



# Untapped Talent Training Series: Veterans Training 2 – Military Culture

Tuesday, April 9, 2024



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## HOUSEKEEPING



- If possible, turn your camera on!
- Microphones will be muted during the session if you are not presenting, but feel free to use the chat!
- This session will be recorded; all recorded training sessions are stored at the OMA Video Library at [www.ohiomfg.com](http://www.ohiomfg.com). Use your My OMA login to access. We will also email you the link to the recording, along with today's presentation.
- Additionally, you will receive a 30-second survey by email later today asking you about your experience related to today's session. We value both your attendance today and your feedback!



2

# Military Culture



Chris Picha

Managing Consultant, Workforce  
Development

Ohio Department of Veterans Services

[workforce@dvs.ohio.gov](mailto:workforce@dvs.ohio.gov)



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## Overview



- About Us and the Ohio Department of Veterans Services
- Veteran Demographics
- Rank Structure
- Military Occupations
- Questions/Feedback

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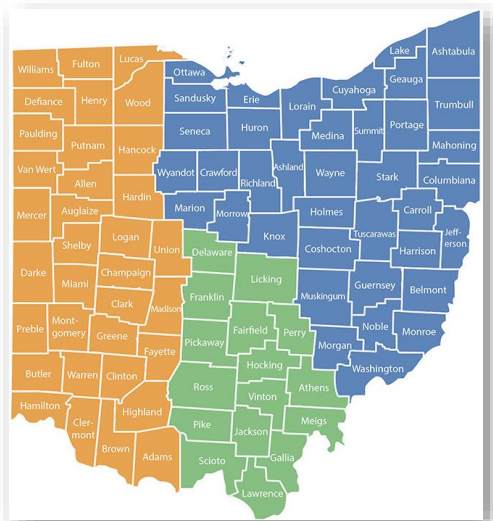
# About Me



- 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



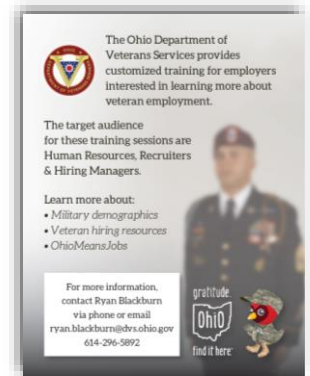
<b>East</b>	<ul style="list-style-type: none"> <li>• Tyler Emley</li> <li>• <a href="mailto:Tyler.Emley@dvs.ohio.gov">Tyler.Emley@dvs.ohio.gov</a></li> <li>• 614-296-8548</li> </ul>
<b>Central</b>	<ul style="list-style-type: none"> <li>• Chris Picha</li> <li>• <a href="mailto:Chris.picha@dvs.ohio.gov">Chris.picha@dvs.ohio.gov</a></li> <li>• 614-975-6270</li> </ul>
<b>West</b>	<ul style="list-style-type: none"> <li>• Kennedy Dennard</li> <li>• <a href="mailto:Kennedy.Dennard@dvs.ohio.gov">Kennedy.Dennard@dvs.ohio.gov</a></li> <li>• 614-296-7882</li> </ul>



## 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



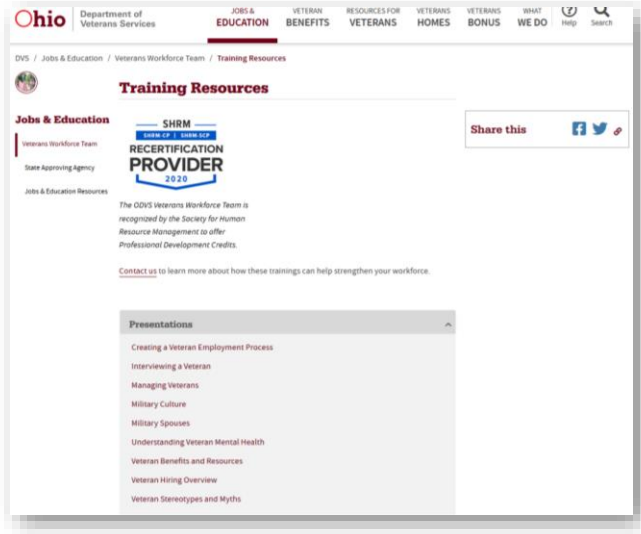
## Training Presentations



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



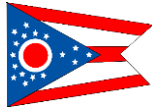
# ODVS Workforce Website



# Section One: Veteran Demographics



# Ohio Veterans: By the Numbers...



## Ohio

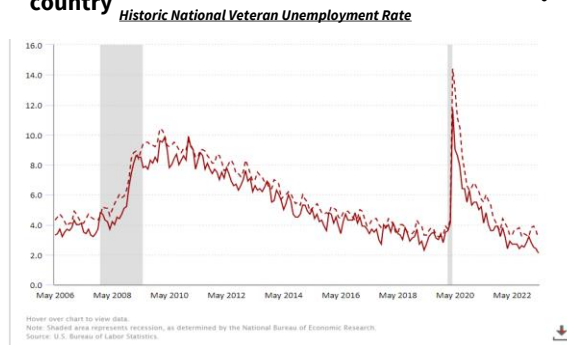
- ~733,000 Veterans
- 6th largest in the country

National Veteran Unemployment Rate
<b>2.8%</b>
April 2023

National Veteran Underemployment Rate
<b>31.8%</b>

### Top 5 Counties

- Cuyahoga
- Franklin
- Hamilton
- Montgomery
- Summit



— Veterans  
 - - - Non-Veterans



# Where are the Veteran Job-Seekers?



# Ohio Means Jobs



## Franklin County

**9,016**

County Veteran Resumes

**540+**

Uploaded or updated in last 30 days within 50 miles of Columbus (43215)



## Top 3 Skills Listed

- Customer Support/Service
- Sales
- Training/Teaching

## Top 3 Education Levels

- Some College (2,467)
- High School Diploma (2,311)
- Bachelor's Degree (1,738)



# 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

**17,000+**

Members of Army/Air Guard

**3,700+**

Clients assisted ('17)

**2,700+**

Employers outreached ('17)

**700+**

Placements/hires ('17)



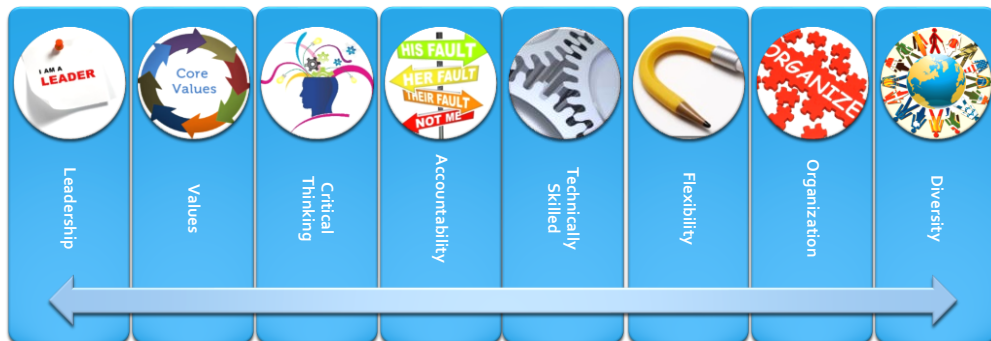
**Brad Moeller, Program Manager**

[bmoeller@interactivegov.com](mailto:bmoeller@interactivegov.com)

614-336-7366



# Why Hire a Veteran?



# Section Two: Rank Structure

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## Overview



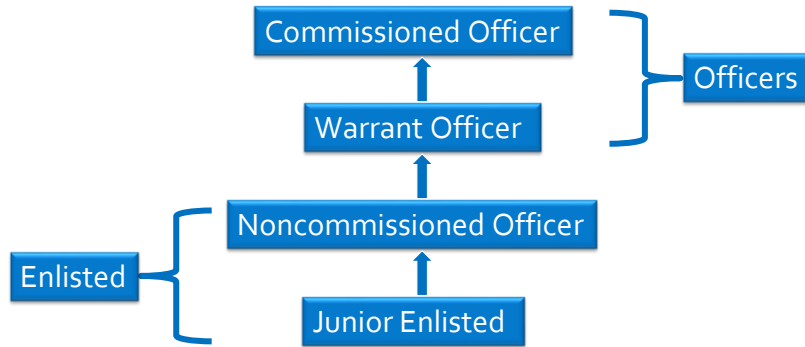
- Definitions
- The Enlisted Force
  - Rank
  - Education and skills
- The Officer Force
  - Rank
  - Education and skills
- Pay Grades



## Rank



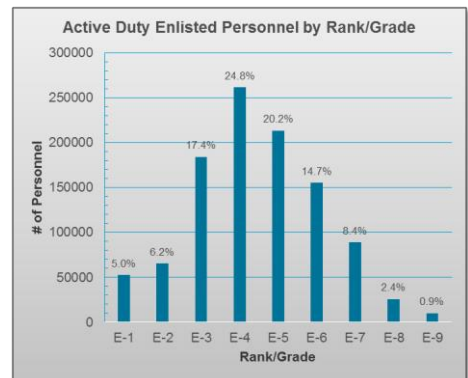
- Similar to the corporate titles Vice President, Manager, Supervisor, Analyst, etc.

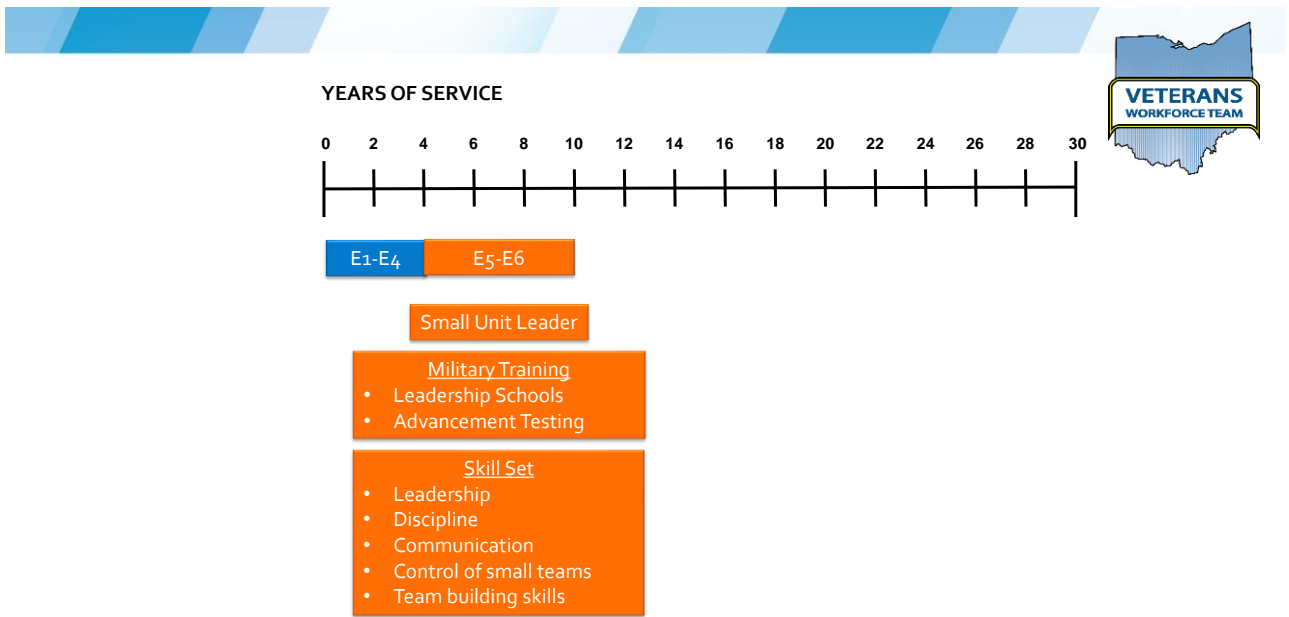
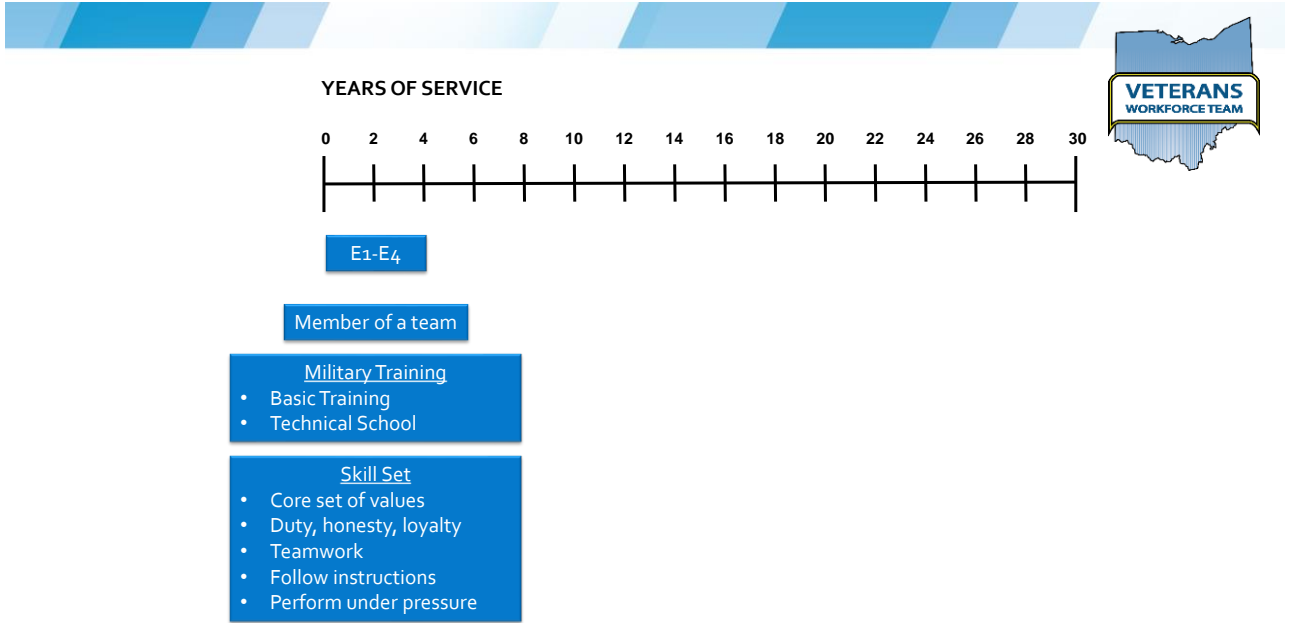


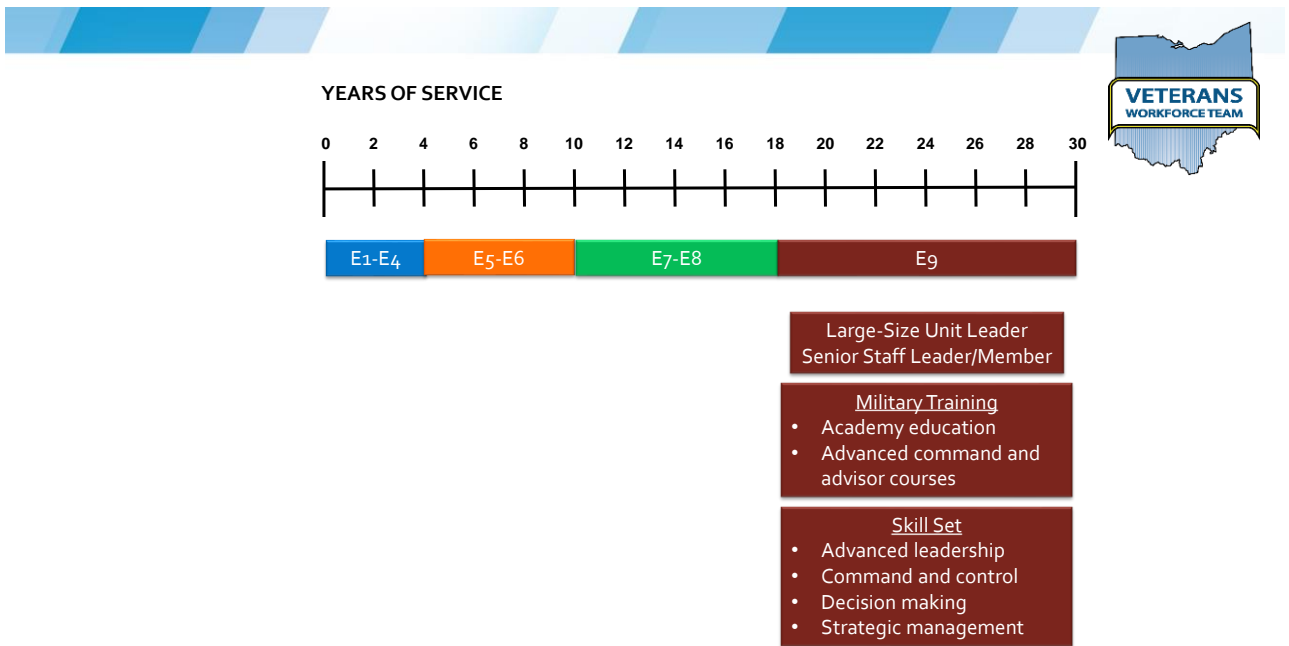
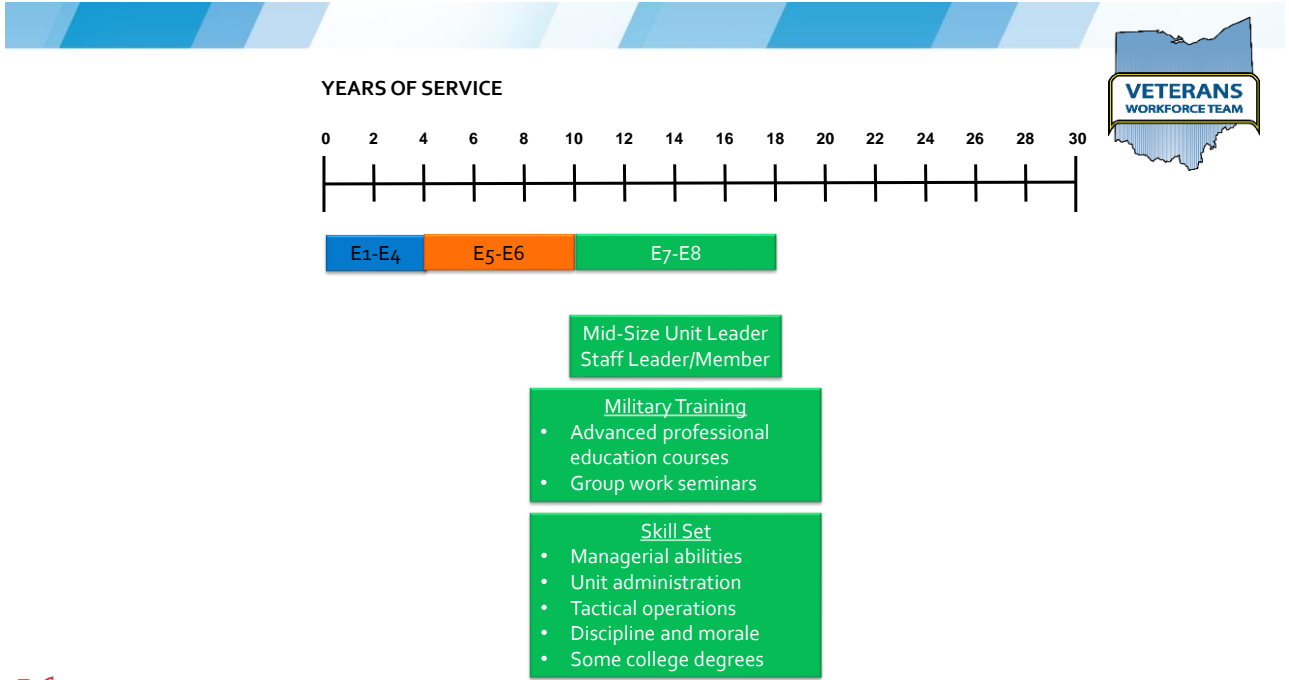
## The Enlisted Force



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



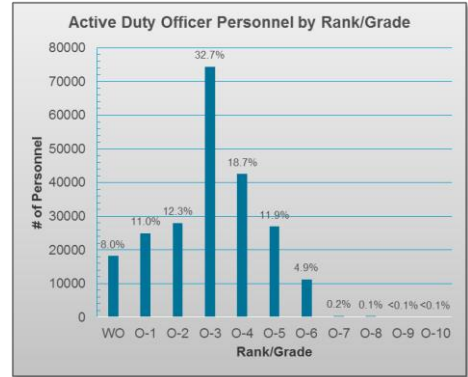




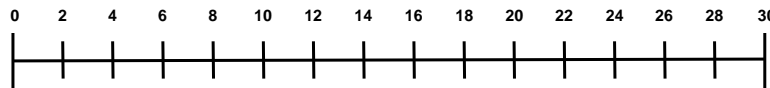
# The Officer Ranks



- “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

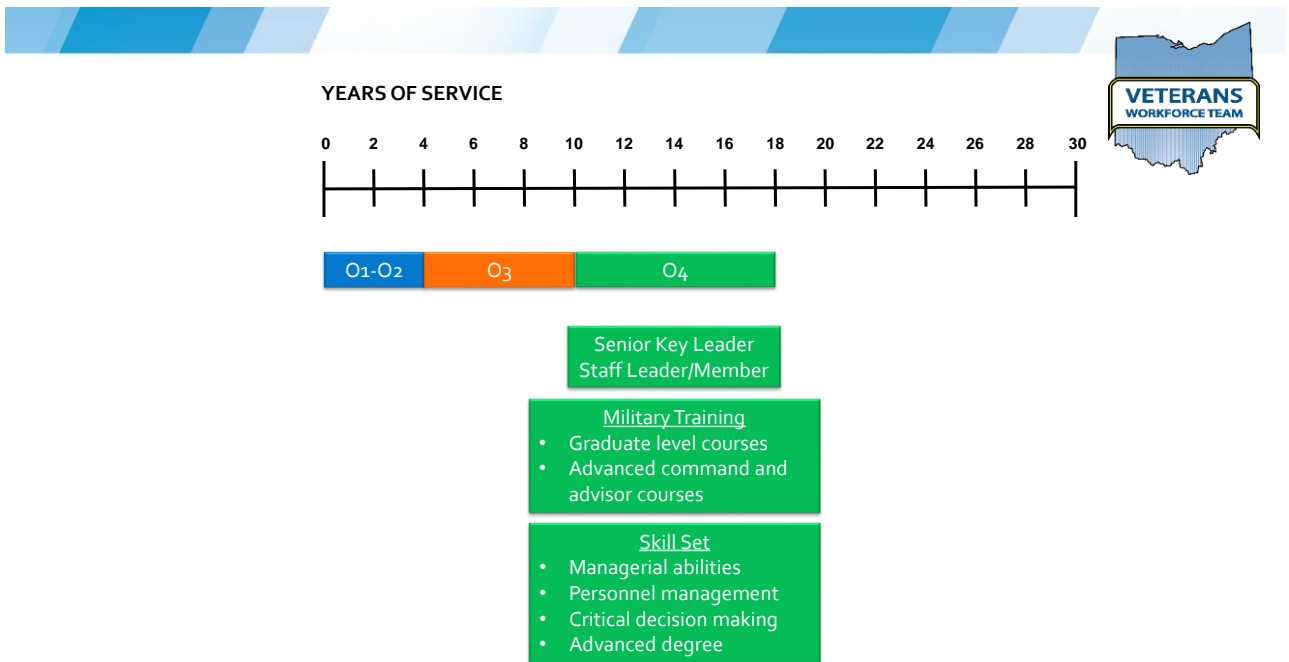
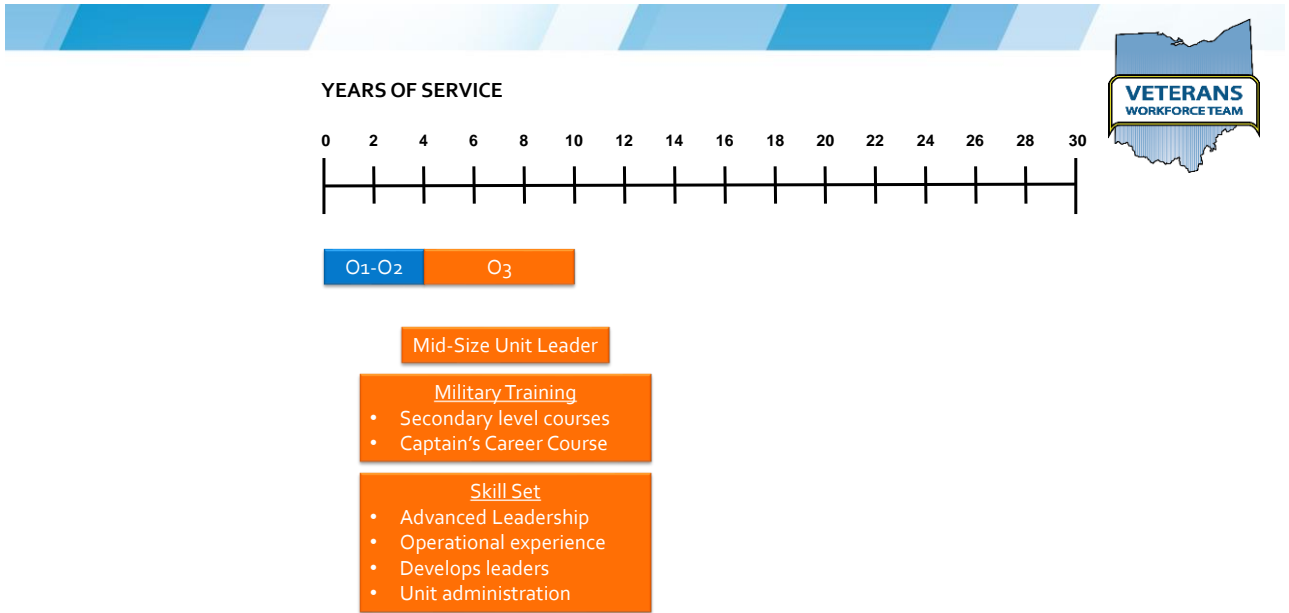


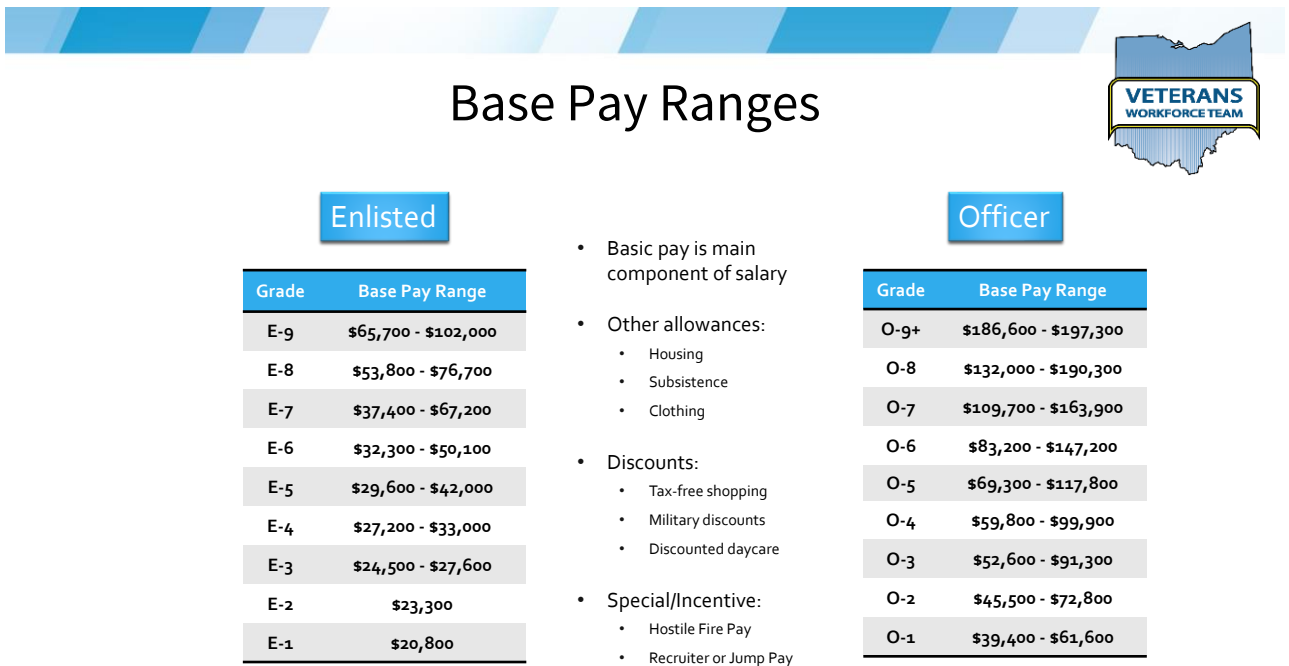
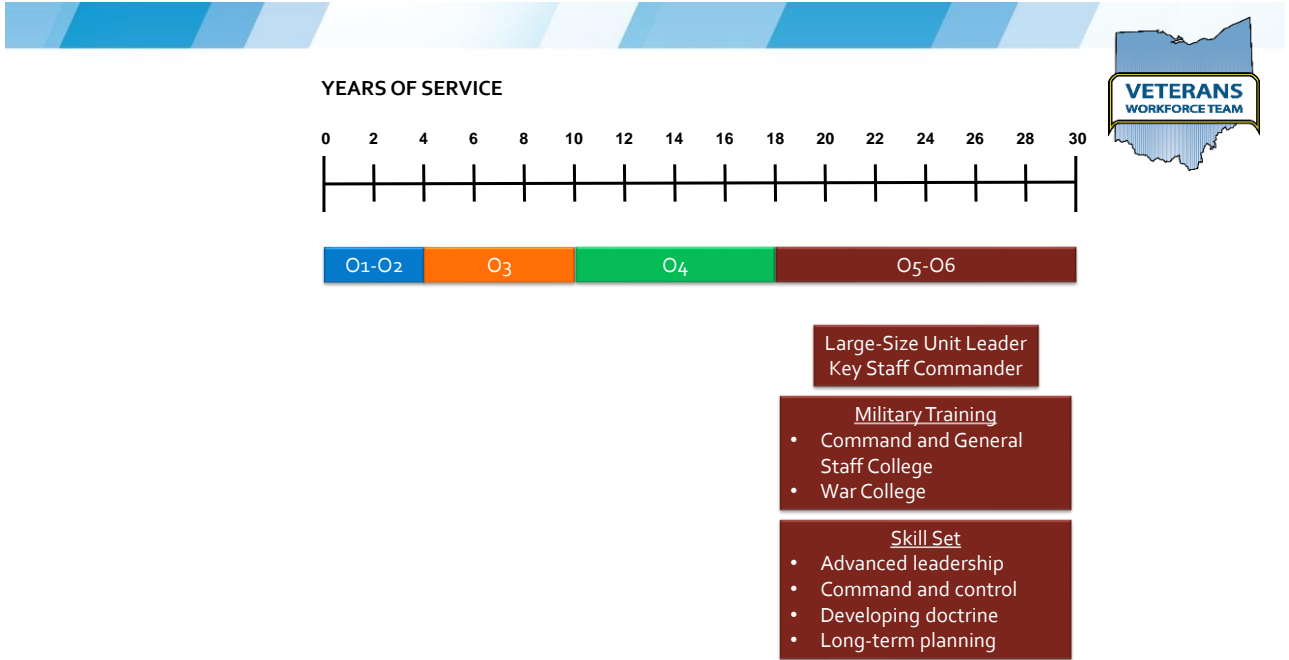
## YEARS OF SERVICE



- O1-O2
- Small Unit Leader
- Military Training
  - Officer Basic Training
  - Initial Technical School
- Skill Set
  - Four year degree
  - Team building
  - Follow instructions
  - Attention to detail







## 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	<b>\$60,253.32</b>

\*with dependents

## Review



- Rank is similar to corporate titles
  - President, VP, Supervisor, Analyst
- Enlisted personnel obtain core values and formal leadership training
- Officer personnel often lead teams and possess advanced college degrees
- Base pay is only a fraction of a veteran's overall pay



# Section Three: Military Occupations

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## Overview



- Definitions
- Military Job Statistics
- Transitional Examples
- Military Skills Translator
- Review

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## Military Occupational Specialty (MOS)



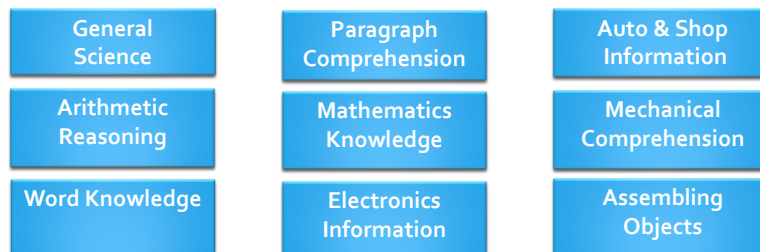
- Similar to the corporate functions, such as Operations Manager, Customer Service Representative, Engineer, etc.
- MOS: Used by Army, Marines and Coast Guard
- AFSC: Air Force Specialty Code
- NEC: Naval Enlistment Classification



## Armed Services Vocational Aptitude Battery (ASVAB)



- ASVAB measures aptitude in 9 areas:

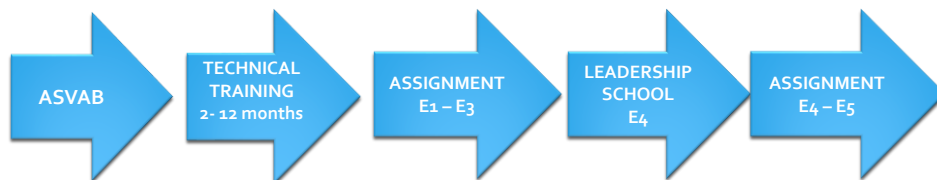


- 225 questions in 2 ½ hours

## How the ASVAB is Used



- There is an overall minimum score that the applicant must attain in order to join the military in any occupation
- Scores in each of the 9 areas of the ASVAB determine which occupations an applicant is eligible to be trained



## Translating Skills and Experience



- The military has over **7,000** job positions across more than **100+** functional areas
- **81%** of these jobs have a direct civilian equivalent
- It is very important to properly translate your skills, experience, past training and future goals when trying to secure a civilian position.

## 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%
<b>Total</b>	<b>391,120</b>	<b>246,696</b>	<b>31,000</b>	<b>162,795</b>	<b>268,301</b>	<b>1,099,912</b>	<b>100.0%</b>

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

"The Trusted Voice for Veterans"



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## The Culture



- Direct communication style “bullet speak”
  - Acronyms
  - Improvise, adapt, overcome
- Discipline – Clear Direction – Daily Structure
  - The Chain of Command
- Review positions descriptions
- Ritualized and documented feedback



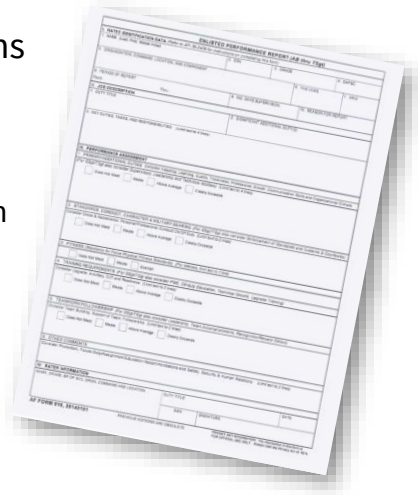
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## Military Performance Evaluations



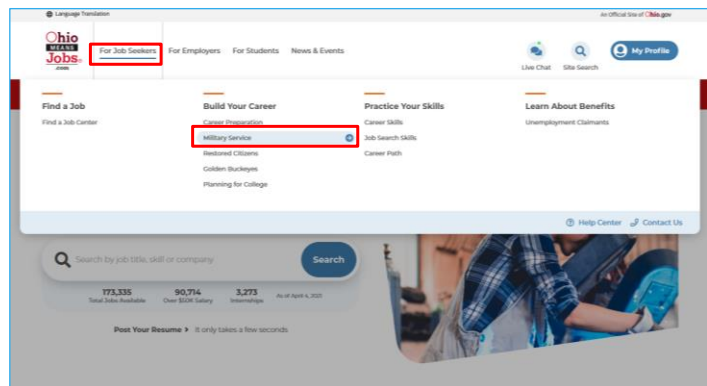
- Formal, face-to-face feedback sessions
  - Within 60 days of assignment
  - Midterm feedback ~6 months after
  - Enlisted/Officer Performance Evaluation annually (EPR/OPR)
    - 60 days after EPR or OPR
- Annual physical fitness tests



## Military Skills Translator



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



# 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**



**LAUNCH**  
Military Skills Translator

Share This [f](#) [t](#) [p](#)

**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".

**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.

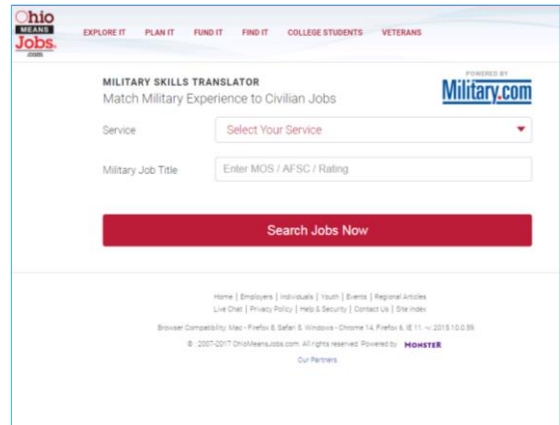
- Click the launch button.
- Select your branch of service.
- Enter your military job title (MOS / AFSC / NEC / Specialty).



# Military Skills Translator



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



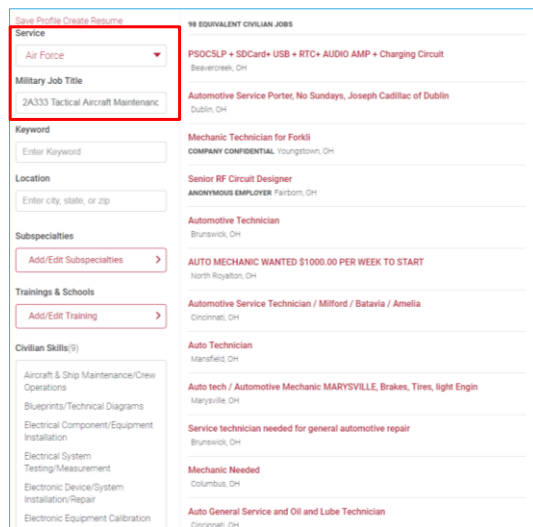
# Military Skills Translator



Search Example:  
USAF 2A333  
Tactical Aircraft  
Maintenance

Automatically lists  
similar civilian skills

Shows current  
openings on  
OhioMeansJobs



# Military Skills Translator



Search Example:  
USAF 2A333  
Tactical Aircraft  
Maintenance

Automatically lists  
similar civilian skills

Shows current  
openings on  
OhioMeansJobs

<p>Save Profile Create Resume</p> <p>Service Air Force</p> <p>Military Job Title 2A333 Tactical Aircraft Maintenance</p> <p>Keyword Enter Keyword</p> <p>Location Enter city, state, or zip</p> <p>Subspecialties Add/Edit Subspecialties</p> <p>Trainings &amp; Schools Add/Edit Training</p> <p><b>Civilian Skills(9)</b></p> <ul style="list-style-type: none"> <li>Aircraft &amp; Ship Maintenance/Crew Operations</li> <li>Blueprints/Technical Diagrams</li> <li>Electrical Component/Equipment Installation</li> <li>Electrical System Testing/Measurement</li> <li>Electronic Device/System Installation/Repair</li> <li>Electronic Equipment Calibration</li> </ul>	<p><b>98 EQUIVALENT CIVILIAN JOBS</b></p> <p>PSDCSLP + SDCard+ USB + RTC+ AUDIO AMP + Charging Circuit Beavercreek, OH</p> <p>Automotive Service Porter, No Sundays, Joseph Cadillac of Dublin Dublin, OH</p> <p>Mechanic Technician for Forklift COMPANY CONFIDENTIAL, Youngstown, OH</p> <p>Senior RF Circuit Designer ANONYMOUS EMPLOYER, Fairborn, OH</p> <p>Automotive Technician Brunswick, OH</p> <p>AUTO MECHANIC WANTED \$1000.00 PER WEEK TO START North Royalton, OH</p> <p>Automotive Service Technician / Milford / Batavia / Amelia Cincinnati, OH</p> <p>Auto Technician Mansfield, OH</p> <p>Auto tech / Automotive Mechanic MARYSVILLE, Brakes, Tires, light Engin Marysville, OH</p> <p>Service technician needed for general automotive repair Brunswick, OH</p> <p>Mechanic Needed Columbus, OH</p> <p>Auto General Service and Oil and Lube Technician Cincinnati, OH</p>
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# Military Skills Translator



Search Example:  
USAF 2A333  
Tactical Aircraft  
Maintenance

Automatically lists  
similar civilian skills

Shows current  
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<p>Save Profile Create Resume</p> <p>Service Air Force</p> <p>Military Job Title 2A333 Tactical Aircraft Maintenance</p> <p>Keyword Enter Keyword</p> <p>Location Enter city, state, or zip</p> <p>Subspecialties Add/Edit Subspecialties</p> <p>Trainings &amp; Schools Add/Edit Training</p> <p><b>Civilian Skills(9)</b></p> <ul style="list-style-type: none"> <li>Aircraft &amp; Ship Maintenance/Crew Operations</li> <li>Blueprints/Technical Diagrams</li> <li>Electrical Component/Equipment Installation</li> <li>Electrical System Testing/Measurement</li> <li>Electronic Device/System Installation/Repair</li> <li>Electronic Equipment Calibration</li> </ul>	<p><b>98 EQUIVALENT CIVILIAN JOBS</b></p> <p>PSDCSLP + SDCard+ USB + RTC+ AUDIO AMP + Charging Circuit Beavercreek, OH</p> <p>Automotive Service Porter, No Sundays, Joseph Cadillac of Dublin Dublin, OH</p> <p>Mechanic Technician for Forklift COMPANY CONFIDENTIAL, Youngstown, OH</p> <p>Senior RF Circuit Designer ANONYMOUS EMPLOYER, Fairborn, OH</p> <p>Automotive Technician Brunswick, OH</p> <p>AUTO MECHANIC WANTED \$1000.00 PER WEEK TO START North Royalton, OH</p> <p>Automotive Service Technician / Milford / Batavia / Amelia Cincinnati, OH</p> <p>Auto Technician Mansfield, OH</p> <p>Auto tech / Automotive Mechanic MARYSVILLE, Brakes, Tires, light Engin Marysville, OH</p> <p>Service technician needed for general automotive repair Brunswick, OH</p> <p>Mechanic Needed Columbus, OH</p> <p>Auto General Service and Oil and Lube Technician Cincinnati, OH</p>
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## Review



- Military occupations contain multiple translatable skill sets
  - Soft skills are very valuable in the civilian workplace
- 2/3 of veterans switch to a different career
- Military Skills Translator can be valuable for employers
  - Deciphering job codes
  - Understanding skill sets
  - Finding comparable jobs



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

– Ohio Governor Mike DeWine



# Questions?

[workforce@dvs.ohio.gov](mailto:workforce@dvs.ohio.gov)

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## SHRM Recertification



# 24-6ZAZ7

— SHRM —

SHRM-CP | SHRM-SCP

## RECERTIFICATION PROVIDER

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## NEXT STEPS

WHAT'S  
NEXT?

- Short 30-second survey coming your way.

- Recording and materials will be accessible via MyOMA Library.



Ohio Veterans Services

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## 2024 OMA WEBINARS

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](#)



Ohio Department of  
Veterans Services

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# THANK YOU FOR ATTENDING!

Veterans Training Series:  
Training 3 – Veteran Benefits and Resources  
**Tuesday, May 7, 2024**

