



Welcome | Untapped Talent Training Series Veterans

Tuesday, March 5, 2024





Untapped Talent Training Series: Veterans Training 4 – Stereotypes & Myths

Tuesday, June 4, 2024



TRAINING SERIES REFRESHER



- **Purpose:** Create a learning environment in which manufacturers and their ISPs liaisons can learn best practices for recruiting and retaining untapped talent.
- **Audience:** Manufacturers, ISPs, and individuals interested in workforce challenges & solutions.
- **Process**
 - Training Series led by ODVS
 - Webinars led by OMA
 - Access to online portal of resources
 - Direct access to untapped talent SMEs

TRAINING SERIES OVERVIEW

VETERANS



This 9-session series is for hiring managers. A subject matter expert will provide pertinent information and answer attendees' questions about recruiting and retaining those who have served in the military. Each is certified for 1.0 hour of SHRM continuing education credit.

SUBJECT-MATTER EXPERT FACILITATOR



Their workforce team empowers Ohio employers with knowledge about military skill and culture so they can better recognize the advantages of hiring veterans.

FORMAT

Open forum format, all manufacturers and ISP staff are welcome to join any or all offered sessions.

NO COST TO YOU

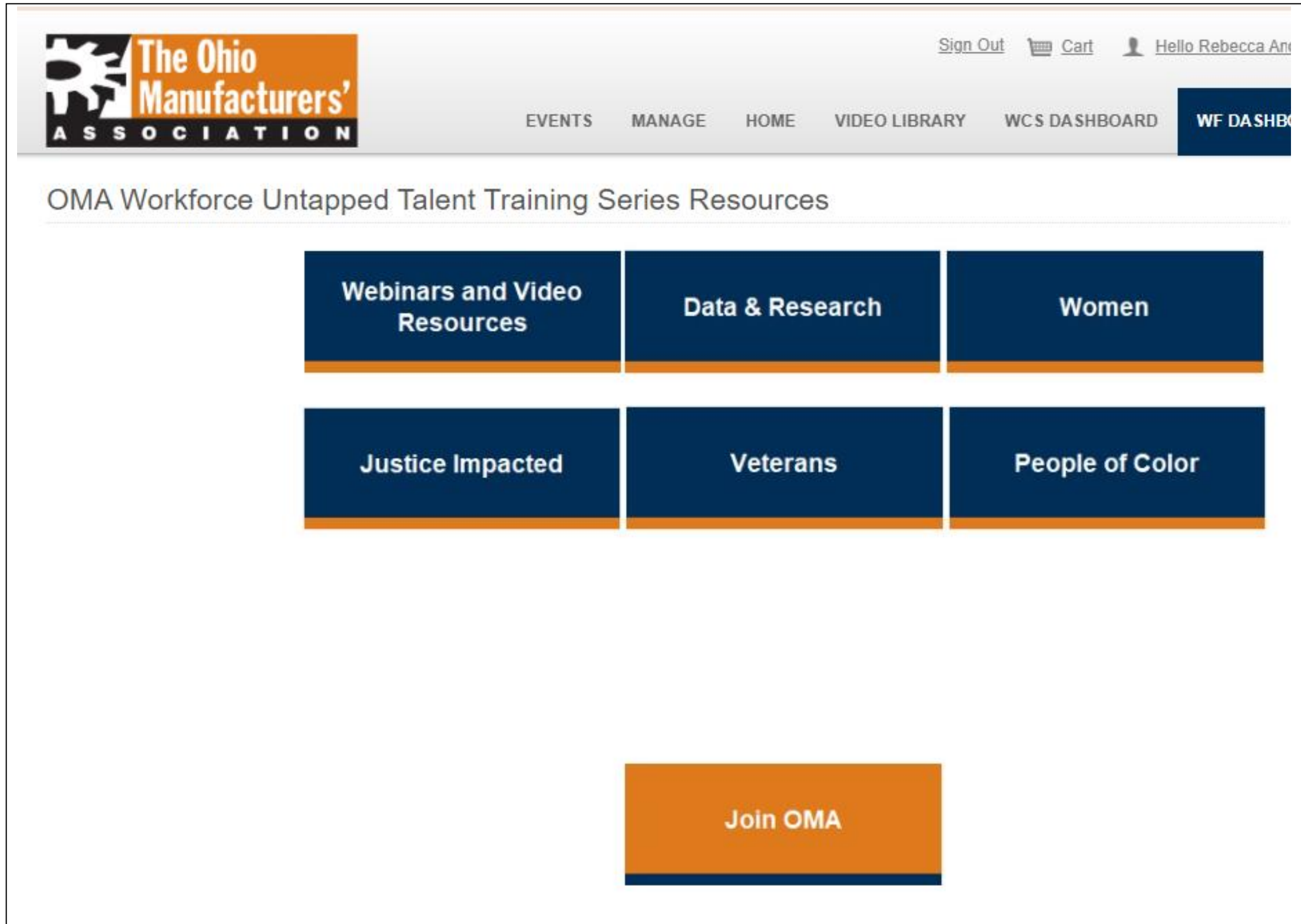
Untapped Talent Training Series are made possible by Ohio's Good Jobs Challenge.

DATES AND TOPICS

9 Sessions

March 5	Launch
April 9	Military Culture
May 7	Veteran Benefits and Resources
June 4	Stereotypes and Myths
July 9	Interviewing Veterans
Aug 6	Mental Health
Sept 3	Creating a Veteran Hiring Program
Oct 1	Managing Veterans
Nov 5	Military Spouses

WORKFORCE RESOURCES IN MYOMA

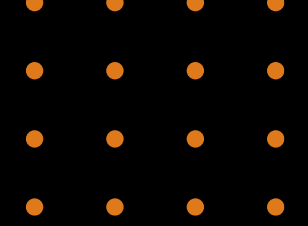


The screenshot shows the website interface for The Ohio Manufacturers' Association. At the top left is the logo with a gear icon and the text "The Ohio Manufacturers' ASSOCIATION". To the right of the logo is a navigation menu with links for "EVENTS", "MANAGE", "HOME", "VIDEO LIBRARY", "WCS DASHBOARD", and "WF DASHB". Further right are links for "Sign Out", "Cart", and "Hello Rebecca An". Below the navigation is a section titled "OMA Workforce Untapped Talent Training Series Resources". This section contains six dark blue buttons with white text: "Webinars and Video Resources", "Data & Research", "Women", "Justice Impacted", "Veterans", and "People of Color". At the bottom center of this section is an orange button with white text that says "Join OMA".

[CLICK HERE TO ACCESS MYOMA](#)



Poll Questions



Introduction Questions:

1. What are you hoping to gain from participating in this training series?
2. What is your biggest challenge related to recruiting, hiring, and retaining veterans in your company?



**Department of
Veterans Services**

Veteran Hiring Overview

- Chris Picha
- Managing Workforce Consultant , Veteran Workforce Development
- Ohio Department of Veterans Services
- workforce@dvs.ohio.gov



**Department of
Veterans Services**



Section One: Introduction



**Department of
Veterans Services**



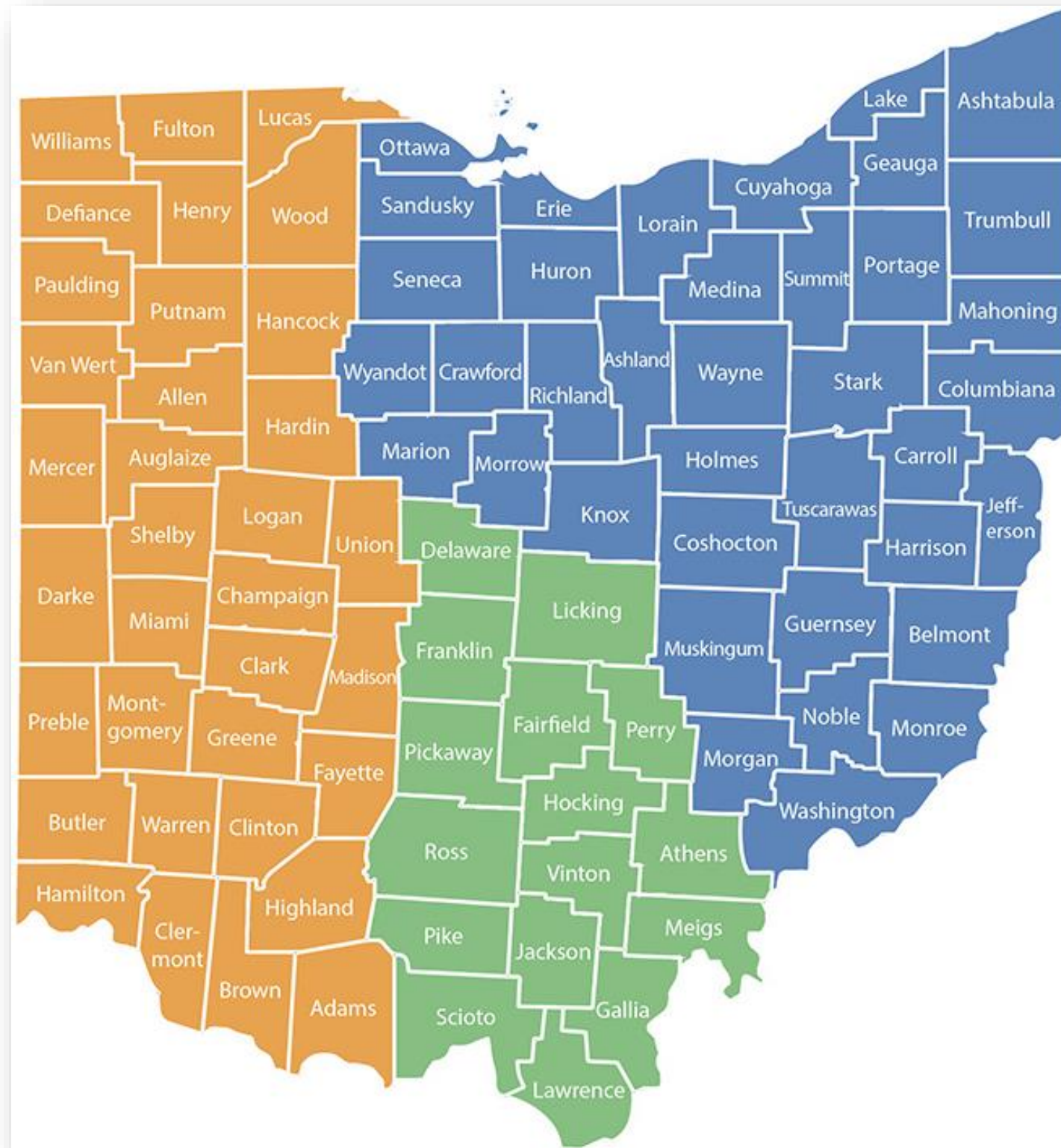
About Me



- Born and raised in a military family
- Army Veteran – Medical Logistics Officer
 - Ohio Troops to Teachers Manager
- M. Ed. OSU – 2003
 - Special Education
- M.P.A. Troy State Univ. – 1987
- O.D.V.S - 2010



ODVS Workforce Consultants



East

- **Tyler Emley**
- Tyler.Emley@dvs.ohio.gov
- **614-296-8548**

Central

- **Chris Picha**
- Chris.picha@dvs.ohio.gov
- **614-975-6270**

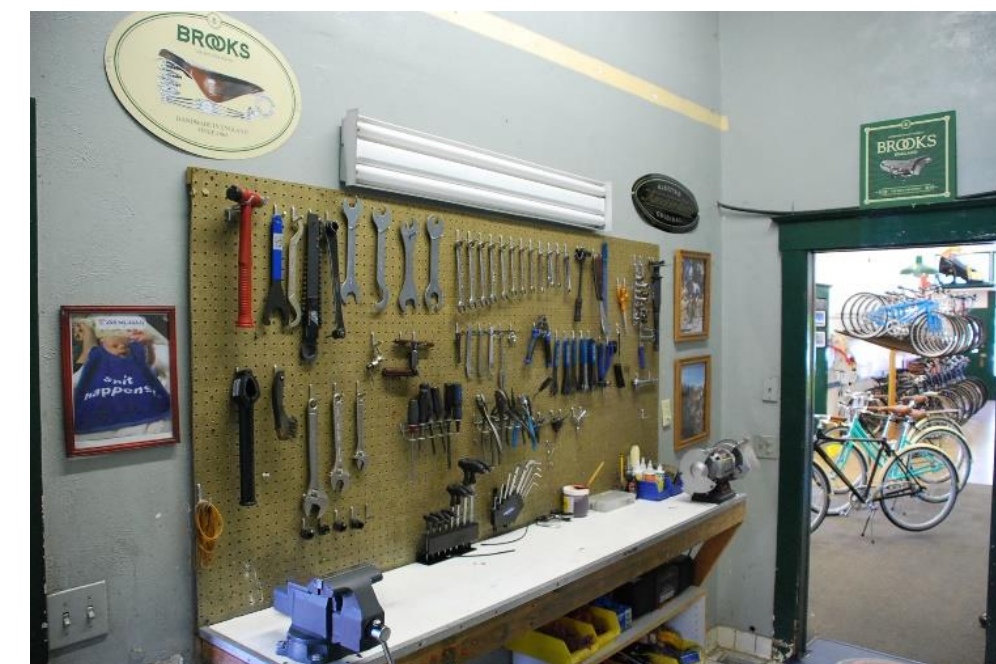
West

- **Kennedy Dennard**
- Kennedy.Dennard@dvs.ohio.gov
- **614-296-7882**



What We Provide

- One-on-one or group training for employer human resources staff and senior management
- Support to veteran employee resource groups
- Connections to veteran applicants via OhioMeansJobs, National Guard Employment Enhancement Program, etc.
- Information for apprenticeship/OJT approval



Training Presentations



- Veteran Hiring Overview
- Military Culture
- Veteran Benefits and Resources
- Stereotypes and Myths
- Interviewing Veterans
- Mental Health
- Veteran Employee Resource Groups
- Managing Veterans
- Military Spouses



ODVS Workforce Website



The screenshot shows the ODVS Workforce Website. The top navigation bar includes the Ohio Department of Veterans Services logo and menu items: JOBS & EDUCATION (highlighted), VETERAN BENEFITS, RESOURCES FOR VETERANS, VETERANS HOMES, VETERANS BONUS, and WHAT WE DO. There are also links for Help and Search.

The breadcrumb trail reads: DVS / Jobs & Education / Veterans Workforce Team / Training Resources.

The main heading is "Training Resources".

On the left, there is a sidebar with the following items:

- Jobs & Education
- Veterans Workforce Team
- State Approving Agency
- Jobs & Education Resources

The main content area features a "SHRM RECERTIFICATION PROVIDER 2020" badge. Below the badge, the text reads: "The ODVS Veterans Workforce Team is recognized by the Society for Human Resource Management to offer Professional Development Credits." To the right of the badge is a "Share this" button with social media icons for Facebook, Twitter, and LinkedIn.

Below the main content, there is a "Presentations" section with a list of topics:

- Creating a Veteran Employment Process
- Interviewing a Veteran
- Managing Veterans
- Military Culture
- Military Spouses
- Understanding Veteran Mental Health
- Veteran Benefits and Resources
- Veteran Hiring Overview
- Veteran Stereotypes and Myths

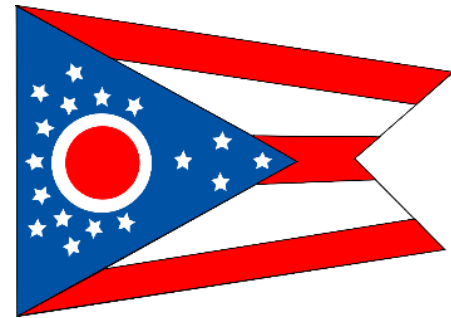
Section Two: Veteran Demographics



**Department of
Veterans Services**



Ohio Veterans: By the Numbers...



Ohio

- ~700,000 Veterans
- In the Top 10 States for Veteran Population

National Veteran Unemployment Rate
3.0%
Jan 2024

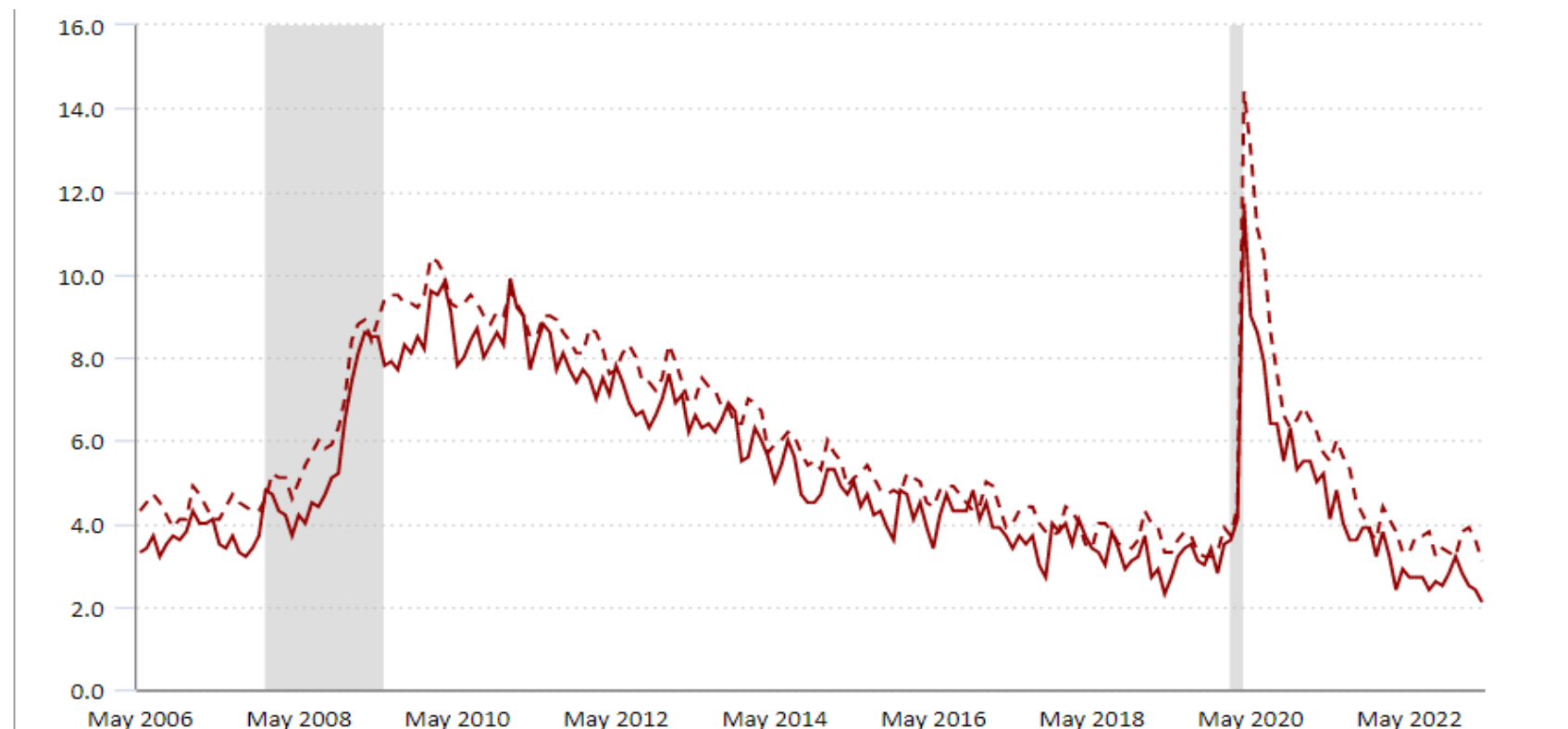
National Veteran Underemployment Rate
31.8%

Top 5 Counties

- Cuyahoga
- Franklin
- Hamilton
- Montgomery
- Summit



Historic National Veteran Unemployment Rate



— **Veterans**
 - - - **Non-Veterans**



Where are the Veteran Job-Seekers?



Ohio Means Jobs



Mahoning County

1,260

County Veteran Resumes

26

Uploaded or updated in last 30
days



Top 3 Skills Listed

Customer Support/Service

Sales

Forklift

Top 3 Education Levels

High School Diploma (569)

Some College (220)

Bachelor's Degree (158)



Higher Education

- Every public university in Ohio has a veteran POC
- Transfer credits and certifications awarded for military service

23,000

**Students currently
using the G.I. Bill**

4,400

**Students using ONG
Scholarship**

1,000

**Service members
using military TA**



Ohio National Guard



- National Guard Employment Enhancement Program
 - Jobs with stability, long term opportunity, consistent employment, and high wages

16,000+

Members of Army/Air Guard

3,700+

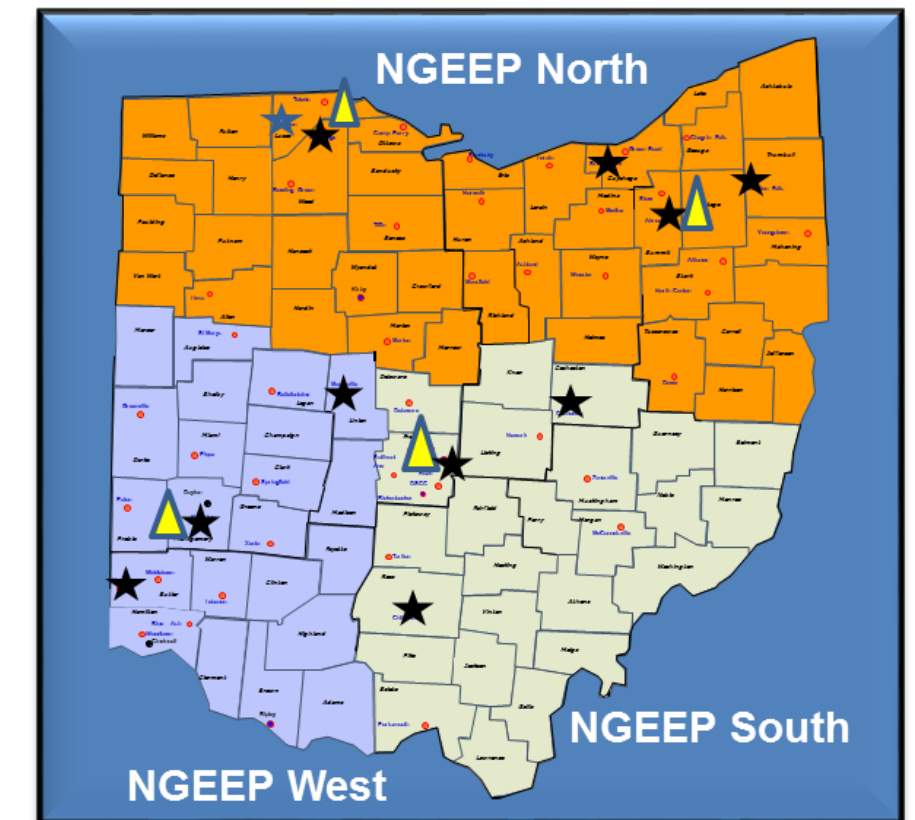
Clients assisted ('17)

2,700+

Employers outreached ('17)

700+

Placements/hires ('17)



Brad Moeller, Program Manager

Bradley.moeller@sygnetics.com

P: 937-638-9378

The State Approving Agency



Traditional College



On the Job Training



Veteran Educational Benefits can be used for a
Traditional College Degree or approved
On-the-Job Training Programs

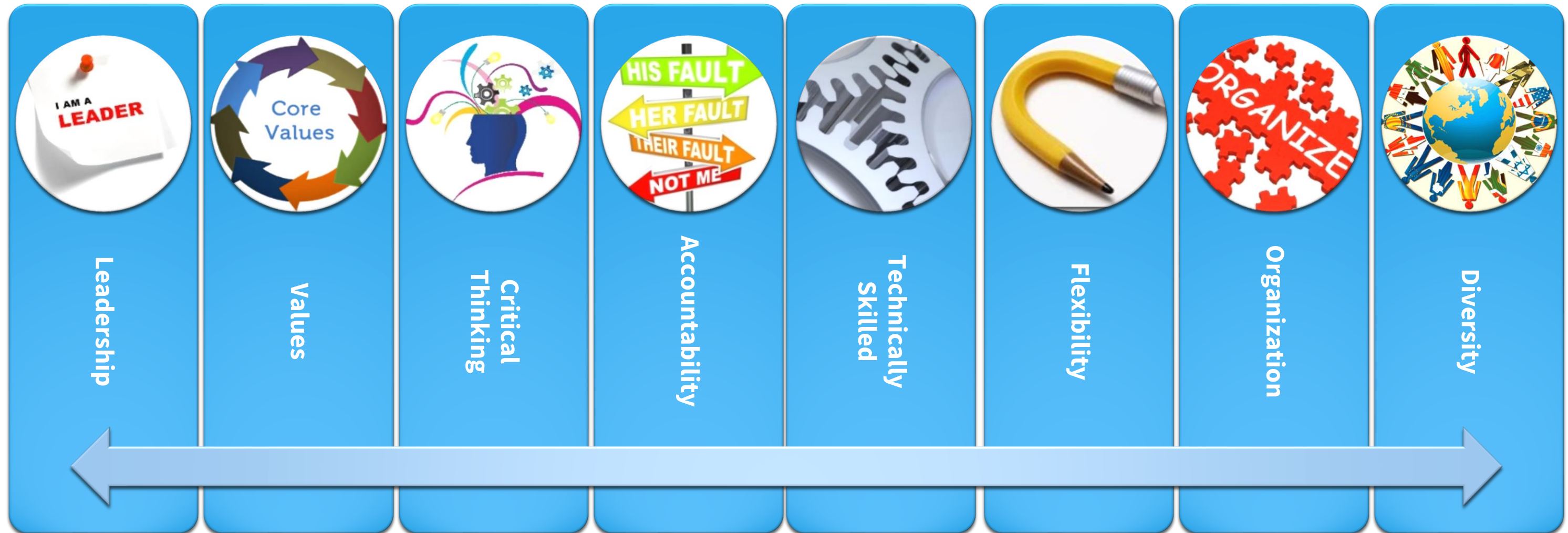
Section Three: The Veteran Hiring Process



**Department of
Veterans Services**



Why Hire a Veteran?



The Veteran Hiring Process



- Veteran hiring initiatives
- Recruiting strategy
- Job posting
- Interview, assessment and decision process
- Onboarding
- Veteran Employee Resource Group

**WE'RE
HIRING!**

Understanding Veteran Hiring Initiatives



- Hire the best qualified talent to support the business strategy
- Garner VA Special Employer Incentives and tax credits
- Meet compliance requirements

Employers: Want to thank a veteran? Hire one.

Claim a tax credit for hiring a veteran who has a service-connected disability, is unemployed, or is a member of a family receiving SNAP (food stamp) benefits.

- Reduce your federal income tax liability by as much as \$9,600 per veteran hired.
- There is no limit on the number of individuals an employer can hire to qualify to claim the tax credit.
- Certain tax-exempt organizations can take advantage of WOTC by receiving a credit against the employer's share of Social Security taxes.

VETERAN TARGET GROUP	MAX. TAX CREDIT
Receives SNAP (food stamps) benefits	\$2,400
Entitled to compensation for service-connected disability:	
Hired within 1 year of discharge or release from active duty	\$4,800
Unemployed at least 6 months in the year ending on the hiring date	\$9,600
Unemployed:	
At least 4 weeks	\$2,400
At least 6 months	\$5,600

Understanding Veteran Hiring Initiatives



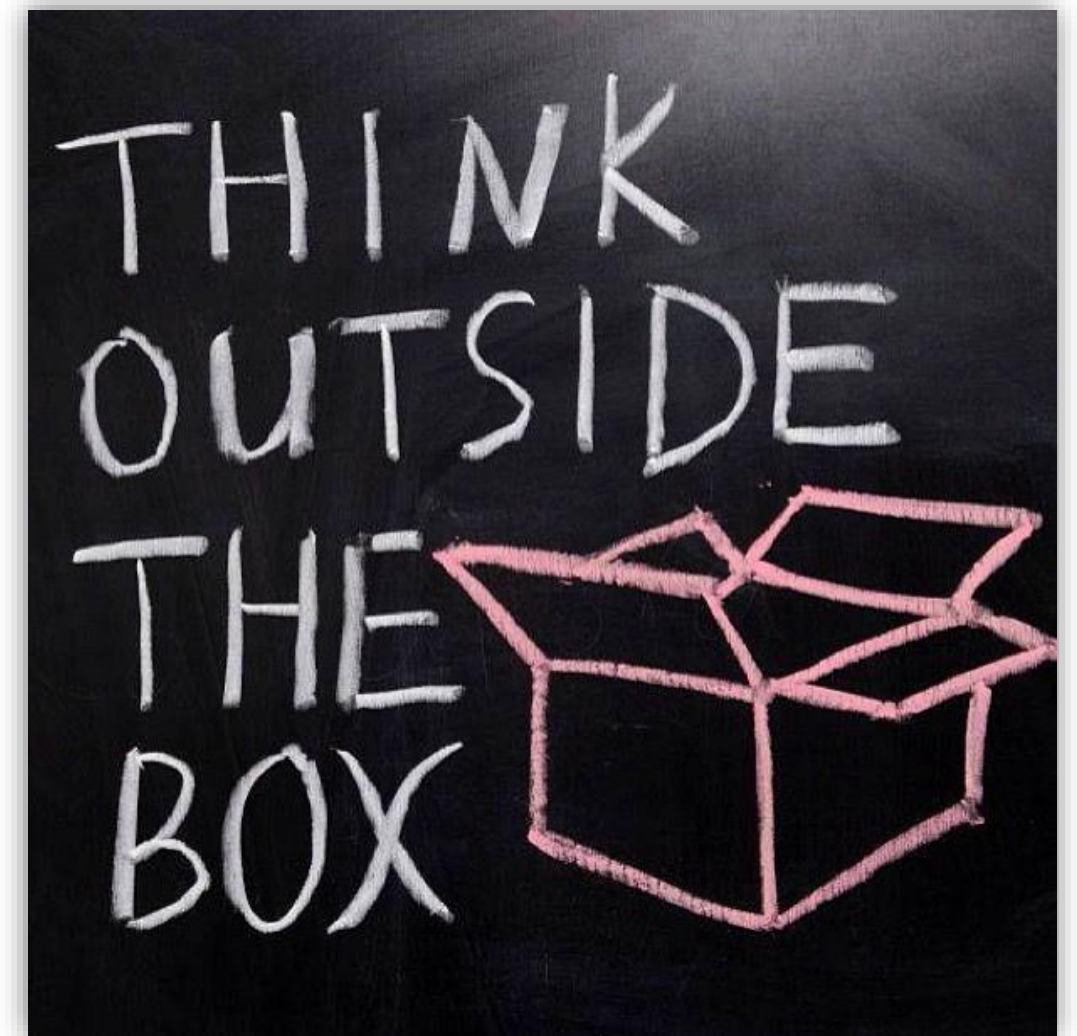
- For more information and direct assistance with the Work Opportunity Tax Credit (WOTC) program Contact:
- The ODJFS Office of Workforce Development at : at wotc_contact@jfs.ohio.gov



Develop Veteran Recruiting Strategy



- Identify Veteran recruiting best practices
- One size does not fit all
- Utilization of mainstream recruiting tools
- Think out of the box
 - OJT/Apprenticeship, use current veteran employees, network at local veteran events



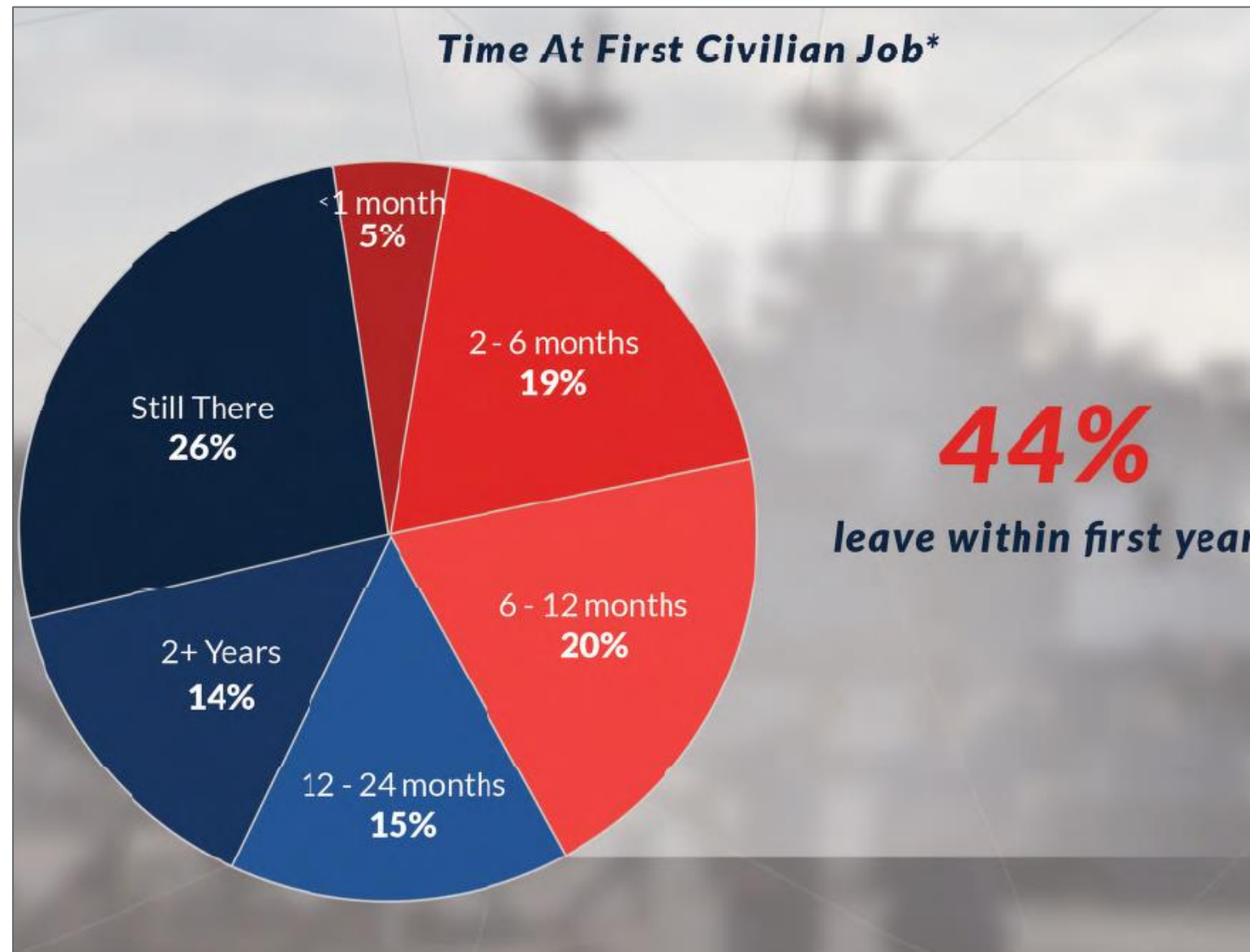
Onboarding for New Veteran Employees



- Senior leadership and hiring manager involvement
- Implement a Mentoring Program (sponsor)
- Consider rotation of newly hired veteran employees
- Involve military spouses
- Establish a Veteran Employee Resource Group



Retention

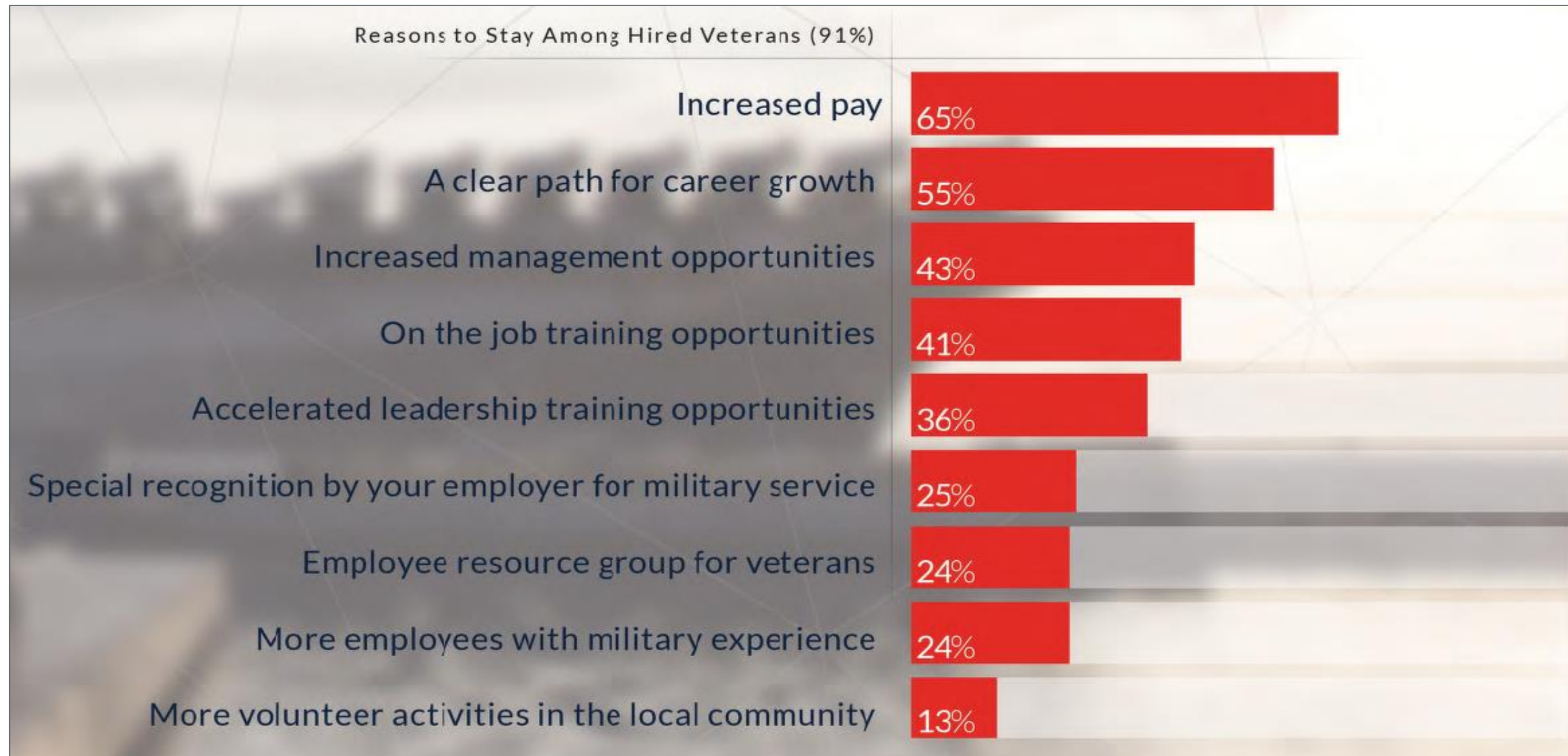


Reasons for Leaving within First Year

I accepted a job offer to make ends meet following my transition from the military, but wanted something else	31%
I found a better job	30%
Job was not what I thought	19%
Difficulty relating to civilian colleagues	16%
Difficulty relating to company	14%
Position was terminated/laid off	12%

Source: Hiring Our Heroes, U.S. Chamber of Commerce, Nov 2016

Retention



Source: Hiring Our Heroes, U.S. Chamber of Commerce, Nov 2016

Section Four: Ohio Means Jobs



**Department of
Veterans Services**



The New Ohio Means Jobs



Let's take a look at Ohio Means Jobs!

A screenshot of the Ohio Means Jobs website homepage. The header includes the logo "Ohio MEANS Jobs.com" and navigation links for "For Job Seekers", "For Employers", "For Students", and "News & Events". On the right, there are icons for "Chat Offline", "Site Search", and "My Profile". A red banner below the header contains a COVID-19 update: "Get the latest information about COVID-19 from the Ohio Dept. of Health on Responsible RestartOhio. View More". The main content area features the heading "Find Your Next Opportunity" and a subtext: "Find a job, learn career skills, meet the requirements of your government benefits, and more on OhioMeansJobs.com". Below this is a search bar with the placeholder text "Search by job title, skill or company" and a "Search" button. A statistics section shows: "186,581 Total Jobs Available", "96,350 Over \$50K Salary", and "3,236 Internships", with a note "As of April 18, 2021". At the bottom of the statistics, it says "Post Your Resume > It only takes a few seconds". On the right side of the page, there is a photograph of a person in a plaid shirt working on a machine in a factory setting.

The New Ohio Means Jobs



Let's take a look at Ohio Means Jobs!

A screenshot of the Ohio Means Jobs website homepage. The top navigation bar includes the logo "Ohio MEANS Jobs .com" and links for "For Job Seekers", "For Employers" (highlighted with a red box), "For Students", and "News & Events". On the right, there are icons for "Chat Offline", "Site Search", and "My Profile". A red banner below the navigation bar contains a warning icon and the text "Get the latest information about COVID-19 from the Ohio Dept. of Health on Responsible RestartOhio." with a "View More" button. The main content area features the heading "Find Your Next Opportunity" and a sub-heading "Find a job, learn career skills, meet the requirements of your government benefits, and more on OhioMeansJobs.com". Below this is a search bar with the placeholder text "Search by job title, skill or company" and a "Search" button. A statistics section displays three metrics: "186,581 Total Jobs Available", "96,350 Over \$50K Salary", and "3,236 Internships", with a note "As of April 18, 2021". At the bottom of the statistics section, there is a link "Post Your Resume > It only takes a few seconds". On the right side of the main content area, there is a photograph of a person in a plaid shirt working on a machine in a factory setting.

The New Ohio Means Jobs



For Job Seekers

For Employers

For Students

News & Events



Live Chat



Site Search

Log In/Sign Up

OMJ (OhioMeansJobs) / [For Employers](#)

For Employers

Find top talent on OhioMeansJobs.com - a One-Stop-shop for Ohio-based companies.

Stats are for the month of April:

8,917

Resume Searches

2,214,827

Active Resumes



Scroll down and select "Find Candidates" and login

Recruiters & Employers Toolbox

The New Ohio Means Jobs



Search keywords, job titles, and by location radius

Look for the red, white, and blue "V" next to the candidate's name

A screenshot of the Ohio Means Jobs website interface. The top navigation bar includes "Ohio MEANS Jobs .com" (powered by Monster), "LIVE CHAT: OFFLINE", and "My Jobs My Candidates". Below the navigation, there are tabs for "Post A Job", "Find Candidates", and "Business Support Center". The main search area shows the search term "Forklift" with a search icon. To the right of the search bar, there are statistics: "434" candidates, "0" stars, "0" crossed-out icons, and "0" envelope icons. Below the search bar, there are filters for "Monster Semantic Search Engine", "Manage Fields", "Clear Fields", "Candidate Sources" (with "ALL CANDIDATES" selected and a "SHOW LIST" link), "Skills" (with "Forklift (Required)" selected), "Location" (with "43215 (50 miles)" selected), and "Resume Updated" (with "Last 30 days" selected). The search results are displayed in a list format. The first result is for "Willie Hill", a "Production Technician 1 /Machine Operator" in Columbus, OH, with a 90% match score and a red, white, and blue "V" next to the name. The second result is for "Randy Moore", a "Shipping SPV" in Sabina, OH, with a 90% match score and a red, white, and blue "V" next to the name. The third result is partially visible, showing a 90% match score and a red, white, and blue "V" next to the name "Joseph...". On the right side of the search results, there is a message: "No candidate selected. Select a candidate from the results to view a profile". At the bottom left of the interface, there is a toggle for "Enable Notifications".

The New Ohio Means Jobs



Search keywords,
job titles, and by
location radius

Look for the red,
white, and blue “V”
next to the
candidate’s name

The screenshot shows the Ohio Means Jobs website interface. At the top, there's a navigation bar with 'Post A Job', 'Find Candidates', and 'Business Support Center'. The search results are for the keyword 'Forklift'. The results show 434 candidates. Two candidates are highlighted with red arrows pointing to their names, which are followed by a red, white, and blue 'V' icon, indicating they are veterans. The first candidate is Willie Hill, a Production Technician 1 / Machine Operator in Columbus, OH. The second candidate is Randy Moore, a Shipping SPV in Sabina, OH. The interface also shows filters for skills, location, and resume updated date.

The New Ohio Means Jobs



Access the Business Support Center

Request Assistance

Select “Finding Employees and “Veteran Information”

The screenshot displays the Ohio Means Jobs Business Support Center interface. At the top, there are navigation tabs for "Post A Job", "Find Candidates", and "Business Support Center", with the latter highlighted. The main content area shows search filters on the left, including "Candidate Sources" (ALL CANDIDATES), "Skills" (Forklift), "Location" (43215), and "Resume Updated" (Last 30 days). The right side shows search results for "Forklift" with 434 candidates. Two candidate profiles are visible: Willie Hill (Production Technician 1 /Machine Operator, Columbus, OH) and Randy Moore (Shipping SPV, Sabina, OH). A "No candidate selected" message is also present on the right.

The New Ohio Means Jobs



Access the Business Support Center

Request Assistance

Select "Finding Employees and Veteran Information"

A screenshot of the Ohio Means Jobs Business Support Center interface. The page is titled "Ohio MEANS Jobs .com" and "POWERED BY MONSTER". The navigation bar includes "Post A Job", "Find Candidates", and "Business Support Center". The "Business Support Center" dropdown menu is open, showing options like "How Do I?" and "Request Assistance", with "Request Assistance" highlighted by a red box. The main content area shows a search for "Forklift" with filters for "Candidate Sources", "Skills" (Forklift), "Location" (43215), and "Resume Updated" (Last 30 days). Two candidate profiles are displayed: Willie Hill (Production Technician 1 / Machine Operator) and Randy Moore (Shipping SPV). A "No candidate selected" message is visible on the right side of the interface.

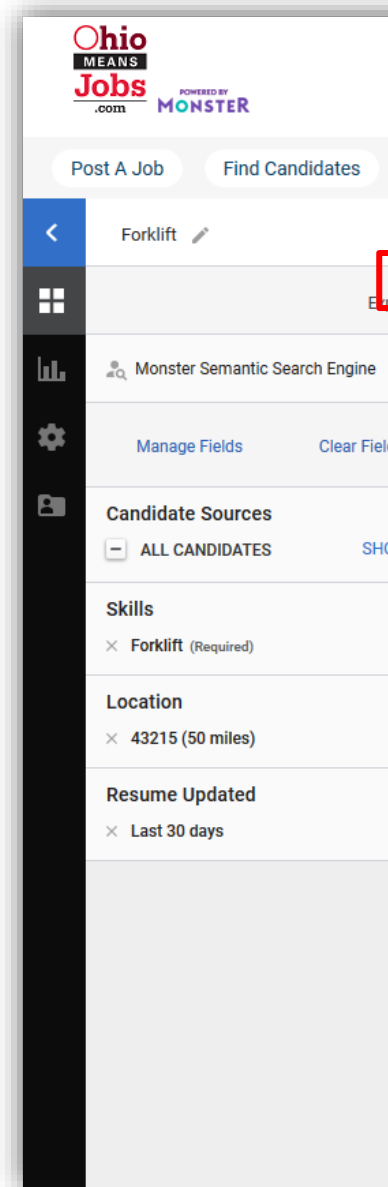
The New Ohio Means Jobs



Access the Business Support Center

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Select “Finding Employees and “Veteran Information”



Ohio MEANS Jobs .com BUSINESS SUPPORT CENTER

How can we be of assistance? (Select at least one)

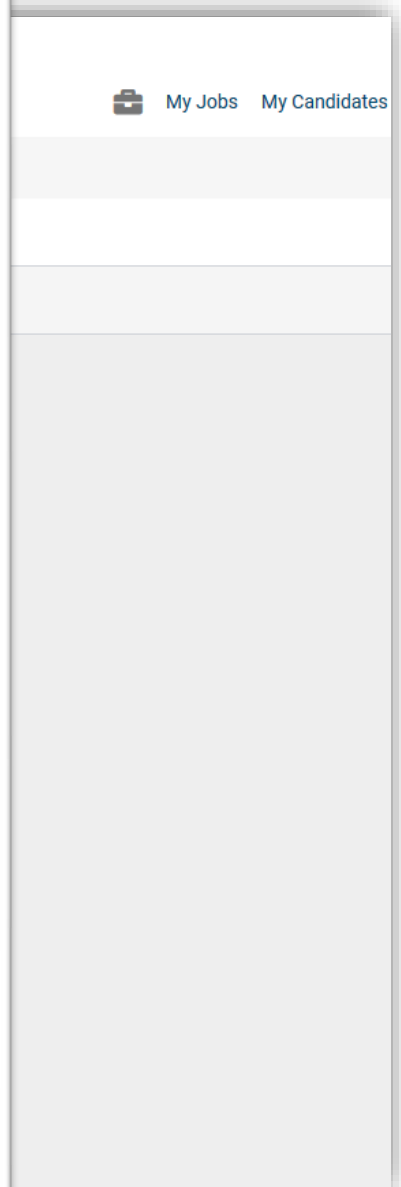
- Posting a Job Job Order Number
- Finding Employees
- Registration/Access Help
- Customized Training
- Layoff Aversion/Support
- Tax Credits from \$1,200 to \$9,600 per Eligible Employee
- Veteran Information
- Need Speaker for Veteran Event
- Other

Employer Information (* = Required Fields)

* First Name
* Last Name
* Company Name
* Zip Code

Employer Preferred Method of Contact (Select at least one)

Email



Military Service Career Center



Let's take a look at the Military Service Career Center!

The screenshot shows the Ohio MEANS Jobs.com website. At the top, there is a navigation bar with the Ohio MEANS Jobs.com logo on the left and "For Job Seekers", "For Employers", "For Students", and "News & Events" on the right. The "For Job Seekers" link is highlighted with a red box. On the far right of the navigation bar, there are icons for "Live Chat", "Site Search", and "My Profile". Below the navigation bar, there are four main sections: "Find a Job", "Build Your Career", "Practice Your Skills", and "Learn About Benefits". Under "Build Your Career", the "Military Service" link is highlighted with a red box. Below this, there are links for "Restored Citizens", "Golden Buckeyes", and "Planning for College". At the bottom of the page, there is a search bar with the text "Search by job title, skill or company" and a "Search" button. Below the search bar, there are statistics: "173,335 Total Jobs Available", "90,714 Over \$50K Salary", and "3,273 Internships", with a note "As of April 4, 2021". At the bottom, there is a link "Post Your Resume" with the text "It only takes a few seconds". On the right side of the page, there is a photo of a person working on a machine.

Military Service Career Center



Connect with college and universities

Become a Military-Friendly Employer

Access the Military Skills Translator

Professional Licenses & Certifications

Find [13 Industry categories doing business in Ohio](#). From each industry card, you can review a list of job titles that require you to have a license or certification. Under each job title, easily find the group that administers each license or certification in Ohio. These websites help you navigate how to obtain a state-issued license or certificate and additional benefits offered to veterans and their spouses.

Articles for Service Professionals

If you're transitioning to civilian life or you have previously separated from service, Ohio offers many benefits designed to assist you and your family.



Education and Training for Military Service

Make the most of the benefits you earned during your military service.



Find a Military-Friendly Employer

List of employers who provide preference to veterans and/or are military-friendly.



Military Skills Translator

Match your military experience to civilian jobs.



Starting a Business

Start or grow your business in Ohio.



Military Service Career Center



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Tips for Ohio Means Jobs



- Register as a military friendly employer
- Events – attend OMJ job fairs & host events
- Use the military translator to your advantage
- Post your open positions; search resumes
- Veterans? Look for the red, white and blue V and the red, white and blue S for military spouses.



DoD SkillBridge



- Opportunity to connect with transitioning service members
 - 180 days from separation
- Bridge the military-civilian divide
- Employers can:
 - Leverage highly trained talent
 - Access a skilled workforce
 - Assist soon-to-be veterans
 - Participate at no cost



<https://dodskillbridge.usalearning.gov/index.htm>

Medallion Program



- Department of Labor annual recognition program
 - 24 Ohio employers awarded in 2021
 - 23 Ohio employers awarded in 2022
 - 24 Ohio employers awarded in 2023
- Small, medium, and large employer criteria
- Platinum and Gold awards
- [HIREVets.gov](https://www.dhs.gov/hirevets)



Section Five: Military Culture



**Department of
Veterans Services**





Rank

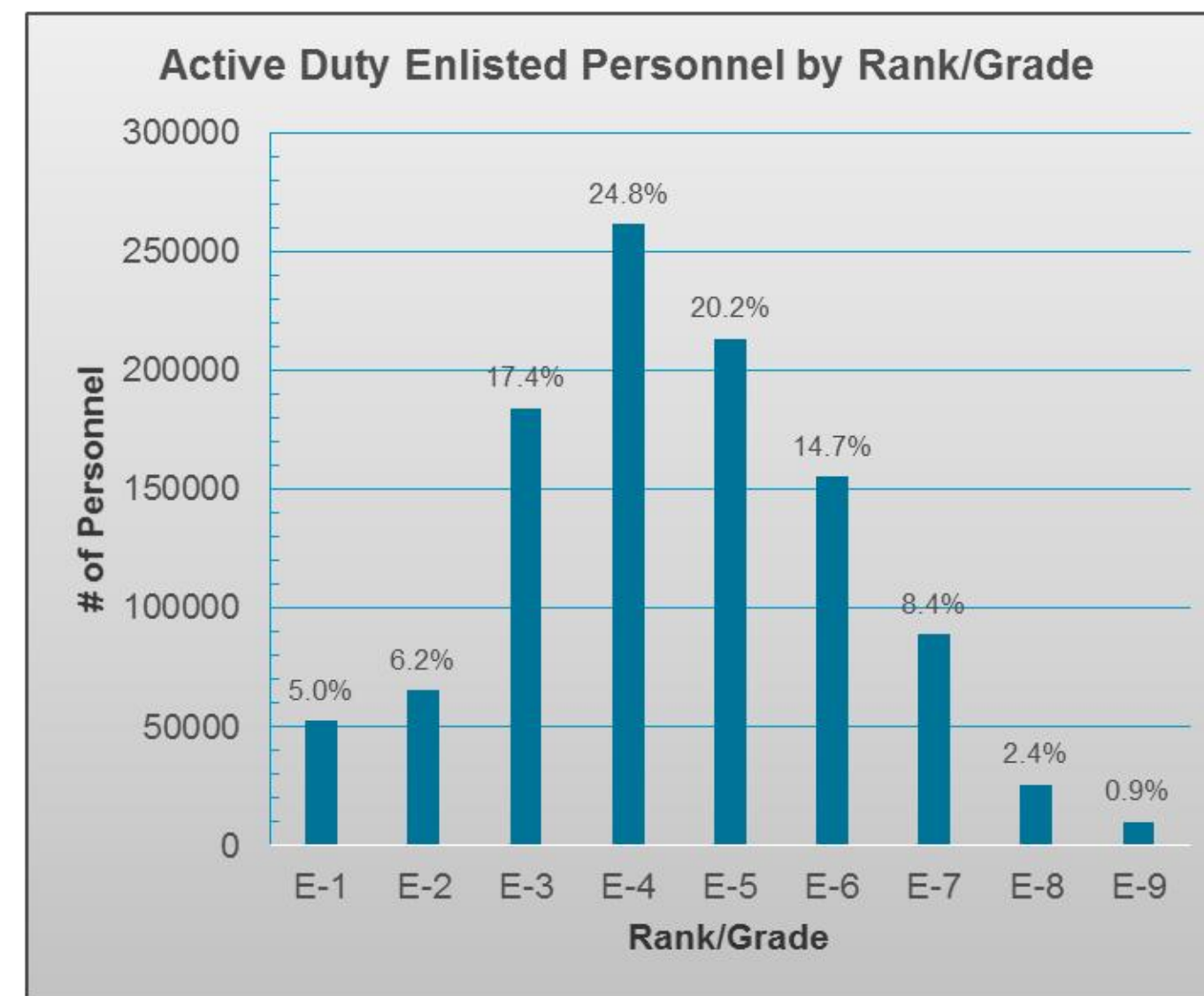
- Similar to the corporate titles Vice President, Manager, Supervisor, Analyst, etc.





The Enlisted Force

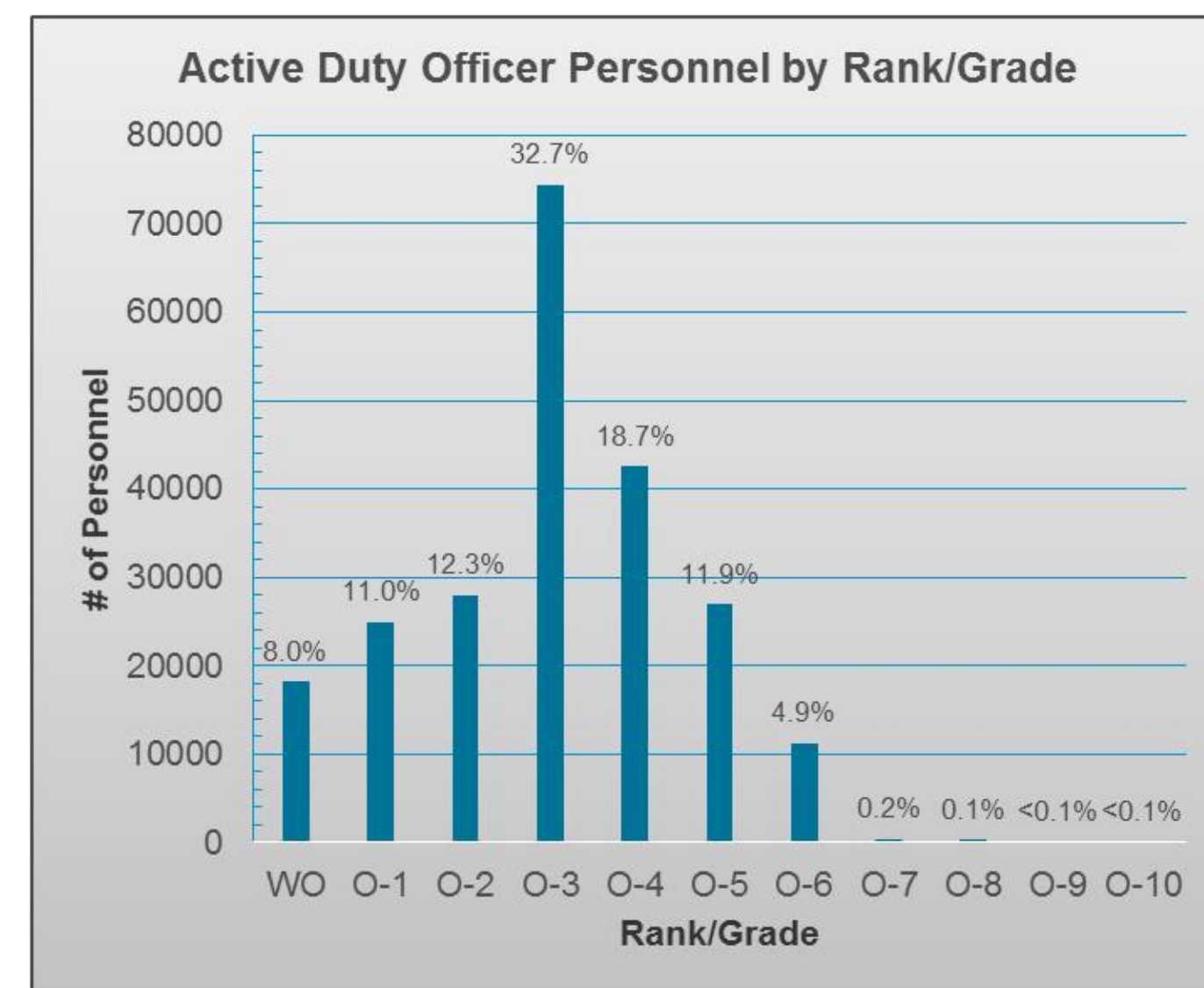
- 83% of veteran applicants come from enlisted ranks
- “E-” designation from 1-9
- E-4/E-5 are non-commissioned officers
- High school diploma





The Officer Ranks

- “O-” designation from 1-10
- 63% are O-3 thru O-5
- Only 0.39% are Generals
- 83% have at least a Bachelor’s degree
- Commissioned through:
 - Military academy
 - Reserve Officer’s Training Corp
 - Officer Candidate School





Base Pay Ranges

Enlisted

Grade	Base Pay Range
E-9	\$65,700 - \$102,000
E-8	\$53,800 - \$76,700
E-7	\$37,400 - \$67,200
E-6	\$32,300 - \$50,100
E-5	\$29,600 - \$42,000
E-4	\$27,200 - \$33,000
E-3	\$24,500 - \$27,600
E-2	\$23,300
E-1	\$20,800

- Basic pay is main component of salary
- Other allowances:
 - Housing
 - Subsistence
 - Clothing
- Discounts:
 - Tax-free shopping
 - Military discounts
 - Discounted daycare
- Special/Incentive:
 - Hostile Fire Pay
 - Recruiter or Jump Pay

Officer

Grade	Base Pay Range
O-9+	\$186,600 - \$197,300
O-8	\$132,000 - \$190,300
O-7	\$109,700 - \$163,900
O-6	\$83,200 - \$147,200
O-5	\$69,300 - \$117,800
O-4	\$59,800 - \$99,900
O-3	\$52,600 - \$91,300
O-2	\$45,500 - \$72,800
O-1	\$39,400 - \$61,600



Base Pay Example

Enlisted

Grade	Base Pay Range
E-9	\$65,700 - \$102,000
E-8	\$53,800 - \$76,700
E-7	\$37,400 - \$67,200
E-6	\$32,300 - \$50,100
E-5	\$29,600 - \$42,000
E-4	\$27,200 - \$33,000
E-3	\$24,500 - \$27,600
E-2	\$23,300
E-1	\$20,800

E-5 with 4+ years of service in Columbus, OH		
Pay Type	Monthly Amount	Annual Amount
Base Pay	\$2891.40	\$34,696.80
Housing*	\$1,257.00	\$15,084.00
Subsistence	\$372.71	\$4,472.52
Other Discounts	\$500.00	\$6,000.00
	Annual Total	\$60,253.32

*with dependents

Military Occupational Specialty (MOS)



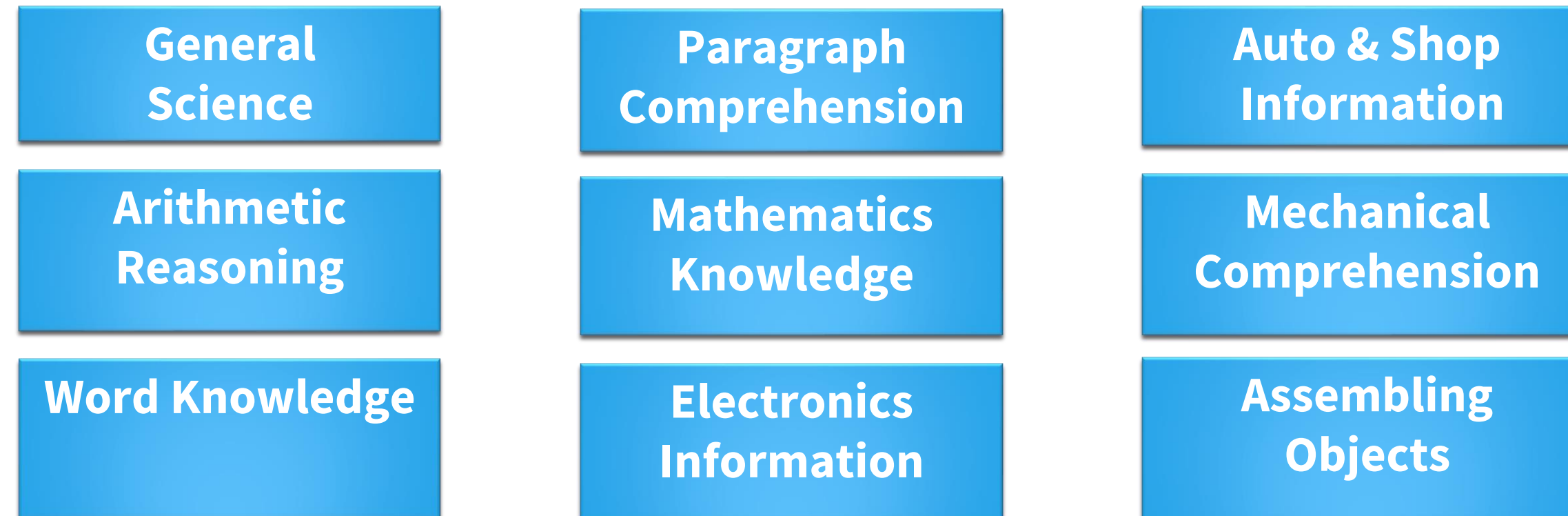
- Similar to the corporate functions, such as Operations Manager, Customer Service Representative, Engineer, etc.
- MOS: Used by Army, Marines and Coast Guard
- AFSC: Air Force Specialty Code
- NEC: Naval Enlistment Classification



Armed Services Vocational Aptitude Battery (ASVAB)



- ASVAB measures aptitude in 9 areas:



- 225 questions in 2 ½ hours

Areas of Skills/Training



Enlisted Occupation Group	Army	Air Force	Coast Guard	Marines	Navy	Enlisted Personnel per Occupation	
Administrative	6,140	14,046	1,507	12,018	18,635	52,346	4.8%
Combat Specialty	109,625	677	649	39,350	8,388	158,689	14.5%
Construction	15,313	5,195	-	6,252	3,987	30,747	2.9%
Electronics	31,051	29,310	4,341	16,822	48,236	129,760	11.7%
Engineering	43,567	49,162	1,256	26,917	39,611	160,513	14.5%
Healthcare	29,986	15,441	707	-	25,345	71,479	6.4%
Human Resources	16,558	7,720	1	2,214	3,941	30,434	2.8%
Machine Operator	4,107	6,063	1,688	2,539	8,542	22,939	2.1%
Media and PR	6,646	7,095	136	2,439	3,859	20,175	1.9%
Protective Service	21,802	32,573	2,720	6,096	12,011	75,202	6.8%
Support Service	9,901	4,981	1,145	2,263	8,129	26,419	2.5%
Transportation/Logistics	48,096	27,840	9,879	23,213	37,709	146,737	13.4%
Vehicle/Machine Mechanic	45,344	41,555	5,532	21,511	47,353	161,295	14.6%
Unspecified Code	2,984	5,038	1,439	1,161	2,555	13,177	1.1%
Total	391,120	246,696	31,000	162,795	268,301	1,099,912	100.0%

SOURCE: U.S. Department of Defense, Defense Manpower Data Center



Resume Examples – The Good

Highly motivated retired military officer, who has served overseas in combat divisions in critical and demanding command and staff positions. Successfully completed tour of duty as a Tank Company Commander, 2nd Infantry Division, Korea. Performed contract work in Iraq and Kuwait as a Senior/Lead Field Service Representative (FSR) for MAXXPRO and RG-33 Mine Resistant Ambush Protected (MRAP) Vehicle Programs. Vietnam Veteran, (U.S. Navy). Reputation for **attention to detail, integrity**, team building, and mission accomplishment. Excellent **leadership and communication skills**. Solid record of making **correct decisions in high stress and hostile environments**.

leadership

communication skills

attention to detail
integrity

correct decisions in high stress and hostile environments

Professional Experience

Division Command Center of Excellence (MC CoE)

Assistant Operations Officer (Major)

Fort Leavenworth, Kansas

Responsible for the daily overall operational and functionality of the MC CoE Headquarters Section and subordinate elements. Served as officer in charge of operational physical security (OPSEC), safety officer, Key Control Officer, Secure Communications Room Manager, and Supply Officer, among other additional duties.

- Updated and wrote Standard Operating Procedures for OPSEC, Safety, Key Control, and Secure Communications Room in accordance with higher authority policies.
- Successfully passed all inspection by higher authority.
- Trained and mentored assistant employees in their additional duties.
- Conducted other duties as directed by immediate supervisor.



Resume Examples – The Bad

Field Service Representative (FSR) for MAXXPRO and RG-33 Mine Resistant Ambush Protected (MRAP)

Responsible for the daily overall operational and functionality of the MC CoE Headquarters Section and

- Conducted other duties as directed by immediate supervisor.

Commander, 2nd Infantry Division, Korea. Preformed contract work in Iraq and Kuwait as a Senior/Lead Field Service Representative (FSR) for MAXXPRO and RG-33 Mine Resistant Ambush Protected (MRAP) Vehicle Programs. Vietnam Veteran, (U.S. Navy). Reputation for attention to detail, integrity, team building, and mission accomplishment. Excellent leadership and communication skills. Solid record of making correct decisions in high stress and hostile environments.

Professional Experience

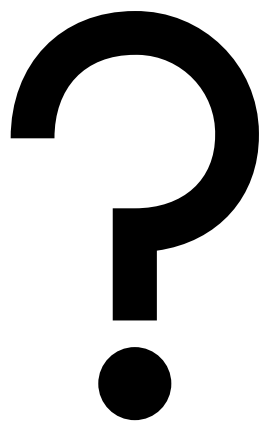
Mission Command Center of Excellence (MC CoE) 2009-2014

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Resume Examples – The Bad

Field Service Representative (FSR) for MAXXPRO and RG-33 Mine Resistant Ambush Protected (MRAP)

Responsible for the daily overall operational and functionality of the MC CoE Headquarters Section and

- Conducted other duties as directed by immediate supervisor.

Translation:

Trained personnel on vehicle operation, automotive and electrical system maintenance procedures

Commanded Mission Control center to perform critical daily tasks and issued directives for key staff

Additional duties included Logistics Manager and training/mentoring civilian employees in workspace

Military Skills Translator



Let's take a look at the Military Skills Translator!

A screenshot of the OhioMeansJobs.com website. The page is titled "Ohio MEANS Jobs.com" and includes navigation links for "For Job Seekers", "For Employers", "For Students", and "News & Events". The "For Job Seekers" link is highlighted with a red box. Below the navigation, there are four main sections: "Find a Job", "Build Your Career", "Practice Your Skills", and "Learn About Benefits". Under "Build Your Career", the "Military Service" link is highlighted with a red box. The page also features a search bar, a "Search" button, and statistics for job availability, high salary jobs, and internships as of April 4, 2021. A "Post Your Resume" button is also visible. The footer includes "Help Center" and "Contact Us" links.

Military Skills Translator



Let's take a look at the Military Skills Translator!

Professional Licenses & Certifications

Find [13 Industry categories doing business in Ohio](#). From each industry card, you can review a list of job titles that require you to have a license or certification. Under each job title, easily find the group that administers each license or certification in Ohio. These websites help you navigate how to obtain a state-issued license or certificate and additional benefits offered to veterans and their spouses.

Articles for Service Professionals

If you're transitioning to civilian life or you have previously separated from service, Ohio offers many benefits designed to assist you and your family.



Education and Training for Military Service

Make the most of the benefits you earned during your military service.



Find a Military-Friendly Employer

List of employers who provide preference to veterans and/or are military-friendly.



Military Skills Translator

Match your military experience to civilian jobs.



Starting a Business

Start or grow your business in Ohio.



Military Skills Translator



Click "LAUNCH"
Military Skills
Translator

OMJ (OhioMeansJobs) / For Job Seekers / Build Your Career / Military Service / **Military Skills Translator**

Build Your Career

Career Preparation

Military Service

Restored Citizens

Golden Buckeyes

Planning For College

Military Skills Translator



Career resources for military service members.

Map your military skills.

This information will empower you to build your resume and search for a great civilian career.

- Click the launch button.
- Select your branch of service.
- Enter your military job title (MOS / AFSC / NEC/ Speciality).

LAUNCH

Military Skills Translator

Share This



For More Information

US Military Service Search Tool

This [occupational search which includes a military service branch and keyword filter](#).

From the link above, select your military branch, enter a keyword, & click "Go".

Military Skills Translator



- Search using branch of service, pay grade and/or job title
- MOS / AFSC / NEC
- Or simply type in the occupation title

The screenshot shows the "Military Skills Translator" web application. At the top left is the "Ohio MEANS Jobs.com" logo. A navigation menu includes "EXPLORE IT", "PLAN IT", "FUND IT", "FIND IT", "COLLEGE STUDENTS", and "VETERANS". The main heading is "MILITARY SKILLS TRANSLATOR" with the sub-heading "Match Military Experience to Civilian Jobs". To the right, it says "POWERED BY Military.com". There are two input fields: "Service" with a dropdown menu showing "Select Your Service", and "Military Job Title" with a text input field containing "Enter MOS / AFSC / Rating". A large red button labeled "Search Jobs Now" is positioned below the input fields. At the bottom, there is a footer with navigation links (Home, Employers, Individuals, Youth, Events, Regional Articles, Live Chat, Privacy Policy, Help & Security, Contact Us, Site Index), browser compatibility information, and copyright text: "© : 2007-2017 OhioMeansJobs.com. All rights reserved. Powered by MONSTER".

Military Skills Translator



Search Example:
USAF 2A333
Tactical Aircraft
Maintenance

Automatically lists
similar civilian skills

Shows current
openings on
OhioMeansJobs

Save Profile Create Resume

Service
Air Force ▼

Military Job Title
2A333 Tactical Aircraft Maintenanc

Keyword
Enter Keyword

Location
Enter city, state, or zip

Subspecialties
Add/Edit Subspecialties >

Trainings & Schools
Add/Edit Training >

Civilian Skills(9)
Aircraft & Ship Maintenance/Crew Operations
Blueprints/Technical Diagrams
Electrical Component/Equipment Installation
Electrical System Testing/Measurement
Electronic Device/System Installation/Repair
Electronic Equipment Calibration

98 EQUIVALENT CIVILIAN JOBS

PSOC5LP + SDCard+ USB + RTC+ AUDIO AMP + Charging Circuit
Beavercreek, OH

Automotive Service Porter, No Sundays, Joseph Cadillac of Dublin
Dublin, OH

Mechanic Technician for Forkli
COMPANY CONFIDENTIAL Youngstown, OH

Senior RF Circuit Designer
ANONYMOUS EMPLOYER Fairborn, OH

Automotive Technician
Brunswick, OH

AUTO MECHANIC WANTED \$1000.00 PER WEEK TO START
North Royalton, OH

Automotive Service Technician / Milford / Batavia / Amelia
Cincinnati, OH

Auto Technician
Mansfield, OH

Auto tech / Automotive Mechanic MARYSVILLE, Brakes, Tires, light Engin
Marysville, OH

Service technician needed for general automotive repair
Brunswick, OH

Mechanic Needed
Columbus, OH

Auto General Service and Oil and Lube Technician
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Air Force ▼

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Enter city, state, or zip

Subspecialties

Add/Edit Subspecialties >

Trainings & Schools

Add/Edit Training >

Civilian Skills(9)

- Aircraft & Ship Maintenance/Crew Operations
- Blueprints/Technical Diagrams
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- Electrical System Testing/Measurement
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Service
Air Force

Military Job Title
2A333 Tactical Aircraft Maintenanc

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- Mechanic Needed**
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- Auto General Service and Oil and Lube Technician**
Cincinnati, OH

"Hiring a veteran brings so much to your company: experience, leadership skills, and a great work ethic for starters."

– Ohio Governor Mike DeWine



**Department of
Veterans Services**



Questions?



**Department of
Veterans Services**



SHRM Recertification



NEXT STEPS

WHAT'S
NEXT?

- Short 30-second survey coming your way.

- Recording and materials will be accessible via MyOMA Library.

2024 OMA WEBINARS

Untapped Talent Training Series: **Focus on Women** - 03/21/2024

Untapped Talent Training Series: **Focus on Justice-Impacted Individuals** - 06/20/2024

Untapped Talent Training Series: **Focus on People of Color** - 09/26/2024

Untapped Talent Training Series: **Focus on Veterans** - 12/12/2024

[ACCESS ALL OMA WEBINARS HERE](#)



THANK YOU FOR ATTENDING!

**Veterans Training Series:
Session 2 – Military Culture**

Tuesday, April 9, 2024





THANK YOU FOR ATTENDING!

**Veterans Training Series:
Training 3 – Military Culture**

Tuesday, April 9, 2024

