outcomes with John Deere

AT RECRUITMILITARY, we are genuinely passionate about military community hiring. To us, military veterans and their families are the nation's greatest resource, and we work tirelessly to connect them with meaningful career opportunities and employers who not only **need** their skill sets but **value** their service and future.

In this pursuit, John Deere has become a true thought partner with their sincere focus on identifying employment pathways for the military community and other talent pools facing a career/life transition.

John Deere is setting an example we all can learn from in engaging people where they are, creating conversations, and concentrating on the right experience for their candidates.

ADDRESSING A GAP

THROUGH EDUCATION |

Like many of us, John Deere has been facing increased labor shortages across their organization. In 2019, they set out to conduct a workplace study to pinpoint where their candidate aggregation was lacking and how to better appeal to their audiences. What they found changed not only their recruiting philosophy, but also their delivery of exceptional candidate and employee experiences on a large scale.

Led by U.S. Army veteran David Ottaviani, John Deere's Workforce and Community Development team has focused their efforts on connecting with future job seekers early and often, ensuring improved communication, and educating potential candidates in needed skills.

Throughout our decade long partnership, I have witnessed John Deere take incredibly innovative and meaningful approaches to workforce planning. While RecruitMilitary helps achieve their military community hiring objectives, I would be remiss to not highlight all John Deere has done in building avenues of education and career possibility in the military community, middle and high school aged students, and returning citizen populations.

EDUCATING THE MILITARY COMMUNITY |

The John Deere Military Hiring Program (JDMHP) has partnered with RecruitMilitary

to connect with and empower the military community since 2013. The relationship and initiatives are heavily supported with Military Outreach teammates like Cassie Glubzinski, Marcus Irizarry, and Jess Maty; all military spouses who are deeply passionate about this mission.

Because of their dedication, John Deere launched their Department of Defense SkillBridge in 2020, allowing transitioning military members to gain hands-on experience in equipment maintenance, operations leadership, logistics, finance, legal, and more in their last 180 days of active-duty service.

Over the last four years, John Deere has hosted over 370 SkillBridge interns and directly hired over 400 veterans, a testament to the quality of their program.

Beyond the SkillBridge program, JDMHP believes that the best way to understand and connect with the military community is through intentional conversation. The team's goal is to contact all service members within a three-day window to set up an initial conversation.

In these conversations, representatives work to understand the service member's 'why.' Discussing things like interests, location, and timelines, John Deere is focused on connecting service members to opportunities that are right for them, whether with the company or otherwise.

EDUCATING STUDENTS |

Since 2019, John Deere has partnered with school districts, local chambers, and community centers to offer students access to engaging content related to S.T.E.M. (Science, Technology, Engineering, and Math) disciplines, grow interest from a young age, and create opportunity for the local community.

Utilizing various means to connect, John Deere immerses the student population in organizational values and maintenance skills through:

- Virtual reality video game platforms,
- Sponsorship of community events,
- School-sponsored apprenticeship programs,
- Licensing opportunities,
- Juvenile detention center outreach,
- And other programs to reach underrepresented students.



TIM BEST
Chief Executive Officer,
RecruitMilitary
U.S. Army Veteran

What makes these programs worth noting is not the talent pipeline created, but the genuine interest in creating better outcomes for the entire community. In fact, the student apprenticeship program started in Thibodaux, Louisiana is the first youth apprentice program in the state!

EDUCATING RETURNING CITIZENS |

Returning citizens often face underemployment, or even unemployment, because of background checks that exclude them from the hiring process.

Knowing that returning citizens have a wealth of skills and, if underutilized, tend to end up back in the system, John Deere created a transition program that starts in the prison education system and helps inmates gain knowledge, skills, and connections to enter the workforce upon release.

John Deere has even formed a mentorship program to assist in reintegration. Not only is John Deere creating opportunity, but they are also implementing the infrastructure needed to support their employees in a long-term and meaningful way.

EDUCATING PARTNERS |

John Deere is truly focused on the best interests of their community and works tirelessly to ensure the sustainability of their programs. They:

- Collaborate with various groups to bring seminars and best practices to promote community outreach programs nationally,
- Embed programs in local and state governments to ensure regulatory compliance and pave the way for future programs,
- And attend networking and career events to connect with job seekers where they are.

We can all stand to learn from John Deere as they make strides towards creating better opportunities for us all.

Connect with John Deere and RecruitMilitary today to continue making your impact in the community.

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How Two Veterans Came to Support American Innovation

THE UNITED STATES PATENT AND TRADEMARK OFFICE (USPTO) is America's Innovation Agency —the federal agency dedicated to protecting our nation's inventions and ideas, which creates jobs and expands commerce. For more than 850 veteran employees, the USPTO offers the opportunity to leverage their military skills in support of a critical mission while enjoying work-life balance in a diverse, inclusive culture.

"If you want to continue a life of service in an organization that is dedicated to its mission and people, the USPTO should be your next professional home."

— **KENNITH NORMAN**
USPTO Senior Business Process Analyst
and U.S. Army veteran



PHOTO COURTESY OF USPTO

KENNITH NORMAN

/ Legacy of Service

KENNITH NORMAN decided in college that he wanted to follow in his father's footsteps. A Vietnam veteran and former CIA employee, his father didn't talk about his service but told Norman at an early age, "Do your part to ensure that the flag never falls."

"As I grew older, I started to understand exactly what he meant. He wanted me to always commit to my country and contribute in any way I could," said Norman.

While attending Niagara University, Norman joined the U.S. Army Reserve Officer Training Corps (ROTC), balancing the responsibilities of military officer preparation with his studies in political science and criminal justice.

Norman was deployed in support of Operation Iraqi Freedom twice and served 15-month deployments each time. He held numerous positions during his deployments —Scout Platoon leader, Executive Officer, Human Resource Officer, and Civil Affairs Officer. After his second deployment, Norman changed to a logistics role.

Norman is quick to highlight the many

Army experiences that influenced his professional path: "The Army was instrumental in my development and who I am today. It embedded in me that taking care of people is paramount and dedication to mission is critical."

/ Post-Military Career

Parenthood encouraged Norman to make a difficult decision.

"When I had my first child, it changed my perspective on a host of things," he said. "I wanted stability for my family and I wanted roots in Virginia, so I decided to leave the military service I loved."

Norman accepted a position as an operations manager and continuous improvement engineer at a commercial refrigeration and freezer system manufacturer. This new job helped him develop skills he would later leverage at the USPTO.

"After four years of manufacturing, I wanted the opportunity to serve my country again, and I started looking for opportunities within the federal government," he said, adding that he was attracted to the USPTO for both the role

and the agency mission.

First, the job opening in the Office of Process Improvement appealed to Norman's experience as an operations manager and continuous improvement engineer, allowing him to leverage his passion for helping others solve their business problems.

The agency mission was also appealing. "One of the United States' competitive advantages over the rest of the world is the innovative spirit that enables us to develop new products and continue to lead the world in scientific discovery and technological innovation. The USPTO acts as the mechanism to protect those new ideas and ensures the system grows to be more diverse and inclusive. I wanted to be a part of an organization with such a critical mission."

/ USPTO Life

Norman quickly found success as a Senior Business Process Analyst at the USPTO, helping business units and offices solve problems using strategic management and Lean Six Sigma methodologies. In his first seven years with the agency, he led more than 80 business improvement projects.

"The organization allowed me to showcase my skills and help solve business challenges and allowed me to learn, grow, and develop professionally throughout my tenure," he said, explaining that one of the ways he has grown is taking a balanced approach to life and work.

"Working at the USPTO allows me the flexibility to commit necessary time to various portions of my life as needed and allows me to be as productive as possible," he said. He added that the people have kept him at the USPTO for eight years.

"I've built some long-lasting relationships here and worked with some extremely smart and dedicated professionals," he said.

As a proud member of the USPTO Military Association, Norman believes the agency's continued support "is an emphatic sign to all potential veteran candidates that this is a place where you are welcomed and supported."

"The USPTO is a special place," he said. "If you want to continue a life of service in an organization that is dedicated to its mission and people, the USPTO should be your next professional home."



PHYLLIS BLACK

PHOTO COURTESY OF USPTO

/ Open to Opportunity

PHYLLIS BLACK wasn't actively searching for a post-military job when she attended a career fair the month before her military retirement in 2014. However, after 25 years in the U.S. Marine Corps and serving in four different states and another four countries, she was looking for more stability for her family.

Black attended a job fair in Fort Belvoir to start seeing what types of jobs were available, and when a USPTO recruiter approached her to ask what she wanted to do after her military retirement, she said she didn't know. She'd served as an administrator and career retention specialist in the service and earned her bachelor's degree in business administration, but hadn't considered next steps yet.

"The only preparation I actually did was get my resume together," she said. "I knew I had marketable skills from my military service and that I had the ability to do whatever job I set out to do. I think the skills we learn in the military set us up for future success."

/ USPTO Experience

The USPTO agreed that she was set for success; two weeks later, they called to schedule a job interview. Two days later, they called with an additional interview for a position in a different department. Black accepted a role as a program analyst with the Office of the Chief Administrative Officer. Later, a special project turned into a career pivot and a promotion.

"The Chief Administrative Officer asked me if I'd be willing to take on this

project of moving 10 million patent and trademark files from one of our warehouses," she explained. She accepted the task, completing it in 18 months and discovering that she really enjoyed managing large-scale operations.

Her success at managing the project spurred her to request training as a project manager, leading to her current role.

As an Office of Administrative Services project manager at the USPTO, Black is responsible for a wide array of projects throughout the agency. For example, "I have overseen construction, furniture replacement, clearing of buildings, and relocating large numbers of employees. In a typical day, I am tracking large amounts of data and resources," she said. "I like the independence of project management, and every day is different."

/ The Transition From Military to Civil Service

Many of the skills fostered in the military have translated to civil service, she said, citing adaptability, dependability, and leadership.

"The leadership training I received in the military prepared me for this role at the USPTO. This is a great place to work – the opportunities for growth are endless."

Aside from the work itself, she has found the work environment at the USPTO to be incredibly positive.

"The quality of life, the work-life balance, and the opportunities to grow have been invaluable," said Black. "Work-life balance is everything after coming out of the military, and the ability to work from home with the USPTO has allowed me to maintain that balance."

"The leadership training I received in the military prepared me for this role at the USPTO. This is a great place to work – the opportunities for growth are endless."

— **PHYLLIS BLACK**

USPTO Project Manager and U.S. Marine Corps retiree

One of the most difficult parts of leaving service, she said, was leaving behind the camaraderie and fellow service members. It's no surprise, then, that her favorite part of her job is "working with many different people throughout the agency. I love my colleagues I work with and for. We have great diversity as an agency, too, with all sorts of people, from all backgrounds."

Her advice to veterans interested in civil service?

"My biggest piece of advice is to go to job fairs. Job fairs are where federal agency recruiters are, and they know what specific positions they are seeking for their agencies. They are able to refer your application to the hiring managers for that position, if you meet the requirements and are eligible under one of the special appointing authorities for veterans."

When you're ready
to launch your next career,
email your credentials and/or
hiring-related questions to
HireVets@uspto.gov.

UNITED STATES
PATENT AND TRADEMARK OFFICE

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PIPELINE TO SUCCESS

The American Petroleum Institute's Individual Certification Programs provides meaningful job opportunities for veterans transitioning from service.

For the 200,000 U.S. service members who transition from military to civilian life each year, finding a suitable career is a top priority—yet one that is fraught with challenges. Understanding how their military training and experience relate to civilian jobs can be difficult for veterans. Despite separating from the service with a vast amount of knowledge and skills—not to mention, a disciplined work ethic that is unmatched in any workplace—many struggle to connect with employers who can understand and bridge those experiences into meaningful civilian jobs.

The [American Petroleum Institute \(API\)](#), representing all segments of America's natural gas and oil industry, is committed to supporting veterans by creating solutions to bridge this gap. That's why it launched **Energy for Veterans** in 2022, a program that facilitates veterans transitioning into well-paying careers in the energy sector by leveraging their unique skills and experiences. The program has established itself as a true win-win proposition for both veterans and the energy industry. The intersection of industry demands for a skilled and diverse workforce and a pipeline of talent coming from the military creates an ideal opportunity to address the needs of both the industry and transitioning service members.

/ ICP Program Unlocks Opportunities

A fundamental component of [Energy for Veterans](#) is API's Individual Certification Programs (ICP), which provides veterans with globally recognized industry credentials, opening doors to robust, long-term career opportunities with a low technical barrier for entry.

The program certifies industry inspectors, verifying that they have the requisite knowledge and experience to assess various industry operations and equipment.

These certifications, often requiring the precision and attention to detail honed during military service, align perfectly with veterans' skill sets. Veterans who have acquired these certifications have found them to be a valuable bridge, converting military-acquired skills into a competitive advantage that leads to significant, well-paying opportunities.

/ Bottom-Line Benefits are All in the Family

ICP certifications are approved for GI Bill® funding by the U.S. Department of Veterans Affairs (VA) for the Web Enabled Approval Management System (WEAMS). Anyone who qualifies for the GI Bill (veterans, eligible spouses, and dependents) can utilize those funds to reimburse exam fees for multiple ICP certifications.

/ In Their Words

Since 2018, more than 500 veterans have applied to an ICP program, with many veterans holding multiple certifications. Randall Stremmel and Bobby Harrington each served four years in the U.S. Marine Corps before pursuing API certifications to become inspectors. Their transitions to the civilian workforce and subsequent career advancements are testaments to the program's success.

Bobby Harrington
Superintendent, Mechanical Integrity, Chevron

"Leadership was the primary skill that I applied to [my jobs] in the natural gas and oil industry," Bobby said. "I found out quickly that if I was on time, teachable, knowledgeable, dependable, and willing to take on projects of increasing responsibility, I could differentiate my performance from others. Second, teamwork and the ability to teach others were skills that allowed me to lead effectively in every organization where I have since worked."

Randall Stremmel
President, Pittsburgh Mineral & Environmental Technologies

"Becoming an API inspector will improve your and your family's lives," Randall said. "Not only will you have a promising career with plenty of upward mobility but also a good wage. Your military training is applicable for becoming an inspector; everything has an SOP, and likewise, in the oil field. So, the structure is very similar. Also, you can make a better living as an inspector than most of the degreed people in the offices."

/ To the Future

API's [Energy for Veterans](#) initiative and its Individual Certification Programs are invaluable resources for veterans transitioning to civilian life. By providing them with a pathway to utilize their unique skills and experiences, we are helping them find rewarding careers while addressing the energy sector's demand for a skilled and dedicated workforce. As this initiative continues to grow, it promises to keep offering a 'Pipeline to Success' for more veterans, ensuring their transition leads to fulfilling and prosperous growth opportunities.

Discover how the ICP program can propel your future. Visit [API.org](#) to learn more.

Andri Orphanides is the Director of Individual Certification Programs for the American Petroleum Institute.

API represents all segments of America's natural gas and oil industry, which supports nearly 11 million U.S. jobs and is backed by a growing grassroots movement of millions of Americans. Its approximately 600 members produce, process, and distribute the majority of the nation's energy, and participate in [API Energy Excellence](#)®, which is accelerating environmental and safety progress by fostering new technologies and transparent reporting. API was formed in 1919 as a standards-setting organization and has developed more than 800 standards to enhance operational and environmental safety, efficiency, and sustainability.



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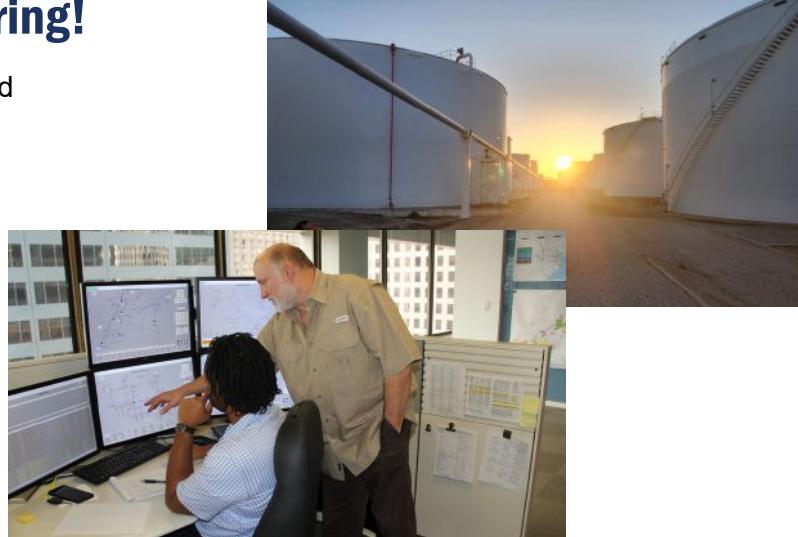
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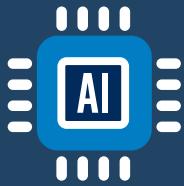




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Can AI Knowledge Give You A Competitive Edge?



Artificial intelligence (AI) is an ever-advancing area of technology, and its relevancy in career advancement is becoming more apparent.

Check out these 2024 trends and how AI just might give you a competitive edge.

77% of hiring managers say AI is a beneficial resume skill for 2024.

73% of companies are expanding their use of AI in 2024.

6 in 10 hiring managers would choose a less-experienced candidate with AI skills.

10% hiring managers say they would choose a candidate with minimal relevant work experience if they had expert AI skills.



Here is a breakdown of the four types of candidates and who hiring managers say they are most likely to hire:

CANDIDATE A 10 years of relevant experience (**44%**)

CANDIDATE B 7 years of relevant experience + novice AI skills (**19%**)

CANDIDATE C 5 years of relevant experience + proficient AI skills (**27%**)

CANDIDATE D 1 year of relevant experience + expert AI skills (**10%**)

Source: Majority of Hiring Managers Favor Candidates with AI Skills Over Those With More Experience

Did you know?

AI adoption could lead to **at least 20%** of enterprise employees needing to be reskilled.

52% of employed U.S. adults are concerned AI will replace their jobs.

47% of businesses consider using AI over hiring new employees.

Source: 78 Artificial Intelligence Statistics and Trends for 2024

Top AI Tools to Get Familiar With

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ChatGPT

Dall-E

BricaBrac AI

Tome

Second Brain AI

Jasper AI

Plus AI

Fireflies

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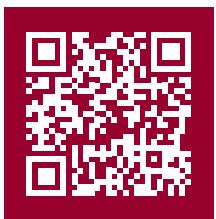


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In North America, one in five employees in the rail industry comes from the military. We have a long history of working closely with veterans and transitioning them into successful employees and leaders. At Wabtec, you will experience a familiar unity in how we work as a team, the values we share, and the way we serve our customers.

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Negotiate Offers with Facts, Not Feelings

Let's face it, discussing benefits and salary at the end of a long interview process can be an overwhelming combination of stress and emotions. Does the offer meet your expectations? Is it competitive in your area? If not, do you negotiate?

Use these tips to help you approach your counteroffer in a way employers can't refute.

Tip 1 | Set Parameters for Success

As you near the end of an interview process, prepare yourself for a potential offer by:

- Researching salary and cost-of-living for the area and job title.

Tool needed: [Salary.com](#)

- Discussing financial considerations and areas of potential compromise with your family

Tool needed: Personal or family considerations

- Compare the salary and cost of living in the area to make an informed decision.

Tool needed: [Numbeo.com](#)

- Understand the size and scope of the company.

Tool needed: Company Website

Tip 2 | Assess the Offer

Once you've received an offer, it is time to compare it against your needs. Are you looking at things holistically?

Pre-Offer Considerations	Extended Offer
<ul style="list-style-type: none"> ● Advertised Salary: \$100k annual, 10 days of Paid Time Off ● Average Salary in Area: \$97k annual 	<ul style="list-style-type: none"> ● Offered Salary: \$95k annual, 12 days of Paid Time Off ● Offer Details: \$5k sign on bonus, company 401k plan with 5% company match, employee stock option program, 10 percent annual bonus based on performance

While the offered salary may be lower than expected, the bonus inclusions and PTO plan offer a higher total compensation package than the advertised amount. Some companies may have internal constraints and equity considerations that impact base salary but not vacation time, bonuses, or start dates.

Tip 3 | Compare Your Worth

Before entering a negotiation process, be prepared to counter with facts. Assess your skills against the job description to see how you compare. Do you have an argument to counter?

Job Description: Project Manager	You
<ul style="list-style-type: none"> ● Manage projects up to \$30M 	✗ Managed projects up to \$20M
<ul style="list-style-type: none"> ● Experience managing international projects 	✓ Managed projects spanning two continents ✓ Managed stakeholder expectations in three time zones
<ul style="list-style-type: none"> ● Bachelor's Degree 	✓ MBA, additional PMP certification
<ul style="list-style-type: none"> ● 12+ years project management experience 	✓ 18 years of experience managing projects

Tip 4 | Consider the Employer Side

If you decide to counteroffer, it is important to consider potential employer constraints. Your counteroffer should be equitable against:

- Fair market value
- Salary range of organization
- Geographic location factors
- Economic conditions
- Company budget

Tip 5 | Counter with Facts

When the time comes to present your counteroffer, be sure to:

- Prepare a “non-negotiable” list and a “wants” list.
- Organize your talking points supported by facts.
- Create a contingency plan and understand your options.
- Present a value proposition and reason for a benefit or salary increase.

When presenting your counteroffer, it is appropriate to respond in a medium equal to your method of interview.

Offers extended from virtual interviews and site visits where you traveled a great distance can be responded to via email. Offers where the interview was conducted in person should be responded to in person.

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- Arresting subjects and seizing assets connected to illicit drug trafficking
- Working with officials in foreign countries to share intelligence and target international criminal organizations
- Protecting against diversion of controlled substances into the illicit market
- Engaging with communities to support public health and safety

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DEA is also looking for specialized experience in law enforcement, cyber, financial investigations, aviation, and foreign language fluency.

DEA Special Agents make a difference every day in America's fight against drug trafficking. If you are ready to join this elite team start by contacting a Special Agent Recruiter at: www.dea.gov/talk-recruiter.



U.S. Department of Justice
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For more information about DEA careers, please visit www.dea.gov



JOIN OUR TEAM

The Drug Enforcement Administration (DEA) is committed to investigating major drug organizations in the United States and worldwide. Through our CORE series positions and administrative support occupations DEA works to dismantle these drug organizations, prosecute drug traffickers, and destroy their financial infrastructures.



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Forensic Chemist

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Intelligence Research Specialist

Support counter drug investigations within the U.S. and abroad • Operate behind the scenes to protect communities • Provide strategic insights into the world of drug trafficking and transnational organized crime • Analyze information, identify significant factors, gather pertinent data, and develop solutions • Organization and pattern analysis and cyber investigations

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- Records Management Security Administrators
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U.S. Department of Justice
Drug Enforcement Administration

For more information about DEA careers, please visit www.dea.gov



Could Operations Management be Right for You?

THE CAREER PATH MOST OFTEN RECOMMENDED TO VETERANS IS PROJECT MANAGEMENT, BUT WHY IS THAT?

As a military career coach, many of the veterans I work with transitioned into project-based roles, not because it was a career path that excited them, but because a former service member told them they had relevant experience.

In my own career journey, I served in the U.S. Air Force as an aircraft maintenance professional. When I transitioned, I wanted to pursue a role that utilized my skills and was easily demonstrated in a job search.

While aircraft maintenance is very niche, the experience had taught me to:

- Make tactical decisions about operational objectives with limited resources,
- Follow and improve best practices and procedures,
- Collaborate with partners and stakeholders,
- Make critical decisions amidst rapidly changing priorities and incomplete data,
- Deliver important initiatives.

Project management may be for some, but many veterans have expressed that the field doesn't utilize their skills in the way they anticipated. I ultimately found my success in a career in operations management.

Could a career in operations be right for you?

OPERATIONS AND THE MILITARY |

Operations management is a logical transition for military skill sets because it includes the oversight of people, processes, technology, and equipment to deliver results and accomplish the company mission. Regardless of company function or industry, there are always daily operations to oversee.

Operations managers usually participate in functions to include:

- Planning and staffing needs,
- Providing training support and operational guidance,
- Finding ways to improve efficiencies,
- Cost reduction,
- And spend management.

Just like leaders in the military, operations managers make decisions to guard company resources in an environment where resources are scarce.

For example, your squadron may require 10 fully mission capable aircraft and only seven are ready. The process of identifying which jets to prioritize fixing by considering the cause of aircraft status, staffing available by skill, repair timelines, and

parts available is an example of operations management in action.

Operations managers are needed in every industry including customer service call centers, hospitals, hotels, warehouses, and much more.

TRANSITIONING INTO OPERATIONS |

Operations can be an easy transition for veterans because of the organizational structure and clear-cut areas of oversight it offers. For many, understanding how an organization functions, who makes decisions, and who is in your chain of command is an important determinant of success, and operations management lends itself to a clear understanding of the company mission, as the reporting structure is often more similar to a military chain of command, as opposed to a more "matrixed" organization.

Beyond an easy structural transition, a career in operations can also provide pathways for advancement in business functions.

Due to the non-profit nature of the military, most veterans don't have experience with revenue growth or "top line" management. Operations, which focuses more on "bottom line" or cost management, can be a more comfortable entry point for building business financial acumen and understanding greater business functions.

As you manage daily operations, you will be exposed to holistic budget discussions, revenue growth strategies, and more. This is especially beneficial for veterans who didn't pursue a master's in business administration or other financial/business education, as you will gain real-world experience managing these critical disciplines.

LAUNCH PAD FOR SUCCESS |

One great aspect of operations management is its application in all lines of business. Skill transferability makes you marketable in every industry.

In my own operations journey, I have successfully moved from aerospace manufacturing to retail to healthcare operations. I've relied on similar skills in each.

If unsure of where to start your own journey, the most common place to begin is

to look for an industry-fit that is roughly aligned with your military occupation and get experience working in the field. Once you have gained more specific experience, skill sets, and knowledge, you can begin to explore broader opportunities within operations.

Another option is to conduct skill keyword searches. Keywords like "production planning," "six sigma," "inventory management," and "workforce planning" can help you identify roles that align with your experience but may not have "operations management" in the title.

Some companies even offer specific military hiring pathways, with a heavy emphasis on operations roles. Many have established pathways for promotion, developmental rotations, and exposure to additional responsibilities to promote advancement and growth within the field.

Even if you aren't interested in specific opportunities, some of these companies offer experience as a civilian operations manager at a major Fortune 500 company, which can greatly increase your ability to find future roles.

DON'T STOP EXPLORING |

While I make a case for operations management, don't stop exploring other career fields. Civilian career progression is not always linear; companies won't always have identical roles, titles, or job descriptions, and promotions don't follow set timelines and cycles.

Find and connect with leaders and mid-career professionals from various industries whose roles may differ from your military experience. Ask about their career journey and how they structured their career paths.

As you navigate your transition, remember, your post-military career is going to be unique and personal to you. Be prepared to employ all your skills, experience, efforts, and maybe a bit of luck and good timing.

You've got this!

Joel Martycz is a U.S. Air Force veteran, Healthcare Operations and Supply Chain executive, and veteran career coach.



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UBS is taking deliberate steps to celebrate and achieve diversity, equity, and inclusion within its organization. In pursuit of this goal, UBS hosts a myriad of programs dedicated to the outreach of underrepresented populations in the workforce including veterans and military spouses. In the U.S., UBS hosts an **Enlisted Veterans Apprenticeship and a Veterans Associate Program** focused on the training, development, and practical on-the-job experience necessary to build a successful career.

Recognizing the unique challenges of military spouses, UBS specifically aims to provide hybrid and remote full-time opportunities for spouses of active duty servicemembers. Military Spouse Appreciation Day is a day in May set aside for us to pause and recognize military spouses who have greatly impacted our lives, military communities, and workforce. In honor of this special day, UBS is highlighting force multipliers within our organization who are leading the way in wealth planning, diversity hiring, and risk identification.



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Meet Annie Han

Annie serves on the Risk Identification team with UBS Financial Services. Her husband, David, served in both the U.S. Army and the U.S. Airforce. Annie has been a military spouse since 2021.

What challenges did you face as a military spouse in your job search?

AH: In my experience, spouses struggle to find roles that meet their career path and offer flexible work options to support their location and move restrictions. While there are abundant resources available for military spouses, it can be challenging to navigate and identify what works best for the individual and the employer. Being new to the military community, I was not aware of all the support or resources available to me as a spouse. A lot of personal initiative was required to find available resources but once I was connected, a lot of doors opened for me. I was able to find workshops, career development tools, mentorship pairings, and networking groups that connected me to other military spouses and military community advocates.

What is your role with UBS and what was your career path to get there?

AH: I am part of the Risk Identification team for the U.S. businesses within

the organization. We maintain a comprehensive risk identification process to help businesses understand key risks and facilitate inclusive discussion around risk management. Prior to this role, I was working at J.P. Morgan and HSBC where I worked in operations for global markets. While working at J.P. Morgan, I decided to pursue the Financial Risk Manager certification which equipped me with specialized knowledge in assessing risks.

What stands out about UBS?

AH: UBS provides a lot of opportunities for interaction, collaboration, and learning in my role and I find these interactions to be the most rewarding part of my role. I have a growth mindset and UBS embraces learning throughout the organization. The company has a great culture that empowers and supports collaboration and innovation. UBS's culture of integrity, collaboration, challenge, diversity, and inclusion provide the perfect environment for servicemembers and military spouses to transition or launch a new career. This culture is practiced throughout the organization and is translated into daily interaction. There is a sense of inclusion and flexibility in the company, and this is exactly what military families need during and after their career launch.



Meet Beth Thiesfeldt

Beth operates as a Wealth Planning Associate with UBS. Her husband has served in the U.S. Navy for 20 years and plans to serve an additional ten. Beth has been a military spouse for nine years.

What advice do you have for military spouses in their job search?

BT: In my personal experience, success is supported by three actionable moves:

1 | Focus on your marketable skills. I once heard a military spouse expertly speak about being a logistics manager while coordinating a cross-country move and staying within budget. Military spouses are some of the most resilient and resourceful people I have met; learning how to communicate that in different settings is critical.

2 | Use your resources. There are an overwhelming number of resources available to military spouses. [Military One Source](#) has an unbelievable amount of information: MySteP, MyCAA, MySECO, fellowship programs, career counselors, resume reviews, and even access to career fairs. Additionally, organizations like [RecruitMilitary](#) and their partners are invaluable to getting job seekers (and their resumes) in front of the hiring teams.

3 | Be deliberate and inquisitive. Look for careers that are either needed everywhere or can be remote or hybrid. Aim for roles you are passionate about and that provide you with purpose. There is certainly a difference between a job and a career.

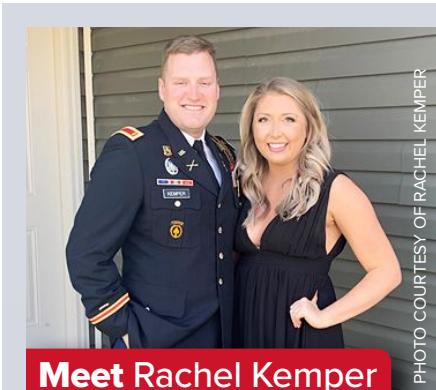
What is your role with UBS and what was your career path to get there?

BT: I am a Wealth Planning Associate supporting the Pacific Northwest Market. I work alongside Financial Advisors and our Wealth Specialists to show clients how different decisions impact their long-term potential for success in retirement and their legacy through different financial planning tools and programs. This was a complete career change for me. I worked for Target Stores as a Store Director for 11 years before going back to

school for Financial Planning. I've been in my current position since August 2022. This role is part of a next-generation talent development program here at UBS, so I hope to learn and grow in this role. I am excited to see what opportunities it opens for me in the future.

Why should servicemembers and military spouses consider a career at UBS?

BT: UBS has developed programs specifically for military servicemembers transitioning to civilian positions to help ease the transition as well as offer a broad view of the company and the different opportunities within the financial services industry. Additionally, in 2022, we launched a program for military spouses to help address the significant unemployment rate military spouses face, roughly 22 percent. We have opportunities across all business divisions that are hybrid and remote, making it easier for spouses to find and keep meaningful employment. Finally, we have a dedicated veterans' affairs team at our home office who work to recruit, onboard, and support the military community across all markets and are continually looking for ways to make UBS a great place for the military community to succeed.



Meet Rachel Kemper

Rachel is a manager on the recruiting coordination team at UBS. Her husband currently serves in the U.S. Army.

What advice can you share for military spouses in overcoming job search challenges?

RK: It is challenging to be able to stay with a company for a long period of time when we move every few years. Flexibility from employers is crucial so that mili-

tary spouses can stay within their roles when moving, and as a result, continue to grow in their careers. If you are a military spouse looking for a career, I recommend working with an organization that understands your unique lifestyle and supports your career aspirations. In my job search, I worked with a recruiter who understood our unique lifestyle and communicated this with the hiring team. It was important for me to find a company that supported remote work options.

What is your role with UBS and what was your career path to get there?

RK: I am a manager of ten direct reports within our recruiting coordination team at UBS. As a former teacher, I was looking for a career change when I joined UBS. I was hired on the recruiting coordination team in January 2022 as a recruiting coordinator and have moved into a supervisory role within the same team. UBS has given me great opportunities to explore a new career field.

What do you enjoy about UBS and how do they support you as a military spouse?

I truly enjoy the people I work with at UBS and how they aim to grow each individual. The team works holistically to support the recruiting operations while striving to give candidates a positive experience during the hiring process. I enjoy building relationships with stakeholders and clients, as well as collaborating with our various business divisions. Servicemembers and military spouses should consider a career at UBS because the veterans affairs team puts you at the forefront of professional development, they truly support servicemembers and military spouses starting the first day of their professional journey. They ensure you receive high visibility and exposure within our company.

To start your career with a company that values the unique perspective and diverse background veterans and spouses offer, visit the [UBS careers page](#).

Customize, Scale, and Adapt with RMS²

WITH CONSIDERATIONS LIKE COST-EFFECTIVENESS, RETURN ON INVESTMENT, SCALABILITY, ADAPTABILITY, AND MORE, identifying the best recruitment tool for your organization can be a daunting task.

What can make things worse is the number of recruiting agencies vying for your attention with “one-size fits all” staffing solutions that may, or may not, address your unique staffing needs.

When it comes to choosing the right tool to assist, the best place to start is with **you**.

/ Starting with You

The effectiveness of a recruitment tool or strategy is largely dependent on your goals. Are you looking for a talent management platform? Applicant tracking system (ATS)? End-to-end recruitment assistance? Candidate aggregation tools?

Understanding your end-goal is an important first step, as many solutions are integrated. For example, obtaining an applicant tracking system won’t supply an equitable return on investment if you do not have the infrastructure, knowledge, or tools to create a talent pipeline.

Hiring tools perform a range of functions, including:

- Posting and promoting job openings,
- Tracking application processes and communication,
- Onboarding new employees,
- Recording recruiting statistics,
- Organizing and compiling applicant information,
- Decreasing staffing time requirements,
- And attracting talent.

Most recruitment tools will provide at least one of these outcomes, while some provide all. How do you decide which tool(s) to use for your end-goal?

/ What Makes a Quality Recruitment Tool?

Quality recruitment tools provide:

- A positive user experience for candidates and employers.

- An intuitive, functional, and easy-to-use interface
- Seamless integration into existing workflows
- A.I. (artificial intelligence) and automation features
- Compliance and security
- Analytics and reporting

As you research, assess, and compare potential solutions, consider where your organization is now and where they hope to be in the future. Can the tool you select provide the customization, scalability, and adaptability needed to support you in every stage of your hiring strategy at a cost effective and manageable rate?

/ Let's Get Specific

Have you considered the talent pool you wish to target? There are tools for basic recruiting, and there are tools to reach niche communities.

Industries around the world are experiencing labor shortages and recruitment and retention struggles. The military community provides a unique solution to recruitment woes by fortifying talent pipelines with a steady influx of qualified candidates.

Hiring from the military community offers employers the ability to identify and hire exceptional candidates in an efficient and repeatable process. Military specialties undergo intensive schooling in a variety of skill sets, which means that finding a

background fit for your organization can streamline recruitment efforts for years to come. With over 200,000 service members transitioning from the military each year, knowing who to target frees up resources, shortens sourcing timelines, and streamlines hiring efforts, interview processes, and onboarding.

/ RecruitMilitary Service Solution

With an abundance of recruiting solutions, finding a one-stop-shop for military recruiting efforts can be a game-changer. RecruitMilitary Service Solution (RMS²) is one of RecruitMilitary’s premiere managed services, enhancing the people and processes involved in a recruitment strategy by providing the products organizations need, at a single price.

What makes RMS² unique is the partnership created between organizations. RecruitMilitary strategists come alongside your team to customize a plan to achieve your desired results. While the product lines to achieve your objectives may look similar to other recruiting firms, RMS² offers a tailored, scalable, and adaptable experience that allows you to connect and engage with members of the military community in a way that resonates and attracts them to your brand.

RecruitMilitary connects people through our job board of over 300,000+ active job seekers, branding assistance to successfully communicate, engage, and understand the military community, and access to over 100 veteran hiring events across the country. Meaningful connections lead to meaningful hires.

RMS² engages both candidate and hiring teams to create process efficiencies by offering the right technology, education, and training to utilize our product lines, as well as a dedicated team member to evaluate and facilitate your definition of success.

RecruitMilitary is focused on delivering value through our scale, knowledge, solutions, services, and diverse audience. Whatever the need, we are committed to helping you find the right veteran, at the right time, for the right role by enhancing the recruitment experience of both candidates and hiring teams.

To learn more about **RecruitMilitary Service Solution**, visit us on our new website!



The military shaped who you are today. Use your skills to shape tomorrow.

Where you come from, integrity, leadership and responsibility mean everything. At Applied Materials, you'll find a culture that thrives on those same values. We are the leader in materials engineering solutions used to produce virtually every new chip and advanced display in the world.

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CVS Health is an equal opportunity/affirmative action employer, including Disability/Protected Veteran – committed to diversity in the workplace.





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Unlock Your Potential

ActOne Group, a leader in staffing and recruitment, recognizes the unique talents of veterans, transitioning service members, military spouses, and their families. Our Heroes In Service Connections program is dedicated to helping you find meaningful career opportunities tailored to the military lifestyle.



What We Offer:

Focused Support: Combatting the 90% underemployment rate among military spouses with tailored job opportunities.

Flexible Jobs: From part-time to direct hire positions, we cater to your need for adaptable work schedules.

Career Advancement Services: Including interview preparation, resume review, career coaching, and more.

Why Choose Us?

Access to Top Employers: We connect you with leading companies that value the discipline, leadership, and resilience that veterans and military spouses bring to the workforce.

Ongoing Support for Growth: Beyond job placement, ActOne is committed to your continuous professional development and career advancement.

Join Our Mission

Start your journey to a rewarding career with ActOne Group Heroes In Service Connections. Let's bridge the gap between your skills and the right opportunities.

Visit: www.actonegroup.com/heroesinservice

Build a Sustainable Career with BrandSafway

As a former U.S. Army Special Operations Command Psychological Operations (PSYOP) Non-Commissioned Officer, DAN WATSON is no stranger to safety dependent, critical operations.

After eight years of military service, Watson made the transition to the civilian sector and now uses his breadth of experience to inspire excellence in current and potential team members as a human resources manager at BrandSafway.

Who is BrandSafway?

BrandSafway is the leading provider of specialized services to the global industrial, commercial, and infrastructure markets. They deliver access and scaffolding systems, forming and shoring, industrial services, and related solutions to more than 32,000 customers worldwide.

They have over 45,000 employees and operate in 35 countries.

Driven by purpose and guided by values, BrandSafway is powered by its dedication to safety, integrity, performance, innovation, and collaboration.



“My experience left me with a sense of grit, creativity, and continual improvement. You too, can grow your career and pursue greatness with the BrandSafway team!” – DAN WATSON

How did your special operations background translate to civilian roles?

DW: As a strategic professional, I used both corporate and U.S. Embassy service experience to create high performing campaigns, manage complex projects, and excel in cross-functional teams.

My deliverables included a highly disciplined approach to procuring clientele,

contract negotiation, multilingual communication, creating strategic international relations, and administering projects from initiation to closure derived from my military service in the PsyOps community.

My experience left me with a sense of grit, creativity, and continual improvement.

What advice do you have for transitioning service members?

DW: My advice is to prepare and make friends with people in your desired field. Assume any advice you receive (regardless of source) has changed since it was given, because in the civilian world, the goal posts are always moving. It never hurts to over-prepare in learning and earning accreditations for your desired field.

Be open to moving and hearing the word “no” when you are applying for work.

Don’t give up! Have a support group to help you when you’re frustrated or find yourself longing for the level of friendships you had when you were in the service. For me, it was my church community.

If you are married or live with a domestic partner, it also helps to communicate and garner support prior to moving. It was uncomfortable uprooting my family from North Carolina, but we followed the opportunity.

more by coordinating with several hiring centers across the U.S. and internationally.

I help implement and formalize onboarding procedures for the hiring centers to support company policy. I also help identify talent gaps and analyze workforce development needs, implement talent retention programs, and coordinate organizational development and restructuring to support corporate initiatives.

How does your organization support veteran employees?

DW: BrandSafway has a specialized Veteran Leadership Program and various positions available to skilled veterans and veteran leaders looking for a new start. I am also personally working on furthering the overall veteran initiatives within the company to grow our community, culture, and support systems, and encourage a more cohesive veteran community.

What has been your experience working for BrandSafway?

DW: My experience with BrandSafway has been great. I have been fortunate to forge crucial professional relationships with my team, build my industry knowledge, tap into a growing veteran community, and see the results of my efforts firsthand. You too, can grow your career and pursue greatness with the BrandSafway team!

Why should veterans consider a career in the construction industry?

DW: The construction and construction services industry are widely diverse and a good career path for when stress arises in the economy. We’ve faced tech bubbles, finance bubbles, and even real estate bubbles - the construction “services” facet of the business helps us stay diverse and relevant in a challenging economy.

From skyscrapers, to power lines, to oil offshore platforms, BrandSafway helps deliver the best specialty services in the world.

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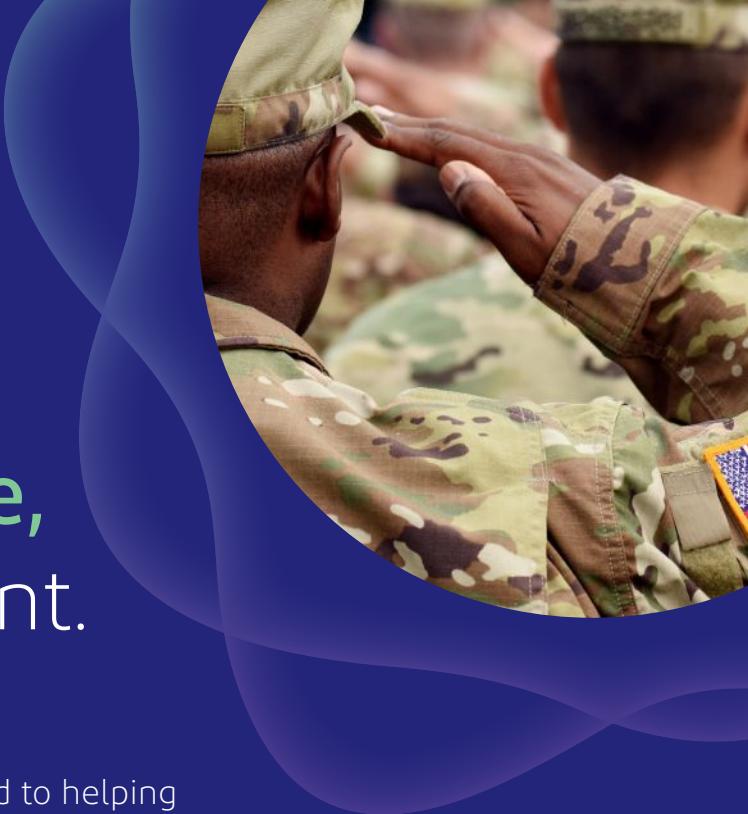
Your Experience, Our Commitment.



At Exelon, we are committed to helping veterans translate their skills to the energy industry, starting in the recruitment process and continuing with professional development support in the workplace. Exelon has made – and exceeded – a goal to fill at least 10 percent of open positions with military service men and women. Once onboard, we offer a resource group dedicated to supporting veteran employees. Exelon is a Fortune 200 company and the nation's largest utility company, serving more than 10 million customers through six fully regulated transmission and distribution utilities. We have positions available in locations across the country, including Delaware, Illinois, Maryland, New Jersey, Pennsylvania, Texas, and Washington, D.C.



Explore careers at exeloncorp.com/careers





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MSC is an equal opportunity employer and a drug-free workplace.

MILITARY SERVICE: A Launch Pad for Success

IN THE POST-MILITARY STAFFING INDUSTRY, we regularly talk about veterans and why they make exceptional candidates when transitioning from service.

While discussions are generally focused on the employer mindset to garner interest in the uniqueness of military skill sets, those same skills should also be a motivation to others to answer the call of service.

In a time where everyone is talking about the million and one reasons why employers should be hiring and retaining veterans, let's talk about three reasons why joining the military is a great career move that could just launch you into a life of success.

1 / Commitment to Your Future

Military service is not just a commitment to service; it's a strategic move for your future career.

Here's how your military experience can become a powerful springboard for life after service:

■ Broad Exposure

Joining the military opens doors to a variety of fields, offering you a taste of different careers at a young age. It's an opportunity to discover and explore interests in ways civilian life rarely allows.

Not only does military service offer you the opportunity to explore what you are interested in, it also provides hands-on, paid training opportunities in areas that civilian counterparts are rarely exposed to.

■ Skill Acquisition

Your time in the military will demand nonstop learning.

From advanced technical training to essential soft skills like leadership, communication, and problem-solving, you're set to excel in any future career.

It's no surprise that veterans are 39 percent more likely to receive a promotion than nonveterans in the corporate world.

Even if you pursued a college degree before entertaining the thought of military service, there are opportunities to come into service at a higher rank, gain

real-world application, and turn your education into an advanced skill set.

2 / Personal and Professional Growth

Joining the military provides a unique opportunity to increase your personal and professional tool kit. Some of the many benefits of service include:

■ Leadership Training

In the military, you're part of the ultimate leadership lab.

You'll learn to lead under pressure, foster team unity, manage systems, and make critical decisions with limited information – skills that define great leaders in the civilian world.

You don't have to be in a position of authority to reap the benefits of military service, every rank in the military is placed in situations to learn and grow their leadership skills. Even individual contributors understand the importance of the greater team and where they fit into the bigger picture.

■ Unrivaled Networks

The bonds forged in the military go beyond the uniform.

You'll gain a global network of peers and mentors who become a bedrock of support as you navigate post-military life.

This includes people you may or may not know. The power of shared experiences and values can open doors to endless opportunities.

3 / The Experience

■ Exceeding Expectations

Military service is rarely just the military occupational specialty you sign up for. A geospatial analyst could be called to work human resources, or faced with a high-pressure situation that tests their physical, mental, and emotional limits.



TIM BEST

Chief Executive Officer,
RecruitMilitary
U.S. Army Veteran

You learn about yourself and others in unimaginable ways that better equip you for a career of success.

■ Failing Up

Part of testing your limitations is failing up. Military service is full of pressure situations, both combat and non-combat related.

Regardless of military occupation, you will be afforded the opportunity to not only observe how you respond to pressure, but also develop coping mechanisms to outperform civilian peers.

Never underestimate the power of learning to fail. It just might be the thing that helps you learn to get back up again.

■ Understanding the Big Picture

As a veteran and a military parent, I want to be clear: We should never underestimate the inherent risks of service. Making this choice deserves your thoughtful consideration.

It's also worth stating that military experiences vary – some people enjoy it more than others. And if/when you decide to transition to the civilian world, there will be a learning curve (like any major transition).

But for those with a passion to serve, know that the skills, discipline, and networks you build can be tremendous assets.

The military can offer you a profound edge in your personal and professional life after service.



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Continue Your Story with PNC Bank

JOHN URBAN served in the U.S. Marine Corps as an infantryman and light armored reconnaissance officer. When it came time to transition to civilian life, he recognized the merit of his experience and continued his story with PNC Bank as a program manager in technology and innovation.

From Infantry to Innovation

JU: I got to experience many things in the Marines. I was a platoon commander in Afghanistan, where we interdicted and disrupted enemy supply lines. I served as the assistant operations officer helping to plan, coordinate and manage our unit's efforts. And I oversaw officer and Marine recruiting operations. When I entered the Reserves, I even served as a commanding officer.

When I transitioned, I knew my occupational specialty wouldn't directly align with civilian roles, but I believed my soft skills and experience in operations would.

I read books and articles, engaged people in my network and worked with military-centric recruiting companies. In the end, I had a few competing offers to consider; two came via recruitment, and once came from my network.

Because I kept my options open, the most challenging part of my job search was considering various opportunities, industries and locations. After I accepted the role with PNC, there was, of course, a completely different phase of transitioning to a civilian career. Luckily, PNC supported me along the way.

Transcending Misconceptions

JU: Financial services might sound boring to some, but my experience has been anything but. It is incredibly dynamic as we face constant changes and pursue efficiency, adaptability and better customer experiences.

There are so many different roles and disciplines. Coming from a guy with no

background in finance or technology, the industry houses opportunity for everyone.

Skills from my military experience that I use daily are iterative planning, coordinating, decision-making, and communicating to achieve an objective or deliver a result.

In my current role, I ensure our business objectives are achieved by working and coordinating with teams and stakeholder groups. I also supervise and coach members of my team who are acting in similar capacities. My military background has translated exceptionally well.

No transitioning veteran should consider their time in the military as a "waste" or just a chapter of their life that doesn't translate into the next. Many successful people in all industries often point to their military service as critical to their success.

If you believe the military made you a better version of yourself and, in the process, provided you with relationships and life experiences you wouldn't trade for anything, then find a way to tell that story. Tell it in a way that makes the listener believe it - and believe YOU are the next best decision they'll make for their business.

Veteran to Veteran

JU: Transitioning from active duty to a civilian career can often feel jarring, and many veterans (including myself) feel lost after losing touch with the experiences, traditions, camaraderie and close bonds we once had in service.

I would strongly encourage veterans to join a Military Employee Business



PHOTO COURTESY OF JOHN URBAN

JOHN URBAN

Resource Group (EBRG) or other veteran groups in their local area.

One of the many reasons PNC is a great place to work for veterans is our Military EBRG. Through our EBRG and PNC community, I've been able to remain connected to my military identity. It's been so important to me that I now find myself as President of the Pittsburgh and Virtual Chapter.

We have hosted several veteran- and military-related events with external speakers. The support has truly made me feel at home here. As a member of the Marine Corps reserve, I have personally experienced PNC's support of Guard and Reserve employees. They recently reaffirmed their commitment to supporting National Guard and Reserve employees by signing a new Statement of Support with the Department of Defense's Employer Support of the Guard and Reserve program.

Commit yourself to the whole transition process and the work that goes along with it. Clarify your criteria and how you see yourself adding value early, then focus your efforts in looking for opportunities and seeking help along the way. Leverage your network however you can, because quality opportunities may present themselves in unexpected ways.



Continue your story with PNC by visiting www.pnc.jobs.



TRANSITIONING CAREERS TRANSFORMING LIVES

At PNC, an inclusive culture means every employee matters and is valued for bringing something unique to the table. A culture that appreciates its employees and what they have accomplished. We value our veteran employees not only for serving our country, but also for the qualities they uphold in their lives and careers.



Kate Meeuf

Product Management Group Manager – PNC Consumer Banking

“My experience in the Navy gave me an incredible sense of self. Flight school and subsequent missions and assignments forced me outside of my comfort zone and, ultimately, helped me discover my capabilities. I’ve frequently relied on those experiences to persevere through hard things; the key is not giving up. The other dimension is a team-first mindset. Teams are not successful unless every member is loyal and will, when necessary, subjugate their personal agenda for that of the team. I try to incorporate the ‘team is paramount’ mentality in

my family and professional life. It was important to find **a company that had a cultural code that resonated with me. My naval experience fostered a deep appreciation for certain core values like teamwork, responsibility, integrity, and an environment that enables continuous learning and improvement.**”

“While I wanted to shape and develop products, the cultural factor superseded everything else. PNC has an **extremely inclusive culture.** I’ve felt supported, better connected and valued through a variety of employee business resource groups (EBRGs). I’ve also benefited from the investments PNC makes in the growth and development of its employees through various learning and development programs. PNC’s education benefit in partnership with Guild is one of the more prominent and recent examples of PNC’s commitment to personal learning and professional development.”

Originally published by Fairygodboss

Visit www.pnc.jobs to learn more about our culture and career opportunities.

ARE PROFESSIONALLY MENTORED JOB-SEEKERS MORE SUCCESSFUL?

There's a lot of [evidence to suggest](#) that mentored professionals experience increased success in their careers.

- 90 percent of mentored professionals report being happy in their roles.
- 34 percent of people say that a lack of mentorship has held them back in their careers.
- 40 percent of workers need upskilling or reskilling, and 74 percent of job seekers believe mentorship is important in successfully doing so.

Mentorship is known to increase productivity, individual promotion potential, and overall employee satisfaction.

What does this mean for the power of mentorship in the workforce?

Seeking consistent mentorship can give you a leg up in your professional career. Here is how.

/ What is mentorship?

Mentorship can look different to many people, but always consists of a person of experience providing guidance to another in matters of personal and professional development. In a professional setting, mentorship can look like:

■ One-on-one mentoring programs

Mentors are matched with mentees, either through a program or on their own. Mentee-mentor pairs participate in a co-learning relationship that follows a structure and time period outlined by the organization.

■ Group mentoring programs

A single mentor is matched with a cohort of mentees as part of a program that is structured to provide each mentee with individualized guidance from the same mentor.

■ Reverse mentoring programs

In reverse mentoring, a junior team member exchanges skills, knowledge, and understanding with a senior colleague who wishes to build up their capabilities in a field where the junior peer has more experience.

/ Mentorship in military culture.

Many may not realize it, but the military

community is a natural participant of mentoring tasks and every veteran who's been in a leadership role has been expected to train, mentor, and develop subordinates.

One U.S. Navy veteran credits mentors with teaching him vital skills. "I worked in a small unit of nine in Kuwait, and I was the youngest by fifteen years. I like to say I had a Navy mom and dad, because two of my superiors really took an interest in me when I was fresh and green. They guided me along and groomed me for my promotion to E-5," he said. "That really set me up for success later. By watching them, I learned what it took to be a good leader. They also taught me how to watch out for junior personnel. I always remember their example when I work with people under me now."

A U.S. Army veteran said, "I was very fortunate. I had very hard, very stiff commanding officers who happened to love me – so it was a great experience. They never put me in a situation they wouldn't go into themselves. It all boiled down to top-notch training. They taught me how to be proficient at my job, to be safe, and to go at things the right way."

U.S. Marine Corps veteran recalls, "As a leader in the Marines, there are a lot of people who you mentor. You tend to know what is going on in their lives, and you learn to be a good listener." He found his listening skills translated very well to his current role in sales. "It helped me to listen to a customer's needs and find the answer that is right for them," he said.

/ Are there benefits to mentorship in your job search?

Absolutely! Professionally mentored employees bring stronger confidence, industry perspective, and leadership skills than those who have not received mentorship. Recent data indicates that over [66% of American workers are willing to retrain and reskill for new jobs](#). Within the transitioning military community, that rate is even higher.

A common hurdle in the veteran hiring process is translating military skill sets into civilian ones. Because of this, the recruiting and hiring process may be easier

for candidates who are actively working with a mentor in their job search.

Candidates who have gone through a professional mentorship program are often better equipped to describe their military experience and skill sets in a way that makes sense for corporate recruiters. These candidates generally have stronger resumes that align well with their industry of interest, due to the hands-on-help they've received through mentorship.

If already transitioned, mentorship can still be an important career consideration. Mentored individuals from the military community generally have an elevated grasp of business concepts beyond their non-mentored counterparts and are more likely to secure roles that best utilize their potential.

/ Military Community Mentorship

If you are unsure where to start your mentorship journey, or are interested in becoming a military community mentor, check out organizations like:

■ Veterati

Veterati is a digital mentorship platform that supports the military community as they pursue the career of their dreams at every point in their career journey. Mentees can schedule time with mentors in every industry or stage of life.

■ Still Serving Veterans (SSV)

SSV provides practical advice for finding meaningful post-military work. Every career counselor is a veteran who understands the unique needs of veterans and their families.

■ American Corporate Partners (ACP)

ACP's free Mentoring Program connects post-9/11 veterans, active-duty spouses, and eligible military spouses with corporate professionals for customized mentorships. ACP assists veterans and eligible spouses on their path towards fulfilling, long-term careers, whether the veteran is job searching or newly employed.

Visit [RecruitMilitary's Partner Page](#) for more resources to equip you for your post-military career.

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The FAA has many career opportunities for veterans, disabled veterans, and military spouses.

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- Disabled Veterans 30% or more
- Veterans Recruitment Act (VRA)

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- Engineers (aerospace, mechanical, electrical)
- Environmental Protection Specialists
- Jobs in STEM (Science, Technology, Engineering and Math)
- And many more job series



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Visit www.faa.gov/jobs to learn about the wide range of positions available at the FAA.



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MAXIMIZE YOUR VIRTUAL CAREER FAIR

VIRTUAL CAREER FAIRS offer networking, education exploration, and job opportunities – regardless of your geographic location. RecruitMilitary offers local, regional, and national virtual events. Make the most of your experience with these tips:

Set the Tone

Just because you're not physically in the room with recruiters and interviewers doesn't mean you're not on display. Virtual career fairs offer audio and video presentation tools, so if your initial communication with an employer goes well, you could end up having a one-on-one video interview. Be ready by dressing professionally and setting up your workspace somewhere quiet and well-lit.

Test your video and audio capabilities for interference before the event begins, and make sure the video shows you from the shoulders up, without anything distracting in the background. Make sure your internet connection is strong and reliable.

Be Prepared

Just like attending a physical career fair, it's important to be prepared before you

begin. Register early and upload your resume. Many organizations screen resumes ahead of time, and you could get an early invitation to visit a specific chat session or a request to schedule a video interview.

Research the companies that will be attending (you can do this right in the virtual career fair platform by visiting their profiles). Decide which companies interest you and review their open positions.

Virtual career fairs offer both public and private chats. Public group chats will focus on general topics about the company, its culture, and core values, as well as the answers to general questions.

An employer may invite you to a private chat during the event. This gives you a chance to use your elevator pitch, so have yours ready.

Keep in mind that some companies may have a lot of traffic, so be patient.

Follow-up

The list of employers at a **DAV | RecruitMilitary virtual career fair** remains active after the event. Click any name on the list and review the "Website and Contact" section of the profile for details. Job listings will also remain active for 60 days after the employer has entered them.

If an employer has asked you to apply online, do it – they aren't writing you off. Human Resources protocols often require an applicant to go through the online applicant tracking systems.

The last order of business: Send "thank you" notes to everyone who takes the time to talk to you.

Virtual Career Fair Checklist

- ✓ Strong Wi-Fi connection
- ✓ Camera & microphone functionality
- ✓ Quiet, well-lit workspace with nondescript background
- ✓ Professional attire
- ✓ Digital resume file
- ✓ Elevator pitch
- ✓ Questions about specific organizations or roles

Access additional tips on our resources page.

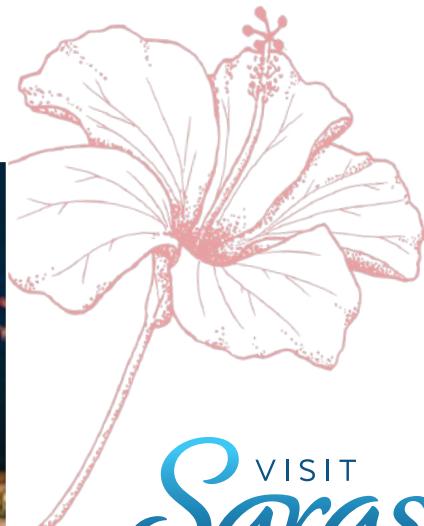


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CAREER FAIR SCHEDULE

Whether you are planning your transition out of the military, looking for networking opportunities, or simply keeping your career options open, now is the time to attend a DAV | RecruitMilitary Career Fair.

VIRTUAL CAREER FAIR REGIONS



IN-PERSON & VIRTUAL CAREER FAIRS

MAY

- 1 Fort Cavazos, TX
- 7 **Military Spouse**
- 9 Fort Liberty, NC
- 21 **National**
- 23 Naval Base Kitsap Area, WA
- 23 Wright Patterson AFB Area, OH
- 30 Atlanta, GA
- 30 Eglin AFB / Hurlburt Field Area, FL
- 30 Twentynine Palms, CA

JUNE

- 4 **National Government Agency**
- 6 Houston, TX
- 6 Naval Air Station Jacksonville, FL
- 6 Phoenix, AZ
- 13 Hampton, VA
- 13 St. Louis, MO
- 18 **Eastern Region**
- 27 Fort Carson, CO
- 27 Joint Base Lewis McChord, WA
- 27 Joint Base Myer-Henderson Hall, VA

JULY

- 9 **Western Region**
- 10 Fort Moore, GA
- 11 Tampa, FL
- 18 Kansas City, MO
- 18 Raleigh, NC
- 25 Naval Station Norfolk, VA
- 25 San Antonio, TX
- 30 **Central Region**

AUGUST

- 1 Denver, CO
- 1 Philadelphia, PA
- 6 **Transitioning Army & Spouse**
- 8 Hill AFB Area, UT
- 15 Camp Pendleton, CA
- 15 Fort Liberty, NC
- 22 Baltimore, MD
- 22 Dallas, TX
- 27 **National**
- 29 Indianapolis, IN

Virtual Career Fair Event

See the full calendar of events.

Act One	http://www.actonegroup.com/heroesinservice	51
Air Liquide	https://usa.airliquide.com/careers	Inside Back Cover
Albertsons	http://albertsonscorporations.com/careers	41
American Family Insurance	www.amfam.com/careers	51
Applied Materials	www.appliedmaterials.com/us/en/careers.html	49
ASML	www.asml.com/en/careers	13
Atlas Copco	https://www.atlascopco.com/en-us/jobs	57
BancFirst	http://bancfirst.bank	11
Bank of America	http://militarytransition.bankofamerica.com	33
BrandSafway	https://brandsafway.com/careers	52
BrightSpeed	https://careers.smartrecruiters.com/Brightspeed	12
Bureau of Land Management	www.blm.gov/california	17
Central Intelligence Agency (CIA)	http://cia.gov/careers	18
Combined Insurance	http://combinedinsurance.com/military	23
Cotiviti	www.cotiviti.com/careers	21
County of Sarasota	www.WorkWhereYouWantToLive.com	63
CPKC	www.cpkr.com/en-us/careers	14
CVS Health	https://cvs.jobs/military-fulfillment	50
DAV (Disabled American Veterans)	www.dav.org/membership/join-dav	17, 61
Dickinson Fleet Services	www.coaxautocinc.com	54
Drug Enforcement Administration	www.dea.gov	42-43
Emergent	www.emergentbiosolutions.com/careers	35
Empire CAT	www.empirecat.com/jobs	31
Exelon	http://jobs.exeloncorp.com	53
Federal Aviation Administration	www.faa.gov/jobs	61
Freeport-McMoRan	http://fmjobs.com	25
GFiber	www.gfiber.com/careers	21
Guardian	https://www.guardianlife.com/careers	54
Healthcare Services Group	go.hcsg.com/military	19
Hourigan	www.hourigan.group/careers	23
Intel	https://jobs.intel.com/en/veterans	11
Ipsen	http://ipsenglobal.com/careers	19
KeHE	https://careers.kehe.com/careers-home/	22
Kinder Morgan	https://www.kindermorgan.com/Careers/Job-Opportunities	32
Lawrence Livermore National Laboratory	https://www.llnl.gov/join-our-team/careers	27
LHC Group	https://careers.lhcgroup.com/careers-home/	33
Marriott	www.marriott.com/veterancareers	15
Medline Industries	www.medline.com/careers	5
Merck	http://jobs.merck.com/veterans	3
Military Sealift Command	http://sealiftcommand.com	55
MyComputerCareer	www.mycomputercareer.edu/	8-9
Nabors Industries	https://www.nabors.com/careers/overview/	4
NW Exterminating	http://careers.callnorthwest.com	24
Nucor	https://nucor.com/careers	39
Parsons	www.parsons.com/military	41
PNC Bank	www.pnc.jobs	58, 59
PPG Industries	www.careers.ppg.com	Back Cover
Rush Enterprises	www.rushenterprises.com/careers	45
Symbotic	www.symbotic.com/careers	45
The Boeing Company	www.boeing.com/veterans	34
The Chefs' Warehouse	www.chefswarehouse.com	38
UBS Financial Services	https://www.ubs.com/global/en/careers.html	46-47
United States Patent and Trademark Office	https://www.uspto.gov/	28-29
USAA	www.usaa.com/memorialday	7
Veolia Water Technologies & Solutions	http://watertechnologies.com/careers	39
Veterans Florida	http://veteransflorida.org	3
Victaulic	www.victauliccareers.com	14
Wabtec	www.wabteccorp.com/careers	37
Westat	www.westat.com/careers	35
Wisconsin Housing and Economic Development		
www.LookForwardWisconsin.com/veterans		Inside Front Cover
Woodward	www.woodward.com/careers	25
World Wide Technology	www.wwt.com/careers	31



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- Online learning platforms
- Employee referral program

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 - Education Assistance Program
 - Employee Assistance Program
 - Flexible Spending and Health Savings Accounts
 - Voluntary Benefits
 - Employee Discounts

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- Diverse global workforce
- Company-wide commitment to diversity, equity and inclusion
- Employee Resource Networks, including the Veterans Employee Resource Network

*Actual benefit offerings confirmed at the time of hire