



THIS MAGAZINE ONLINE

RECRUIT MILITARY[®]



650,000+ JOBS

CIVILIAN CAREER GUIDE for TRANSITIONING and VETERAN MILITARY

search & EMPLOY[®]

MAY + JUNE 2014 VOLUME VII ■ ISSUE 3

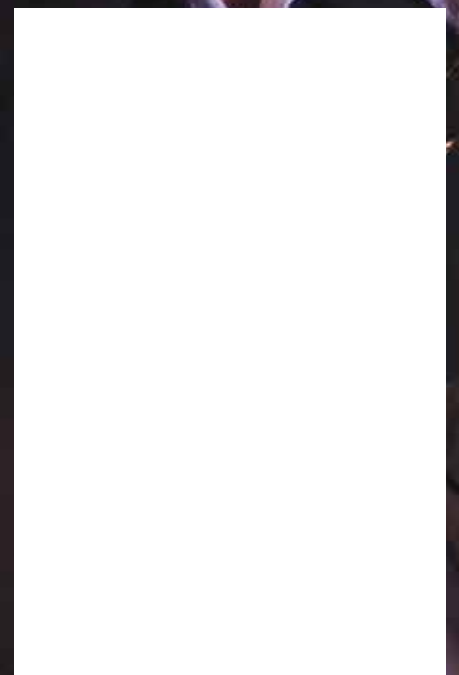
Opportunities
in Energy & Utilities

Opportunities
in Education



Investing in its Veterans

Hazel Welch
Chesapeake employee
Navy veteran



Welcome home.

We value the skills you used while serving our country—**discipline, respect** and **diligence.**

Now, consider putting your military experience to work in an excellent new career with **PMA USA.**

Our primary goal—help our customers protect their physical and financial wellness.

AS PART OF OUR HIGHLY TRAINED INSURANCE SALES TEAM, YOU'LL HAVE THE OPPORTUNITY TO:

- Access **dedicated support** to help you reach your potential
- Earn an **exceptional income.**
- **Enjoy** what you do.
- Be **rewarded** and **recognized** for your success.



Representing Washington National Insurance Company

Join us in this important mission. ★ **PMAUSAinc.com** ★ **(800) 628-6428**

search & EMPLOY

Search Everywhere!

- Use all of our job-finding resources -

- Register at our all-military job board!
www.recruitmilitary.com
RECRUIT MILITARY
 - ★ 650,000+ job postings from 4,000+ employers
 - ★ Your profile/resume seen by recruiters nationwide
 - ★ Get invitations to Opportunity Expos near you
 - ★ Get our monthly email jobs newsletter, *The VetTen*
 - ★ Get opportunities matching your training and experience
 - ★ Easy registration
 - see Liz Wheeler's 11/23/11 post at <http://blog.recruitmilitary.com/>

- Job help, job news at our blog!
<http://blog.recruitmilitary.com/>

- 68,000+ Facebook followers and counting!
<http://www.facebook.com/recruitmilitary>

- 5,300+ followers on Twitter!
<http://twitter.com/#!/recruitmilitary>

- All job Tweets!
https://twitter.com/#!/rm_jobs

- Link in! Get hired!
<http://www.linkedin.com/company/recruitmilitary>

- Network with us!
www.linkedin.com/groups/RecruitMilitary-2979225

- Resume help!
<http://recruitmilitary.com/resume-writing>

- Live links in Search & Employ*!
PDF's of all issues from 2008 to the present
<http://recruitmilitary.com/search-and-employ>

- Get an interview at an Opportunity Expo!
 - ★ Meet recruiters from employers, franchisors, schools
 - ★ Nationwide schedule – 75 events in 2014
 - ★ Great venues
 - stadiums, arenas, speedways<https://events.recruitmilitary.com/>

- RecruitMilitary News+ at Google+
<https://plus.google.com/117446257729570043290>

WWW.RECRUITMILITARY.COM

TRAIN VETS TO TREAT VETS / 38 Massachusetts School of Professional Psychology



Contents / MAY + JUNE 2014 VOLUME VII ISSUE 3

- | | |
|---|--|
| 2 / ENERGIZE YOUR CAREER
Power Up with High-Paying and Secure Jobs in the Energy Sector | 41 / SAME DAY HIRING |
| 4 / EDUCATOR OUTREACH DIRECTORY | 42 / VETERAN FRANCHISE PARTICIPATION: HOW'S IT GOING? |
| 6 / INVESTING IN ITS VETERANS
Chesapeake Energy Corporation | 44 / WHY VETERANS MAKE FRANTASTIC FRANCHISE OWNERS |
| 7 / IT GIVES ME GREAT PRIDE | 46 / FIND A JOB FRIDAY
Real-Time Job Solutions for Veterans |
| 8 / ENERGY AND UTILITY DIRECTORY | 48 / COMMUNICATION AND LEADERSHIP
API Group Inc. |
| 10 / YOUR GUIDE TO INDUSTRIAL AND OCCUPATIONAL EMPLOYMENT STATISTICS | 49 / LOGICAL HIRES FOR THE RAILROAD
BNSF Railway |
| 18 / LEADERSHIP AND KNOWLEDGE
Luminant | 50 / JOB FAIRS SCHEDULED THROUGH JUNE 2015 |
| 21 / FOCUS AND CONFIDENCE
Devon Energy Corporation | 53 / SPECIAL SECTION FOR VETERAN HIRING LEADERS |
| 24 / DEPENDABILITY AND ADAPTABILITY
Patterson-UTI Drilling Company LLC | <ul style="list-style-type: none">● Compliance after March 24 – Now What?● We Can Help Fed Contractors Reach Hiring Benchmarks● RecruitMilitary Publishes White Paper on Healthcare● RecruitMilitary Reaches Sweet 16● Record Advertising● Recruit Military with Confidence● Meet Katie Becker |
| 25 / DISCIPLINE AND FLEXIBILITY
GE Oil & Gas | 48 / ADVERTISERS INDEX |
| 26 / YOUR RESEARCH GUIDE TO A CAREER IN ENERGY OR POWER | |
| 30 / KEEP ON LEARNING
Education Pays – And There are Many Options | |
| 36 / YOUR RESEARCH GUIDE TO EDUCATION | |
| 40 / GLOBAL OPPORTUNITIES
Griffith University and Veteran Global Education Services | |

RECRUITMILITARY STAFF WRITER Katie Becker katie@recruitmilitary.com
PRODUCTION MANAGER Sarah Canteel Small sarah.small@recruitmilitary.com
ART DIRECTOR Erick Cadua advertising@recruitmilitary.com
PUBLISHER Peter Gudmundsson peter@recruitmilitary.com
SR VP, SALES Larry Slagel larry@recruitmilitary.com
CIRCULATION MANAGER Kim Figgins kfiggins@recruitmilitary.com

Search & Employ* magazine is published by RecruitMilitary,
422 West Loveland Avenue, Loveland OH 45140
(Greater Cincinnati) Phone 513-683-5020 Fax 513-683-5021

RecruitMilitary is a private firm in no way connected with the U.S. Air Force, U.S. Army, U.S. Marine Corps, U.S. Navy, U.S. Coast Guard, Department of Defense, or Department of Homeland Security. The civilian enterprise magazine is a publication for transitioning servicemembers, veterans, members of the National Guard and reserve forces, and military spouses. Contents of *Search & Employ** are not necessarily the official views of, or endorsed by, the U.S. Government, Department of Defense, or Department of Homeland Security. The appearance of advertising in this publication does not constitute endorsement by the Department of Defense, Department of Homeland Security, or RecruitMilitary of the products and services advertised. Everything in this publication shall be made available for purchase by, use, or patronage without regard to race, color, religion, sex, national origin, age, marital status, physical handicap, political affiliation, or any other nonmerit factor of the purchaser, user, or patron. *Search & Employ** is published bimonthly with a circulation of 65,000. Cover photo courtesy of Chesapeake Energy. Background art: Petya Petrova / Hemera / Thinkstock.



A note from Peter

YOUR PARENTS probably told you that you will go far with a good education and even further with a great one. While most of us believe in that adage, few have confidence in knowing how to be effective “consumers” of education. The “investment” of education conveys three primary benefits to the student-consumer. First, there is the actual knowledge provided. After finishing a course of study, one should know better how to do something. For example, one might learn how to weld or how to install electrical wiring. Others might learn to write with clarity or argue with authority and conviction. It is important to be clear about what your actual learning objectives are. Next, an education will deliver an experience that should be some combination of enlightening, enjoyable, and encouraging. The journey of how you learn can be as important as what you learn. You need to understand yourself and how you best learn. Finally, education is a brand and a credential. Think carefully about the brand in the context of your career objectives. For example, if you want to be a corporate lawyer, where you go to law school matters a great deal. If you aspire to becoming an HVAC technician it may also matter (or not) where you obtain your training and certification. You have to do your homework and talk to current students and alumni.

POWER UP!

This issue of *Search & Employ** is also focused on energy and utilities. These are fields that are hungry for the skills and talents that veterans offer. Energy companies that are large, small, and every size in between – companies working in the petroleum, natural gas, coal, nuclear, hydro, wind, solar, and other renewables sectors – are eager to hire and retain high quality veteran talent. And so are all three kinds of utility companies that deliver natural gas and electric power to commercial and residential customers – community-owned companies such as Philadelphia Gas Works, customer-owned firms such as the Northern Virginia Electric Cooperative, and investor-owned businesses such as Pacific Gas and Electric. Whether you are seeking your first civilian job or have been out and working for a few years, be sure to contact the companies mentioned in these pages, on our website at www.recruitmilitary.com, and at the Opportunity Expos that we produce all over the United States; there is a schedule of these job fairs on page 51 of this magazine. Companies that support RecruitMilitary and use our recruitment products are serious about hiring veterans – they want to hear from you.

All the best,
Peter A. Gudmundsson
CEO and president, RecruitMilitary
peter@recruitmilitary.com

MAY + JUNE 2014 | SEARCH & EMPLOY® 1

ABOUT RECRUITMILITARY

RecruitMilitary, the publisher of Search & Employ®, is a full-service military-to-civilian recruitment firm that connects job seekers who have military backgrounds with employers, franchisors, and educational institutions.

Our hiring services are free to men and women of all ranks/rates and all branches of the service who are transitioning from active duty to civilian life, veterans who already have civilian work experience, members of the National Guard and reserves, and military spouses and other family members.

In addition to publishing Search & Employ®, we produce Veteran Opportunity Expos throughout the United States, operate a job board and a database of more than 675,000 registered job seekers at www.recruitmilitary.com, email a monthly jobs newsletter called The VetTen, maintain a website that carries links to employers' sites and careers pages, and conduct direct recruiting with our own staff of recruiters.

All of RecruitMilitary's officers and most of our other employees have served in the armed forces. RecruitMilitary was founded in 1998 by Drew Myers, formerly a captain in the United States Marine Corps.

In 2011, RecruitMilitary received the First Annual Lee Anderson Small Business Veteran and Military Spouse Employment Award from the U.S. Chamber of Commerce Foundation's Hiring our Heroes program. The program recognized RecruitMilitary as a specific business that has "gone above and beyond to honor the sacrifices our military families make in their service to our nation."

In 2012, RecruitMilitary received the first annual One More Way Award from The Sierra Group Foundation. The foundation established the award to recognize people or companies whose support results in awareness of, and job opportunities for people with disabilities. The Sierra Group Foundation (www.thesierragroup.com/foundation.htm) is a non-profit organization whose mission is "to drive up employment for people with disabilities, including veterans."

In 2013, RecruitMilitary's website won a User's Choice Award from Weddle's (www.weddles.com), a publisher of guides and directories that focus on the employment-related area of the Internet. The awards are a result of a year-long annual survey conducted by Weddle's to recognize "the elite of the online employment industry." The judges are recruiters and job seekers who have used the sites.

In 2013, RecruitMilitary was a finalist for the Capital One Award for Small Business Veteran and Military Spouse Employment – an award bestowed by the U.S. Chamber of Commerce Foundation's Hiring Our Heroes program.

In 2014, RecruitMilitary's website again won a User's Choice Award from Weddle's.

In 2014, Mashable named RecruitMilitary to the "Sweet Sixteen" in its Most Social Small Business Contest. Mashable (<http://mashable.com>) is an independent online news site dedicated to covering digital culture, social media, and technology. Mashable vetted all entrants by dissecting their social presences, consumer engagement, short responses, company size, and revenue numbers.

RecruitMilitary is a member of the U.S. Chamber of Commerce and the International Association of Employment Web Sites, and is accredited by the Better Business Bureau. Company headquarters are in Loveland, Ohio (Greater Cincinnati).



Member of
International Association
of Employment Web Sites



**ENERGIZE YOUR
CAREER**

**POWER UP with High-Paying
and Secure Jobs
in the ENERGY SECTOR**

**WHILE MANY
INDUSTRIES IN
THE UNITED
STATES FACE
UNCERTAIN
FUTURES,
THE ENERGY
INDUSTRY IS
POWERING UP.
WITH GROWTH
IN TRADITIONAL
AND NEW
SECTORS, THERE
IS A DEMAND
FOR NEW
WORKERS WITH
ALL KINDS
OF SKILL SETS
ACROSS
THE COUNTRY.**

Much of that demand is due to the impact of the recent unconventional oil and gas development. This development is expected to bring in hundreds of billions of dollars in investments and a lot of new jobs; and it could make America energy-independent for decades to come. But other sectors – wind, solar, etc. – have come to the forefront in recent years. There are more options than ever.

If all this seems upside down to you, then you probably remember when the U.S. energy industry was in turmoil. Less than six years ago, the industry was facing a great recession, natural gas prices were high, and jobs were being exported to China. But now things have changed due to the North Dakota oil rush and new technology for finding and removing oil and natural gas in faster, cleaner, and more efficient ways. Now, the energy industry is a shining light.

We have continued to create new ways to find energy, and there are exciting new ideas all the time. Technology has revolutionized oil and gas extraction over the past decade, and this transformation has been a key to the remarkable recent growth in upstream oil and gas in the United States. Innovations in renewable electricity generation have also

contributed to job creation and economic growth.

Areas with fewer natural resources have relied more on the renewables sector to spur economic activity. In the wind industry, for example, the scale of the turbines promotes substantial local or regional supply chains, which create many additional jobs.

Energy use rises each year, even with all of our efforts at conservation. Our constant and growing need makes energy a career field with a lot of juice – and a lot of job security. The industry also supports a substantial number of jobs beyond those actually producing energy because it has a long and extensive supply chain.

Electric power is available in nearly every part of the United States, so patient job seekers should be able to find opportunities in areas they prefer. Careers in the energy sector range from line workers, operators, dispatchers, engineers, customer service workers, and mechanics to information technology workers, accountants, human resources personnel, and more. While energy companies need workers to monitor and inspect power plants, they also need employees who can keep computer networks running smoothly, get the bills paid, and

hire and retain the right personnel.

Many of the jobs in the energy field require both manual and mental skills. A good understanding of tools and basic mechanics is a must for most people who work out in the field. Problem-solving is helpful on every level, and employees with science and math backgrounds tend to have easier times securing positions. Good communications skills are also essential. Some energy jobs require off-hours shifts and possibly being on-call, especially during abnormal events such as power outages.

If you are concerned about injuries or dangerous assignments within the energy industry, don't be. On average, the energy field has fewer injuries than average for all industries. Federal and state regulations ensure that all energy organizations take extra precautions when it comes to keeping their employees – and their customers – safe.

**ENERGY BRIEFING /
AMERICAN GAS ASSOCIATION**

Natural gas utilities represent a significant and growing portion of the energy sector of the United States economy. Today, natural gas meets almost one-fourth of

⚡ ENERGY AND UTILITY / OPPORTUNITIES

Continued on Page 12 →

STOCK PHOTO CREDIT: coramhether / iStock / Thinkstock



EMPLOYING AMERICA'S HEROES

At Nomac Drilling, we're proud to have so many employees with prior military service in our workforce. Their leadership, technical expertise and commitment to safety have helped us become one of the nation's top drillers.

Join our team and you'll find inspiring challenges, comprehensive training programs and outstanding growth opportunities that allow you to choose your future at Nomac.

NOMAC
DRILLING®

Find your next career at nomacdrilling.com


[Twitter](#) [Facebook](#) [YouTube](#) / NomacDrilling



ATTENTION VETERANS!


Here's a great new mission: CAREER TRANSITION

from *protecting America* to *building America*




Use your Post-9/11 Benefits

to get a degree or training certification in Heavy Equipment/Crane Operations
National Certification • Job Placement Assistance • Approved for VA Educational Benefits




Georgia College of Construction

Conyers, Georgia
www.georgiacc.com
toll free: (888) 210-4764



Northern California College of Construction

Stockton, California
www.ccc-north.com
toll free: (800) 870-9757

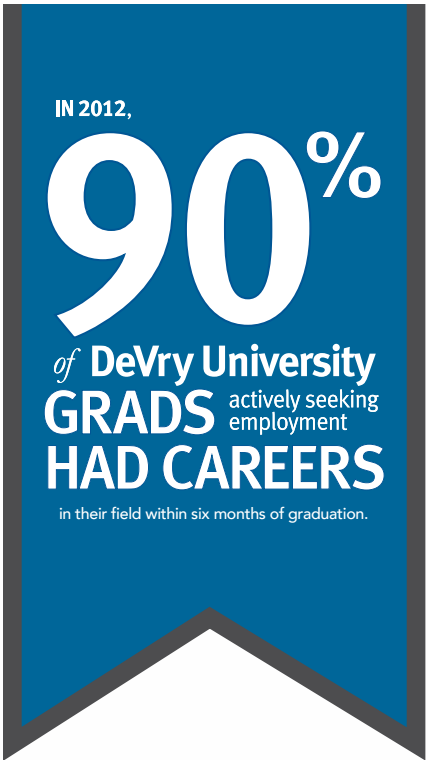


Oklahoma College of Construction

Oklahoma City, Oklahoma
www.ok-cc.com
toll free: (888) 616-5446


EDUCATOR OUTREACH DIRECTORY	
The institutions listed below have demonstrated their commitment to the education of veterans by using Re-cruitMilitary products and services. Readers do not have to type the URL's listed below in their address bars. A PDF of this issue with live links is at http://recruitmilitary.com/search-and-employ .	
DeVry University We help veteran and military students make higher education a reality through year-round scheduling, online learning options, degree programs, and special military pricing.	www.Military.devry.edu
Argosy University Argosy University, with 28 campus locations & online, offers you flexible learning options for undergraduate & graduate degree programs. We give you the opportunity to convert your military training into college credits.	www.argosy.edu/military/
Aviation Institute of Maintenance With 11 campuses coast-to-coast, AIM is one of the largest and most prestigious institutions of its kind. AIM's AMT training is designed to provide students with the skills to pass the FAA's exam and become certified aviation mechanics.	www.aviationmaintenance.edu
Heavy Construction Academy HCAs 6 week Heavy Equipment Operator Training program offers certification in 9 types of equipment. It is designed to give you the experience, knowledge, and certification needed to transition to a successful civilian career.	www.operator-academy.com
Johns Hopkins Carey Business School The Johns Hopkins Carey Business School develops leaders to tackle the toughest challenges facing society today and tomorrow. Full- and part-time MBA, MS, and BS programs. Study IS, enterprise risk, health care, finance, and more.	www.carey.jhu.edu/military
Stratford University Stratford University offers fast-track Undergraduate and Graduate degrees online and on campuses in Baltimore, MD and Virginia. Founded by a Navy Veteran, we are a military friendly school with a Military Student Office on all campuses.	www.stratford.edu/mso
Trident University International Founded in 1998, Trident University is the only 100% online university that is regionally accredited by WASC. Trident offers 15 degrees and 73 concentrations in Business, Education, Health Sciences, and Information Systems.	www.tui4military.com
WyoTech At WyoTech, you'll have a partner to help make the transition from the military to a new and rewarding career. Receive hands-on training to gain the skill set you need. If you're ready for a new and exciting challenge, then gear up & let's go!	www.wyotech.edu/military
Bethel University Online Associates Degree Program	www.bethelu.edu/associates
Culinary Institute LeNotre	www.culinaryinstitute.edu/
Georgia College of Construction	www.georgiacc.com
Lee College	www.lee.edu/veterans/
Massachusetts School of Professional Psychology	www.mspp.edu/veterans
Northern California College of Construction	www.ccc-north.com
Oklahoma College of Construction	www.ok-cc.com
University of Xochicalco	www.xochicalco.edu.mx/
Abraham Lincoln University	www.alu.edu/
American College of Technology	www.acot.edu
Bryant & Stratton College	www.bryantstratton.edu/Admissions/Military.aspx
California College San Diego	www.cc-sd.edu
CDA Technical Institute	www.giwelder.com
Cincinnati State Technical and Community College	www.cincinnati.state.edu
College of Instrument Technology	www.cit-la.com
Culinary Institute of Virginia	www.chefva.com
Dallas Independent School District	www.dallasisd.org/
Drexel University	www.drexel.edu/
Embry-Riddle Aeronautical University	http://worldwide.erau.edu/military/
Gardner-Webb University	www.gardner-webb.edu/reinvest
Grand Canyon University	www.gcu.edu
Griffith University	www.griffith.edu.au
Hagerstown Community College	www.hagerstowncc.edu
Indiana Tech of Louisville	www.indianatech.edu
Indiana Wesleyan University	www.indwes.edu/About/Veterans/
ITT Technical Institute	http://military.itt-tech.edu/
Jones International University	www.jiu.edu/military
Kennesaw State University	www.kennesaw.edu/
Lincoln Technical Institute, Inc.	www.lincolnedu.com
MTI	www.mtti.tec.ri.us/
My Computer Career	www.mycomputercareer.com/
New Horizons Computer Learning Centers	www.newhorizons.com
Northeastern University College of Professional Studies	www.cps.neu.edu/
Redstone College	www.redstone.edu
SAE Institute	https://usa.sae.edu/en-us/home/
St. Michael's Learning Academy	http://stmichaelslearningacademy.com/
Texas A&M Engineering Extension Service	http://tteex.org/va
The Art Institutes	http://artinstitutes.edu/
The Ocean Corporation	www.oceancorp.com
Troops to Teachers	www.proudtoserveagain.com/
Troy University	www.troy.edu/military
University of Northern Colorado	www.unco.edu
University of Pittsburgh	www.veterans.pitt.edu/
UXO Global	www.uxoglob.com
Vatterott Educational Centers, Inc.	www.vatterott.edu/
Vista College	www.vistacollege.edu/
Walsh College	www.walshcollege.edu/veterans
Xavier University	www.xavier.edu/veterans

WWW.RECRUITMILITARY.COM



IN 2012,
90%
of DeVry University GRADS actively seeking employment
HAD CAREERS
in their field within six months of graduation.

Figure based on 2012 graduates self-reporting data to DeVry University Career Services who were employed at graduation or actively seeking employment in their field after graduation. Does not include master's degree graduates or graduates who were not actively seeking employment, as determined by DeVry University Career Services, or who did not report data on employment status to DeVry University Career Services.



FOCUSED ON YOUR future


At **DeVry University**, our entire team is intensely focused on the career success of our students. We provide exceptional care and attention and deliver quality, real-world degree programs with speed and flexibility. Our team will work one-on-one to prepare you for career success, from helping you find job openings to crafting your resumé and fine-tuning your interviewing skills.

An Education That Pays


One year after graduation, DeVry University graduates report earning 15% more than the median earnings reported by all other bachelor's degree graduates.**

Education That Fits Real Life. Yours.

We believe that the more flexibility you have, the more likely you are to succeed in meeting your goals. That's why we let you take classes on campus, online or a blend of both.



military.devry.edu 877.894.6388



4 | SEARCH & EMPLOY® MAY+JUNE 2014

In New York, DeVry University operates as DeVry College of New York. DeVry University is accredited by The Higher Learning Commission and is a member of the North Central Association of Colleges and Schools, www.ncahl.org. DeVry University is authorized for operation by the THEC, www.state.nj.us/thec. Nashville Campus: 3343 Perimeter Hill Dr., Nashville, TN 37211. DeVry is certified to operate by the State Council of Higher Education for Virginia. Licensed by the Mississippi Commission on Proprietary School and College Registration, Certification No. C-498. ** Based on PayScale.com study commissioned by DeVry University. Data for the study was collected in 2012 and compared reported earnings for 2010 graduates. 73,309 bachelor's degree graduates reported earnings including 620 DeVry graduates. Self-reported information may not reflect actual earnings and may not be representative of earnings of individuals that do not supply information. Results may not be statistically significant. Comparative data includes private not-for-profit schools, private for-profit schools, and public schools. ©2014 DeVry Educational Development Corp. All rights reserved.

Investing in its Veterans

Chesapeake will have an average of 14 to 18 rigs operating in South Texas' Eagle Ford Shale in 2014. Chesapeake is the second-largest producer of natural gas and the 10th largest producer of oil and natural gas liquids in the U.S. PHOTOS COURTESY OF CHESAPEAKE ENERGY CORPORATION



CHESAPEAKE ENERGY CORPORATION
www.chk.com • www.chk.com/careers



Each year Chesapeake hosts a Veterans Day ceremony to thank the company's military employees for their service.



John Reinhart
Senior Vice President
Army veteran

as Troop Connect, veterans are able to transition to civilian careers with the support of the company and its network of 1,000+ veterans."

Troop Connect is an affinity group and social network created exclusively for the company's veteran employees, their family members, and employees with veteran family members. Troop Connect is their place to tell a story, ask a question, connect with others in similar situations, and find resources. Interested new veteran employees can connect with established veteran employees, join military-focused volunteer projects, and attend regular gatherings with their peers. "It's an effort to get employees talking," Reinhart said. "It's for building a network and finding out about internal job opportunities. We talk business, about best practices, and connect key leaders with employees."

The company also conducts annual events that honor veterans, including Veterans Day ceremonies at corporate headquarters and field offices.

While the company appreciates that veterans have served their country, Chesapeake's interest in hiring and keeping them stretches beyond that. "Veterans have an unmatched work ethic and a commitment to teamwork," Reinhart said. "They also bring outstanding leadership skills – skills that are scalable for the field or the board room. Their military backgrounds often include technical training that translates well to our industry, and they recognize and value the importance of safety while on the job."

Because they are valuable employees, Chesapeake invests in its veterans. "At Chesapeake, hiring veterans is a win-win," said Reinhart. "Veterans share their skills and training with our company, and we offer them long-term

careers that pay well. We invest in our employees and want them to advance within the organization, a point that I think veterans will appreciate. And most importantly, we put respect, integrity, and hard work first at Chesapeake. These values come naturally to veterans and help make them successful at our company."

CORE VALUES

Chesapeake emphasizes its core values the moment a person is hired. Those values include integrity and trust, respect, transparency and open communication, commercial focus, and "change leadership" – a term emphasizing innovation and continuous improvement. The core values are present on the company intranet, on posters in conference rooms and individual employee offices, and on touch screens in company buildings; Chesapeake employees make decisions based on them every day.

"The core values are not something we made up one day and then decided to cover only in new employee orientation," Reinhart said. "We live and breathe these values just like veterans lived and breathed the values of their service while they were in the military. I think our dedication to our core values is something that's attractive to veterans."

One of the core values Reinhart developed in the Army contributed to his post-military success. "My Army experience really added to my work ethic and desire to pursue a degree and professional career," he said. "After separating from the Army, I studied mechanical engineering at West Virginia University, which led me to opportunities in the oil and gas industry."

ADVICE FOR TRANSITIONING MILITARY

Reinhart says that servicemembers who are considering leaving the military and looking for jobs in the civilian world should make sure they convert their military experience into civilian terms. "Start by identifying industries that interest you, and research the opportunities in these fields," he said. "Translate your military resume so that it is applicable for your field of interest. At most organizations, you'll be speaking with recruiters and hiring managers that may not have military experience. It's smart to be able to put your military skills and training into context."

He also advises servicemembers to think a couple of steps ahead. "Look for career opportunities that offer you a growth plan," he said. "While you may have to start at the bottom of an organization, you should have a clear path toward a leadership position."

You want to work for a company that values your service, recognizes your training, and rewards your leadership ability. "I'm proud to work for a company so committed to developing its employees."



The sun rises over a completions operation at a Chesapeake site in Ohio's Utica Shale. Chesapeake is the largest and most experienced operator in the Utica.

"It Gives Me Great Pride"



Hazel Welch
Supervisor
Navy veteran

"Every time I attend, it gives me great pride," said Hazel Welch.

Welch is supervisor – Geoscience and Reservoir Process Management – for Chesapeake, and she was referring to the company's impressive annual Veterans Day ceremony. "The ceremonies are heartfelt, and the company really goes out of its way to thank us for our service," she said. "They make sure it's a special occasion, and our supervisors personally hand us a coin every year to commemorate our service and express both their and the company's appreciation. I look forward to it every year."

Welch served in the United States Navy before entering the civilian world. "I spent eight years total in the Navy and Navy Reserves as an engineman E-4 petty officer third class," she said. "My duties included maintenance and repair of the ship's diesel engines and boiler systems, monitoring systems and pressures, and roving patrol on Navy tugs providing security and support for ship and shore. While in the Reserves, I was also assigned to a Navy petroleum office unit where we installed and monitored alarms on tanks and bilges, tested fuel viscosity, and provided blocker and bracing support for both military and commercial cargo ships."

She parlayed her military experience into civilian employment. "Following my military career, I worked at two other oil and gas companies, Newfield Exploration and Focus Energy, before joining Chesapeake in 2002," Welch said. "My 21 years of oil and gas industry experience allowed me to wear many hats in supporting and supervisory roles serving the geosciences, production, operations, reservoir engineering, land, acquisitions and divestitures, accounting, and gas marketing teams."

"The Geoscience and Reservoir Process Management team that I currently supervise aids in managing the software and data for the geoscience, reservoir, and exploration and subsurface teams. This includes documenting systems, software, and data and process functions. We also play an integral role in technical support and training that require specialized knowledge to geoscience and reservoir applications."

The company's efforts to support veterans and current servicemembers extend well beyond the Veterans Day ceremonies. "We have partnered with Boots to Suits, providing clothing to veterans and their families transitioning to civilian careers, and The Hugs Project, providing toiletries and other items for care packages for deployed servicemembers," she said. "We've also been involved in the Wounded Warrior 5K, handing out water, and visiting veterans in VA hospitals. There's also been a project to help provide cooling bands to those servicemembers deployed in heat-extreme locations."

Welch also enjoys Troop Connect, the company's effort to give veterans an opportunity to link up with other colleagues who have military backgrounds. "Troop Connect is an online networking site and affinity group available to Chesapeake employees and their spouses," she said. "It offers an opportunity for veterans and their families to connect with each other – sharing experiences, stories, photos, and tips about both military and civilian life. Troop Connect also hosts philanthropic activities to benefit veterans-support organizations."

Welch enjoyed her time in the Navy and was looking for a similar career environment near her hometown when she left the military. "I really enjoyed the team environment and the branches of structure the military provided," she said. "After my military service, I looked for a career opportunity that would offer a culture of camaraderie and teamwork. Growing up in western Oklahoma, I was familiar

with the oil and gas industry, but had not been exposed to positions at the corporate level. I leveraged my experience with the Navy petroleum unit to find a civilian career that utilized my petroleum knowledge and offered me opportunities for career growth and leadership positions."

She said that she sees a lot of similarities between what she experienced in the Navy and the Chesapeake culture. "Both places have a supportive management structure," she said. "There's also a lot of camaraderie in our team environments, and both places emphasize safety in the workplace. Physical fitness and staying healthy are important in the military and at Chesapeake, too. We have a state-of-the-art fitness center at my location, and the company also provides lunch-and-learn classes on various health and wellness topics. Plus, both do a tremendous job recognizing achievements."

Welch offered advice for finding post-military employment. "One thing I would have done differently would be to start my civilian job search earlier relative to my targeted separation date," Welch said. "I recommend starting by researching resources and contacting career counselors and recruiters to ask for guidance. This helps in walking a person through the steps of identifying and obtaining a civilian career, and needs to be done well in advance of being discharged from the military."

As for working at Chesapeake, she said to make sure to begin a conversation with a company recruiter as soon as possible. "Start by reviewing your skills and experience, and identify opportunities that would be a good fit," she said. "This might involve additional training and certifications to make your resume stand out. Also, talk to Chesapeake recruiters at hiring events, job fairs, and expos or through our veterans-only email address. Our recruiters can introduce you to new opportunities or work with you on those next steps for finding a rewarding civilian career." ♦

FIND A JOB

GET FOUND BY EMPLOYERS

Join the **#1 JOB SITE** for military veterans and their families at:

RECRUIT MILITARY®

Corporate Recruiters actively searching for veterans.



Over **550,000+** jobs nationwide.



Over **4,000+** companies recruiting veterans.



Search for jobs that match your training and experience.



Automated job alerts.

Attend one of our **Veteran Career Fairs** to meet employers looking to hire veterans. Visit our website to find a career fair near you.



Learn more and sign up for free at:

RecruitMilitary.com



You fought for **US.**
Now we're fighting for **YOU.**



Republic Services
is actively recruiting
veterans.

Learn more about our
competitive salary and
benefits package today.

RepublicServices.com/careers



REPUBLIC
SERVICES

Republic Services is an alcohol and
drug-free workplace. EEO M/F/D/V



Be a part of our energy.
Be a part of our team.

Xcel Energy is a major U.S. electric and natural gas company operating in eight states and is one of the fastest growing investor-owned transmission systems, with more than 18,600 miles of transmission lines across the central U.S. If you're a veteran looking for a challenging environment where you can grow and thrive in your civilian career, consider Xcel Energy.

As part of our commitment to creating and sustaining a motivated, diverse workforce, Xcel Energy offers career opportunities in a wide range of disciplines. We are committed to having a strong safety program, offer a competitive benefit package and are dedicated to the communities in which we live and work. And we take pride in hiring veterans and supporting the military.

Find out more about Xcel Energy and the career opportunities currently available at xcelenergy.com.



RESPONSIBLE BY NATURE®



ENERGY DIRECTORY	
The energy companies, utilities, and related organizations listed below have demonstrated their commitment to recruiting veterans by using RecruitMilitary products and services. We encourage men and women with military backgrounds who are interested in careers in the energy and/or utility sector to consider these organizations. Readers do not have to type the URL's listed below in their address bars. A PDF with live links is at http://recruitmilitary.com/search-and-employ .	
Airstreams Renewables, Inc.	www.air-streams.com/index.php/apply-today
Baker Hughes	http://public.bakerhughes.com/military/
Chesapeake Energy Corporation	www.chk.com/careers
Chevron Corporation	http://careers.chevron.com/
Exelon Corporation	www.exeloncorp.com/peopleandculture/opportunities/military.aspx
General Electric	www.ge.com/veterans
GE Oil & Gas	www.ge.com/veterans
Schlumberger	http://careers.slb.com
Southern Company	www.southerncompany.com/military
Waste Management	www.wm.com/careers/career-paths/transitioning-military.jsp
Access Midstream	www.accessmidstream.com/careers/pages/information.aspx
Ambit Energy	http://www2.ambitenergy.com/start-a-business
Areva Inc.	www.us.areva.com/EN/home-494/areva-inc-careers.html
Bay West, Inc.	www.baywest.com/about-us/careers.html
Bechtel Corporation	www.bechtel.com/careers.html
Boardwalk Pipeline Partners, L.P.	www.bwpmlp.com/careersbwp.aspx
Borets-Weatherford U.S., Inc.	www.borets.com/human-resources.php
Cadre Proppants	www.cadreproppants.com/our-team/
Canrig Drilling Technologies	www.canrig.com/default.asp?V_ITEM_ID=41
CE Power Solutions, LLC	www.cepower.net/careers.shtml
Chet Morrison Contractors	http://chetmorrison.com/careers/
Cumberland Gulf Group of Companies	www.cumberlandgulf.com/careers/
Cummins Inc.	www.powersystems.cummins.com/careers/index.html
Dennis K. Burke Inc.	www.burkeoil.com/about/join-our-team/
Devon Energy	www.dvm.com/careers/
DNV KEMA Energy & Sustainability	www.dnvkema.com/careers/
Emerson Electric	www.emerson.com/
Enterprise Products	http://careers.enterpriseproducts.com
Eps Cargo Handlers Company	www.epsteam.com
EQT Corporation	www.eqt.com/careers/default.aspx
Express Energy	www.eeslp.com/lp-careers
FirstEnergy - Power Systems Institute	www.firstenergycorp.com/content/fecorp/careers.html
Fts International, LLC	http://careers.ftsi.com/Pages/jobs.aspx
Geokinetics	www.geokinetics.com/Careers/Work-Environment-37.html
H&E Equipment Services, Inc.	http://www.hehiring.com/
Horizon Well Logging, LLC	http://hzwmud.com/jobs/tabid/64/Default.aspx
Key Energy Services, Inc.	www.keyenergy.com/index.php?id=7
LaBarge Coating, LLC	www.labargecoating.com/job-opportunities.shtml
Lennox International Inc.	www.lennoxinternational.com/careers/default.htm
Luminant Energy	www.luminant.com/careers/default.aspx
Mapco Express	www.mapcoexpress.com/
Marathon Oil Corporation	http://careers.marathonoil.com/content/diversity/
Mass. Electric Construction Co.	http://masselec.com/careers/
Nashville Electric Service	www.nespower.com/careers/careers.aspx
National Oilwell Varco	www.nov.com/careers/
New York Power Authority	http://nypa.gov/Careers/
Noble Drilling Services Inc.	www.noblecorp.com/employment/
Northern Virginia Electric Cooperative	www.novec.com/About_NOVEC/careers.cfm
NRG Energy, Inc.	http://careers.nrgenergy.com/
Nstar	www.nstarcareers.com/
NV Energy	www.nvenergy.com/company/careers/
Pacific Gas & Electric Corporation	www.pge.com/en/about/careers/index.page
PacifiCorp	www.pacifiCorp.com/careers/veterans.html
Patterson UTI Drilling	http://patenergy.com/careers
PEC Premier - Battlefields to Oilfields	www.pecpremier.com
Philadelphia Gas Works	www.pgworks.com/index.aspx?NID=59
Point Eight Power Inc.	www.pointeightpower.com/Contact_Careers.htm
Portland General Electric	www.portlandgeneral.com/our_company/careers/default.aspx
PSE&G	http://pseg.com/info/careers/military.jsp
Sacramento Municipal Utility District	www.smud.org/en/about-smud/careers/
Shermco Industries	www.shermco.com/Careers.aspx
Solar Turbines Incorporated	www.mysolar.cat.com
Sonepar USA	www.sonepar-us.com/careers/
Southern California Edison	www.edison.com/careers/careers_landing.asp
Sun Coast Resources, Inc.	www.suncoastresources.com/careers/
Tidewater Subsea, LLC	www.tdw.com/working-with-tidewater/
Transocean Offshore Deepwater Drilling Inc.	http://deepwater.com/careers
Tri-State Generation & Transmission Association	www.tristategt.org/careers.cfm
URS Corporation	www.urscorp.com/About_URS/index.php
Utility Systems Solutions	www.us2inc.com/jobs.php
Waters and Waters Services	www.wandwenergy.com
White Mountain Operating	www.wmoperating.com/opportunities.html
Wisconsin Energy Corporation	www.we-energies.com/careers/careers_login.htm
World Fuel Services	www.wfscorp.com/Careers
Xcel Energy	www.xcelenergy.com/Careers



We are driven to excel.

At Exelon, we recognize the value of constant improvement. As the nation's leading competitive energy company, we are driven to perform and our military veteran employees bring the background and training that help drive our progress. From engineering to operations to security and beyond, there are opportunities throughout the Exelon family of companies for you to create a brighter future.

www.exeloncorp.com/careers



Exelon is proud to be an equal opportunity employer and employees or applicants will receive consideration for employment without regard to age, color, disability, gender, national origin, race, religion, sexual orientation, protected veteran status, or any other classification protected by federal, state, or local law. © Exelon Corporation, 2014

CONTINUE TO SERVE THE COUNTRY YOU LOVE



GROENDYKE TRANSPORT
A DIFFERENT CLASS OF DRIVER

www.groendyke.com



TRAIN TO BE A COMMERCIAL DIVER OR NON-DESTRUCTIVE TESTING TECHNICIAN IN LESS THAN EIGHT MONTHS



VETERANS HAVE CHOSEN THE OCEAN CORPORATION FOR OVER 41 YEARS



Have questions or want more information? Send us an email at military@oceancorp.com

The Ocean Corporation
800.321.0298
OceanCorp.com
10840 Rockley Road
Houston, Texas 77099

Hands-on Training
Diving and Non-diving Career Options Available
Job Placement Assistance
New Classes Begin Every Five Weeks
Financial Aid is available for those who qualify
Approved and Regulated by Texas Workforce Commission
Accredited by Accrediting Commission of Career Schools & Colleges

YOUR GUIDE TO INDUSTRIAL AND OCCUPATIONAL EMPLOYMENT STATISTICS

by LISA MILLER



Veteran hiring leaders strongly advise job seekers to do a lot of research before applying for employment. One aspect of job research is employer-specific – check employers’ websites, search the Internet for comments on the employers, talk to people who work for them, etc. Another aspect is field-specific. What is the employment situation in the field that interests you? What are the prospects for employment? Is the field growing? Is the pay good, and will it get better?

You can think of “the field” in either of two ways – as an occupation or as an industry. So, if someone says that he or she is interested in “a job in energy,” that could mean (1) working in an energy-specific occupation such as a gas measurement analyst for the gas and oil company Chesapeake Energy, or (2) working in another kind of occupation for a company that is in the energy industry – for example, as a financial analyst for the oilfield services company Schlumberger.

In my view, most job seekers should research both the occupations and the industries that interest them. And when the research turns to statistics, job seekers need to understand how certain terms and numerical codes are used.

Search & Employ® cites occupational and industrial employment statistics compiled by the Bureau of Labor Statistics (BLS), a part of the United States Department of Labor. For occupational statistics, the BLS uses a system of names and numerical codes called the Standard Occupational Classification and Coding Structure (SOC). For industrial statistics, the BLS uses the North American Industry Classification System (NAICS).

OCCUPATIONS

The SOC lists 23 “major groups” of occupations. The major groups are divided into 97 “minor groups”; which, in turn, are divided into 461 “broad occupations.” The latter consist of 840 “detailed occupations.” In the following discussion, I use energy-related occupations as examples.

The groups and occupations have six-digit codes. The highest-level codes consist of two digits other than zero, followed by four zeroes. In the next level down, a non-zero digit replaces the first zero. This pattern continues, with successive digits other than zero representing successively narrower classifications.

- First two digits: major groups, which include Construction and Extraction Occupations, SOC 47-0000.
- Third digit: minor groups. SOC 47-0000 consists of five minor groups: (1) Supervisors and Construction and Extraction Workers, SOC 47-1000; (2) Construction Trades Workers, SOC 47-2000; (3) Helpers, Construction Trades, SOC 47-3000; (4) Other Construction and Related Workers, SOC 47-4000; and (5) Extraction Workers, SOC 47-5000.
- Fourth and fifth digits: broad occupations. The minor group SOC 47-5000 consists of nine broad occupations, which include: Derrick, Rotary Drill, and Service Unit Operators, Oil, Gas, and Mining, SOC 47-5010; Mining Machine Operators, SOC 47-5040; and Roustabouts, Oil and Gas, SOC 47-5070.
- Sixth digit: detailed occupations. The broad occupation SOC 47-5010 consists of three detailed occupations: (1) Derrick Operators, Oil and Gas, SOC 47-5011; (2) Rotary Drill Operators, Oil and Gas, SOC 47-5012; and (3) Service Unit Operators, Oil, Gas, and Mining, SOC 47-5013.

Links to lists of SOC codes, prepared by the BLS: www.bls.gov/soc/#classification

INDUSTRIES

NAICS classifies industries by six levels of categories. The highest two levels have no coding; the codes begin at the third level.

All NAICS codes consist of six digits. The codes of the categories in the third level consist of two digits other than zero, followed by four zeroes. The codes of the categories in the fourth level consist of three digits other than zero, followed by three zeroes. In some cases, this pattern continues down to the sixth level.

In the discussion below, I use categories in the field of energy as examples.

- The highest category consists of two “supersector groups”: (1) Goods-Producing Industries and (2) Service-Providing Industries.
- The former group consists of three “supersectors”: (1) Natural Resources and Mining, (2) Construction, and (3) Manufacturing.
- The Natural Resources and Mining supersector consists of two “sectors.” Each has a six-digit code, but industry lists usually provide just the first two digits. The sectors are: (1) Agriculture, Forestry, Fishing, and Hunting, NAICS 110000; and (2) Mining, Quarrying, and Oil and Gas Extraction, NAICS 210000.
- The latter sector consists of three “subsectors”: (1) Oil and Gas Extraction, NAICS 211000; (2) Mining (Except Oil and Gas), NAICS 212000; and (3) Support Activities for Mining, NAICS 213000.
- The Mining (Except Oil and Gas) subsector consists of three “industry groups”: (1) Coal Mining, NAICS 212100; (2) Metal Ore Mining, NAICS 212200; and (3) Nonmetallic Mineral Mining and Quarrying, NAICS 212300.
- The industry group Coal Mining consists of one “NAICS industry” of the same name and an NAICS code of 212110.
- That NAICS industry Coal Mining consists of three “United States industries”: (1) Bituminous Coal and Lignite Surface Mining, NAICS 212111, (2) Bituminous Coal Underground Mining, NAICS 212112; and (3) Anthracite Mining, NAICS 212113.

For a detailed list of NAICS categories and codes, visit the following site of the Bureau of the Census, a part of the U.S. Department of Commerce: www.census.gov/cgi-bin/sssd/naics/naicsrch?chart=2012

Lisa Miller is a national account executive at RecruitMilitary. Contact her at lmiller@recruitmilitary.com.



Answer another call-of-duty.

Looking to turn your military service into a civilian career opportunity? You should look to Southern Company. Veterans exemplify the values we strive for every day at Southern Company – teamwork, responsibility and a dedication to service. Plus, the skills you acquired though your service are compatible to opportunities throughout our company, including jobs in nuclear, IT, engineering, security and operations. Be a part of the only electric utility company in the U.S. that’s actively developing all available resources to ensure our country’s energy security. Join Southern Company, where Energy, Innovation and Opportunity meet.

Considering your next move after service? Make it a power move and consider Southern Company.

www.southerncompany.com/military



© 2014 Southern Company

Alabama Power • Georgia Power • Gulf Power • Mississippi Power • Southern Company Generation
Southern Company Services • Southern Company Transmission • Southern Nuclear
Southern Power • Southern Telecom • SouthernLINC Wireless

Growing

At GE Oil & Gas, we're growing local talent to deliver global solutions.

GE Oil & Gas (www.ge.com/oilandgas) is a world leader in advanced technology equipment and services for all segments of the oil and gas industry, from drilling and production, LNG, pipelines and storage to industrial power generation, refining and petrochemicals. GE Oil & Gas also provides pipeline integrity solutions, including inspection and data management, and design and manufacture wire-line and drilling measurement solutions for the oilfield services segment. GE Oil & Gas employs more than 43,000 people worldwide and operates in over 100 countries.

Due to the growth and expansion of our business, we are always looking for world-class talent who want to make a difference. Because we attract the very best people, we believe they deserve the very best support. We are committed to being a global employer of choice, and we offer competitive rewards and benefits.

Please visit our web site at www.ge.com/veterans to explore available opportunities and to apply online.



GE imagination at work

GE offers a great work environment and challenging careers. GE is an Equal Opportunity Employer for all, including minorities, women, protected veterans and disabled.

← Continued from Page 2

our energy needs. There are more than 71 million residential, commercial, and industrial natural gas customers in the United States. Of those, 92 percent – more than 68 million customers – receive their gas from members of the American Gas Association (AGA; www.aga.org). The natural gas industry supports the employment of nearly 3 million Americans in all 50 states.

AGA, founded in 1918, represents more than 200 local natural gas utilities. AGA's operations and engineering group and its government relations group work with finance, corporate affairs, communications, and membership-services departments to deliver information to its member companies, law-makers, federal and state regulatory bodies, environmental and consumer affairs organizations, and the public at large.

AGA recently awarded \$1 million in scholarships to 26 community and technical colleges throughout the United States. AGA anticipates that, over the next five years, more than 200 students in fields related to energy will receive funding from the scholarship program.

Natural gas utilities support a wide variety of employment opportunities, including jobs in engineering; construction and maintenance of pipelines and infrastructure; measurement and regulation; pipeline, worker, and public safety management; oversight; environmental review; and customer service. The utilities also seek professionals for support and administrative functions, including call-center work, accounting, information technology, management, public relations, marketing, human resources, and community outreach.

They also require specialists who can take on leadership positions in the industry. Specifically, there is a great need for mechanical, petroleum, and chemical engineers, engineering technicians, process engineers, operations managers and supervisors, HVAC specialists, mechanics, welders, and pipefitters.

The industry's need for experienced workers will continue to increase due to projected growth in demand for natural gas and the prospect of worker retirements – as well as a need to meet 21st century challenges such as cybersecurity-risk management.

The extensive military training, strong work ethic, and leadership skills of veterans make them highly desirable employees for energy companies. Energy careers offer competitive salaries, job stability, and opportunities for advancement.

Many natural gas utilities have a long history of encouraging veterans to join their work forces. Those companies offer training and continuing education programs to help new employees advance, and they support programs developed for veterans and employees who may also serve in the reserves or National Guard.

Utilities throughout the nation partner with veteran and labor organizations, participate



ENERGY BRIEFING / NATIONAL MINING ASSOCIATION

Each year, on average, every American uses approximately 3.4 tons of coal and nearly 40,000 pounds of other newly mined materials. With nearly 60 percent of all U.S. electric power generated from coal and uranium, and nearly every manufactured good containing some mineral component, mining remains a vital industry.

The National Mining Association (NMA; www.nma.org) was created in 1995 through the merger of the National Coal Association (NCA) and the American Mining Congress (AMC). These two organizations have represented the mining industry since 1897 (AMC) and 1917 (NCA).

NMA, headquartered in Washington, D.C., represents the interests of mining before

Congress, the administration, federal agencies, the judiciary, and the media. NMA has a membership of more than 300 corporations and other organizations involved in various aspects of mining.

U.S. mining supports nearly two million jobs and generates annual revenues in excess of \$100 billion. This output provides the front-end of the supply chain for many other key sectors of the economy, from electric power generation to manufacturing, medicine, electronics, and many others. Over the next 5 to 10 years, mining operations will need approximately 55,000 new employees to meet demand and to replace retiring employees.

in and sponsor career fairs and other employment events, and work with veteran-focused agencies and hiring firms to publicize job openings. In 2006, AGA formed the Center for Energy Workforce Development (CEWD) with the Nuclear Energy Institute, Edison Electric Institute, and the National Rural Electric Cooperative Association. The CEWD Troops to Energy Jobs program (www.troopstoenergyjobs.com) accelerates the training and employability of veterans for key energy positions, and provides a roadmap for veterans seeking to enter the industry.

ENERGY BRIEFING / NUCLEAR ENERGY INSTITUTE

The Nuclear Energy Institute (NEI; www.nei.org), based in Washington, D.C., advocates on behalf of nuclear technology before Congress, the White House, executive branch agencies, federal regulators, and state policy forums. NEI members include all of the nuclear utilities and large suppliers, along with universities, community colleges, and national laboratories.

There are two types of companies in the

nuclear energy industry:

(1) utilities, which operate nuclear power plants that generate electricity
(2) suppliers, which manufacture and distribute products to, and perform services for, the utilities.

The industry supports more than 100,000 American jobs – the utilities alone employ 62,000 people. About 13 percent of all utility workers and 11 percent of the employees of nuclear suppliers are veterans.

Five new nuclear facilities are under construction, and 38 percent of the nuclear work force is eligible for retirement between 2013 and 2018, so the demand for trained employees is stable. To maintain the current work force to fulfill its needs, the industry must hire approximately 20,000 workers by 2018.

The industry typically has no shortage of applicants because it provides great pay and benefits. However, it struggles to find individuals qualified to fill technical positions – engineers, operators, maintenance personnel, and

Continued on Page 14 →

CONNECT WITH A COMPANY THAT SHARES YOUR STANDARD OF EXCELLENCE

Comcar is honored to hire from the nation's best talent pool.

We're an old company with old values. Family owned and operated since 1953, we're driven by respect, integrity and an abiding commitment to the safety and wellness of our people. All of our transportation companies offer full benefits, paid vacation, guaranteed home time and great earning potential.

Whether you're new to the industry or a seasoned pro, we'll help you transition into your new career. If you don't have a Class A CDL we will sponsor your tuition, send you to an accredited truck driving school and provide you with on-the-job training – **without using any of your GI Bill.**

Already have your Class A CDL? In honor of your service, you'll receive a **\$6,000 bonus** over your first 25 months of employment.



CCC » Dry Bulk, Dry Van & PODS
Local, Regional & Over-the-Road
Excellent Home Time
Historically Low Turnover



CT » Flatbed
Home Every Week Guaranteed
Regional and Short Haul Runs Available
New 2013 International Pro-Star Tractors



CTL » Tank Truck
Local, Regional and Over-the-Road
Home Time from Daily to 14 Days Out
\$1,000 Sign On Bonus



MCT » Refrigerated & Dry Van
Home Every 14-18 Days
All New 2013 International Pro-Stars
No Loading/Unloading Required

Call or visit joincomcar.com/military to learn more about the great opportunities on your horizon.
(888) 978-2001





Your next mission:

To help improve the health of millions of Americans.

★

If you just want a job, keep turning the page.

But if you're a highly-qualified, passionate individual interested in a career, we'd like to tell you about *our* mission.

» For more information on careers for transitioning military, please visit Careers.Express-Scripts.com/Military

EXPRESS SCRIPTS®

YOU BELONG HERE.

© 2014 Express Scripts Holding Company. All Rights Reserved. 14EME20512

ADMINISTRATIVE

FINANCE/ACCOUNTING

HUMAN RESOURCES

INFORMATION TECHNOLOGY

OPERATIONS

PHARMACY

PROJECT MANAGEMENT

RESEARCH & ANALYTICS

SALES/ACCOUNT MANAGEMENT

SUPPLY CHAIN





3-3-3 Veteran's Franchise Incentives

Best in Class Education is proud of our U.S. veterans. In appreciation for your sacrifices, we would like to honor you, our veteran, by offering special incentives to open a Best in Class franchise. Best in Class Education Center may be the key to opening the doors to the future. If you have a passion for education and a desire to invest in the future, what better way to continue to serve our country than by serving our nation's youth?

- ★ The 3-3-3 Veteran's Franchise Incentives Program
- ★ \$3,000 off the franchise fee for the first three centers you open
- ★ Royalty waived for the first three months of your newly opened centers

Find out how to invest in the future by contacting us at:
425.880.2688 | franchise@bestinclasseducation.com | BestinClassEducation.com

← Continued from Page 12

technicians. All types of engineers, community college graduates with degrees in nuclear technology, nuclear mechanic apprentices, and United States Navy nuclear personnel have the specialized training to fill those vacancies. Non-technical employees include accountants, educators, and attorneys.

Navy nuclear personnel can easily transition into engineering, maintenance, operator, or technician positions at the power plants. And the industry is finding more veterans from all branches of the service available to fill the growing need for cybersecurity personnel. Veterans have also been very successful in the industry's high-tech security forces that protect these assets 24/7/365.

In 2012, the nuclear energy industry signed a first-of-a-kind agreement with the Navy, allowing Navy veterans the option of being put in contact with industry recruiters to help them transition to civilian careers. Sixty percent of all separating U.S. Navy nuclear officers opted to participate, and every one of them was contacted by more than 20 Fortune 500 nuclear companies. Of the officers who opted into the program in its inaugural year, 20 percent found employment in the commercial nuclear energy sector, 50 percent found civilian employment in a non-nuclear career, 20 percent are still looking for a position, and 10 percent have filed separation papers but are still in the Navy.

■ **ENERGY BRIEFING /
NATIONAL HYDROPOWER ASSOCIATION**

The National Hydropower Association (NHA; www.hydro.org) advocates on behalf of the North American hydropower community before U.S. decision-makers, the general public, and the international community. Through membership, individuals and organizations gain access to regulatory bodies, influence over energy and environmental policy, and a means to exchange valuable information within the industry.

NHA represents more than 180 companies, including both public and investor-owned utilities, independent power producers, developers, manufacturers, environmental and engineering consultants, attorneys, and public policy, outreach, and education professionals. NHA members are involved in projects throughout the U.S. hydropower industry, including both federal and non-federal hydroelectric facilities. NHA members own and operate most of the non-federal waterpower generating facilities in the United States.

Hydropower is keeping the lights on in every region of the country. It accounts for 65.9 percent of all renewable energy generation in the United States. The U.S. hydropower industry currently employs up to 300,000 workers, from project development to manufacturing to facilities operations and maintenance.

■ **ENERGY BRIEFING /
AMERICAN WIND ENERGY ASSOCIATION**
The American Wind Energy Association

(AWEA; www.awea.org) is the national trade association for the U.S. wind industry. The industry is developing more projects than ever before. That means hundreds of manufacturing facilities and many new jobs.

By the end of 2012, there were 45,100 wind turbines operating across 39 states and Puerto Rico, with a capacity of 60,012 megawatts (MW) – enough to power more than 15.5 million homes. The United States gets 3.5 percent of its electricity from wind overall, but certain states use much more. For instance, Iowa and South Dakota get more than 20 percent of their electricity from wind.

In 2012, wind-energy companies invested \$25 billion in new projects in the United States. The wind industry employs 80,000 people across construction, development, engineering, and operations – with tens of thousands employed across 550 U.S. manufacturing facilities.

■ **ENERGY BRIEFING /
SOLAR INDUSTRIES ASSOCIATION**

The Solar Energy Industries Association (SEIA; www.seia.org), founded in 1974, works with its 1,000 member companies to champion the use of solar energy by expanding markets, removing market barriers, strengthening the industry, and educating the public on the benefits of solar energy.

The U.S. solar industry celebrated a lot in 2013. Photovoltaic installations – power-generating systems that use photovoltaic (PV) cells, also known as solar cells – continued to gain. Generating capacity of PV installations increased 41 percent from 2012, reaching nearly 15 times the capacity in 2008. There were also gains in the installation of concentrating solar power (CSP) systems, which use mirrors to concentrate sunlight, producing heat that, in turn, is used to generate electric power.

The cost to install solar fell throughout 2013, with average system prices ending the year 15 percent below the mark set at the end of 2012. At the end of 2013, the solar energy sector was a \$13.7 billion industry.

■ **ENERGY BRIEFING /
SOLAR FOUNDATION**

In January 2014, The Solar Foundation (www.thesolarfoundation.org) released the *National Solar Jobs Census 2013*. According to the report, the U.S. solar industry employed 142,698 Americans in November 2013. That represented an increase 23,682 solar workers since September 2012, a gain of 19.9 percent. Of those, 18,211 were hired for new jobs, while the remainder were existing workers who were assigned responsibilities pertaining to solar energy. The biggest gain was among installers – 12,500 workers were added, an increase of 22 percent. Veterans constitute 9.24 percent of all solar workers – compared with 7.57 percent in the national economy.

The Foundation expected solar employment to grow by 15.6 percent over the next 12 months, representing the addition of 22,240

Continued on Page 16 →

WWW.RECRUITMILITARY.COM



NOW IS THE TIME TO PURSUE YOUR CREATIVE GOALS!



If an artistic career is what you desire for the next phase of your life, The Art Institutes system of schools can provide you with the tools to make your goals a reality. We offer stimulating, hands-on programs in **DESIGN**, **MEDIA ARTS**, **FASHION**, and **CULINARY**—and all of them are focused on preparing you to enter the booming creative economy of tomorrow.*

Let us help you transform your talent into marketable skills for your future. Explore all of the exciting possibilities by visiting us at **ArtInstitutes.edu today!**

*Based on information from the U.S. Bureau of Labor Statistics for Job Growth from 2012-2022: 15 million of tomorrow's jobs are in the creative fields.

The Art Institutes is a system of over 50 schools throughout North America. Programs, credential levels, technology, and scheduling options vary by school, and employment opportunities are not guaranteed. Financial aid is available to those who qualify. Several institutions included in The Art Institutes system are campuses of South University or Argosy University. Administrative office: 210 Sixth Avenue, 33rd Floor, Pittsburgh, PA 15222 ©2013 The Art Institutes International LLC. OH Registration # 04-01-1698B; AC0165; AC0080; Licensed by the Florida Commission for Independent Education, License No. 1287, 3427, 3110, 2581.

**The Art Institutes™**
CREATE TOMORROW



Looking to take
your talents to
new places?

Launch a
rewarding career
with Air Liquide.

Air Liquide – world leader in gases, technologies and services for industry and health – is present in 80 countries with more than 50,000 employees. Oxygen, nitrogen and hydrogen have been at the core of the company's activities since its creation in 1902. Air Liquide relies on competitiveness in its operations, targeted investments, and the inventiveness of employees to create value over the long term.



Creative Oxygen

<http://www.us.airliquide.com/en/careers.html>






ENERGY AND UTILITY / OPPORTUNITIES

← Continued from Page 14

solar workers. Forty-five percent of all solar establishments said that they expect to add solar employees during this period.

Wages paid by solar firms are competitive, with the average solar installer earning between \$20 (median) and \$23.63 (mean) per hour – comparable to wages paid to skilled electricians and plumbers, and higher than average rates for roofers and construction workers. Production and assembly workers earn slightly less, averaging \$15 (median) to \$18.23 (mean) per hour, slightly more than the national average for electronic equipment assemblers.

ENERGY BRIEFING /

GEOTHERMAL ENERGY ASSOCIATION

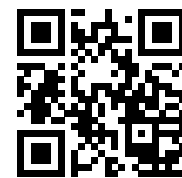
The Geothermal Energy Association (GEA; www.geo-energy.org) is a trade association composed of U.S. companies that support the expanded use of geothermal energy for electric-power generation and direct heating. The GEA advocates for public policies that will promote the development and utilization of geothermal resources, provides a forum for the industry to discuss issues and problems, encourages research and development to improve geothermal technologies, presents industry views to governmental organizations, provides assistance for the export of geothermal goods and services, compiles statistical

data about the geothermal industry, and conducts education and outreach projects.

Geothermal energy is heat from the earth. Areas with telltale signs such as hot springs are the most obvious sources of easily usable geothermal energy, but the heat of the earth is available everywhere and is essentially limitless.

Geothermal provides long-term income for people with a diversity of job skills. People directly employed by the sector include welders, mechanics, pipe fitters, plumbers, machinists, electricians, carpenters, construction and drilling equipment operators, excavators, surveyors, architects and designers, geologists, hydrologists, engineers, HVAC technicians, aquaculture and horticulture specialists, resort managers, spa developers, researchers, and government employees.

According to an employment survey published by the GEA in 2005, the total number of jobs supported by the industry was 11,460. Power plant or direct employment was estimated to be 4,583 full-time positions. ♦



HELP
RECRUITERS
FIND YOU!
REGISTER FREE

RECRUITMILITARY.COM

VETERANS FAMILIES PATRIOTS VOLUNTEERS



AMVETS CAREER CENTERS

Helping Veterans Find Jobs

www.AMVETS.org/CareerCenter



The AMVETS Call of Duty Career Centers address the notably high unemployment rates among returning veterans, especially the staggering unemployment rate within the 18-24 age group. The Career Centers provide FREE job search, interviewing skills and resume assistance to veterans, active duty service members, National Guard, and Reserve members and spouses. The Career Centers also help veterans with training and educational options, including free online coursework to veterans that may not qualify for other government help.

**NOW HIRING
1000 TECHNICIANS**

Supporting Global Innovation



MASTEC NETWORK SOLUTIONS BRINGS EXPERIENCE AND A GLOBAL REACH. Because we understand that innovation drives our success, our focus has been on staying at the forefront of customized telecommunications infrastructure solutions. With our nationwide reach and resources, MasTec Network Solutions focuses on safety and the training and development of the industry's best in class technicians. We offer incredible career opportunities as well as benefits, incentive plans, and paid time off.

Tower Technicians | Tower Foreman | Construction Managers | Project Managers

To learn more about business and career opportunities scan this code or visit www.mastecnetworksolutions.com or call 866.545.1872.




facebook.com/AMVETSCareerCenter



twitter.com/AMVETSCareerCen





A LUMINANT EMPLOYEE CONDUCTS A NEW FUEL INSPECTION. PHOTO COURTESY OF LUMINANT.

LEADERSHIP AND KNOWLEDGE

LUMINANT
www.luminant.com
www.LuminantCareers.com

LUMINANT is a power-generation business that includes mining, wholesale marketing and trading, and development operations. The company has more than 15,400 megawatts of generation capacity in Texas, including 2,300 MW fueled by nuclear power and 8,000 MW fueled by coal. Luminant is also the state's No. 1 miner of

lignite coal, with an annual production of more than 30 million tons. Additionally, the company is one of the largest purchasers of wind-generated electricity in Texas and the nation. Luminant is based in Dallas, and has other locations across Texas; the company employs about 4,000 people.

Luminant has received nearly 90 awards for reclamation excellence. These include the Interstate Mining Compact Commission's 2014 National Mine Reclamation Award in the coal category and the Railroad Commission of Texas' 2014 Coal Mining Reclamation Award.

LUMINANT AND VETERANS

Veterans, reservists, and members of the National Guard account for more than 15 percent of the company's employee base. Some military occupations – such as nuclear operator for the United States Navy – have obvious counterparts in the Luminant work force. Veterans who pursued other military occupations bring valuable professional and leadership skills to the company.

To support men and women who have military backgrounds, Luminant takes part in a national mentoring program through American Corporate Partners. This program helps veterans in their career development and minimizes the time they take to transition to the civilian work force. Many of the company's employees, both military and civilian, serve as mentors to new veterans. Luminant also focuses on additional outreach efforts through regular attendance at military career fairs and other engagement opportunities.

A VETERAN SUCCESS / BRIAN LEGG

Brian Legg retired from the United States Navy after 20 years as a master chief petty officer. His main responsibilities were nuclear power operations, support, management, and training.

⚡ ENERGY AND UTILITY / OPPORTUNITIES

Legg has been an operational excellence senior analyst with Luminant since 2013. He handles human performance improvement, coaching, assessments, meeting facilitation, root cause analysis, and event fact-finding – all in the setting of a commercial power plant.

He has built and delivered a new deck of training modules for new employees; and, working with the management team, has developed a course of instruction. The course includes a two-day event that introduces the topic of human performance improvement and involves dynamic learning activities.

His military experience taught him lessons that are now paying dividends in the civilian world. "Many of my military experiences and skills were valuable in helping me find a job," Legg said. "First, leadership experience greatly helped to shape my search for a civilian job. Additionally, the lessons in human behavior gleaned from working around such a diverse group of people in the military proved valuable. Also, technical knowledge of equipment design and operations shaped my search patterns."

He recommends that servicemembers get an early start on their job hunt while still in the military. "Begin networking at least two years out in order to research companies

Continued on Page 20 →



» EDUCATION DELIVERED YOUR WAY

YOUR LIFE. YOUR FUTURE. YOUR DREAMS. YOUR MOVE.

For years, you've had a country to protect. But today, as you near the completion of your military service, it's time to focus on a new mission. Today, you have a life to build. A career to nurture. A future to create. A strong education is the key to making everything else possible. And it doesn't get any stronger than Embry-Riddle Aeronautical University. We offer undergraduate and graduate degree programs in today's most sought-after disciplines. And with our flexible scheduling and learning options, you can complete your degree even while working full time. Call now and make life after the military everything you dreamed it would be.

1.855.484.0001
WORLDWIDE@ERAU.EDU
worldwide.erau.edu/military

EMBRY-RIDDLE
Aeronautical University
WORLDWIDE



Embry-Riddle allows you to apply your military service and credits from other educational institutions toward your degree, when applicable. So whether you're finishing up your bachelor's degree or pursuing your master's, you won't be starting from scratch.



"Since the Worldwide Campus is everywhere, I could carry what I learned from one assignment to another, and I loved that."

Nestor Bautista - Mayport, FL
Bachelor of Science in Professional Aeronautics
Master of Science in Management





Since World War I, Goodyear® has helped keep the U.S. Military rolling, and that tradition continues today. We are proud to be named one of the G.I. Jobs 2014 Top 100 Military Friendly Employers®, and we need experienced veterans like you to keep us rolling.

Visit goodyear.com/careers to explore opportunities and apply today.

GOODYEAR
MORE DRIVEN.

©2014 The Goodyear Tire & Rubber Company. All rights reserved.





Bristol-Myers Squibb

Attention Veterans

NOW you can serve on the frontlines of BioPharma


WE APPRECIATE YOUR SERVICE TO OUR COUNTRY, and we know the skills you've developed in the military will be useful in our mission—helping doctors and patients fight serious disease.

As a global BioPharma leader, we have career opportunities in many departments and geographies. And our own Veterans Community Network can help you transition from the military to a successful civilian career.

Join our mission at Bristol-Myers Squibb
www.bms.com/careers

Bristol-Myers Squibb is an equal opportunity employer—M/F/Vet/Disability

We're leading BioPharma's future. Together™



© 2014 Bristol-Myers Squibb Company. All Rights Reserved. 141637-25 03/14

← Continued from Page 18

and industries,” he said. Legg pointed out similarities between the military work world and civilian work world. “The technical and managerial skills from working in the military have easily transitioned into the same principles in the civilian sector,” he said. “The guiding principles of the Nuclear Power Program of the Navy are easily recognized by an employer. They want an employee who will show up to work on time, be honest, and give 100 percent of their effort to the task or job at hand.” Legg said that another reason civilian companies like to hire veterans is that they know the veterans have a great work ethic. “Discipline learned in the military helped to drive my work ethic,” he said. “The employer knows a veteran will give an honest day’s work, regardless of external circumstances. The drive to succeed and advance is another great characteristic learned in the military. Veterans are known as self-starters – always looking for the next great tool or process to improve.” One reason Legg likes working at Luminant is that he feels his military experience is valued and respected. “Luminant is a veteran-friendly company,” he said. “They recognize the contribution of veterans in the success of our country and our way of life. Previous military experience is highly relied upon in our

day-to-day operations for success. Further, the company’s core values – honesty and integrity, mutual respect, innovation, competitive spirit, and diversity – easily line up with the values I learned in the U.S. Navy.” Legg said that having an easily understood resume is extremely important in landing that first post-military job. “Learn to translate military speak into civilian terms, especially on your resume,” he said. “When you develop your resume, make sure to ask several people to review it. Write each resume with a specific job in mind. In fact, use the job posting as a template to highlight how you meet each requirement for the job.” Other advice for veterans: “Take advantage of your education benefits to work on a degree or a certification. Target your desired industry early, and network with other veterans; learn from their mistakes and successes.” Finally, Legg recommends taking advantage of career-building resources before leaving the military. “If at all possible, try and network with current employees from the company you would like to work for and recruiters via social media, such as LinkedIn or other tools,” he said. “Be ready for an interview and practice ahead of time. Make sure you take advantage of transitioning programs, which the military offers, to acclimate yourself to the language and expectations of civilian life.”

FOCUS AND CONFIDENCE

DEVON ENERGY CORPORATION
www.devonenergy.com
www.jobs@dvn.com

DEVON ENERGY CORPORATION is an independent oil and natural gas exploration and production company with onshore operations in the United States and Canada. Devon is a Fortune 500 company, and is headquartered in Oklahoma City. Devon has found that veterans and members of the National Guard and reserves have experience, skills, values, and other attributes that fit its company culture. So since 2011, the company has sharpened its focus on hiring veterans. Devon now has recruiters who are dedicated to finding veterans to fill many of its openings; and company recruiters now attend more events where they can interact with veterans, military spouses, and active-duty personnel who are nearing discharge. The company also promotes openings on 14 military-related websites, and it posts positions with the Disabled Veterans Outreach Program (DVOP). In 2013, Devon hired 71 veterans, moving the company past its goal of having 6 percent of all new hires be veterans or active servicemembers. The company’s 2014 goal is 7 percent. In 2013, Devon also created a

Junior Military Officer program, designed to hire transitioning officers with engineering backgrounds. The company has established a benefits program for employees who serve. Deployed employees receive full pay for three months and differential pay for the next nine. Health, dental, and vision insurance benefits continue for deployed employees and family members for 12 months. Devon also created on its intranet a virtual community for its veterans, active military personnel, and members of military families. Community activities include military-related functions, celebration events, and deployments. The network also serves as a way for employees to recruit other veterans; employees ask members whether they know of veterans who qualify for company openings. The network has 170 members, with more added regularly. Devon also recognizes its veterans at company events. For example, in a video at the company’s Town Hall Meeting in May 2013, images of employees in their military uniform flashed onto the screen, along with their names and titles. The closing line of the video said it all: “This upcoming Memorial Day, be sure to thank a veteran. Showing your support is free. Their service wasn’t.”

Continued on Page 22 →




FORCES!


JOIN OUR




he-equipment.com




Curtis Johnson
FOM Department
U.S. Army National Guard
(Active)



Dawn Byers
ARC Department
U.S. Army Reserve
(Active)



Peter Vogel
Pathology Department
U.S. Air Force/Army (Ret.)



Jacqueline Wicks-Callahan
Pharmaceutical Sciences
Department
U.S. Navy (Ret.)

Cures don't just happen.
They demand collaboration. Dedication. Enthusiasm. Teamwork.

At St. Jude, dedicated individuals team up to advance cures and means of prevention for catastrophic diseases in children. If you have the enthusiasm and want to join a team that collaborates for a greater cause, St. Jude is the place for you.

St. Jude is committed to hiring the best and the brightest veterans to maintain our culture of excellence. We offer a wide range of professional opportunities in the following areas — **Administration, Basic and Clinical Research, Nursing Services, Information Sciences and Allied Health.**

Visit our Web site at www.stjude.org/jobs to apply for open positions.


St. Jude offers a competitive salary and an excellent benefits package.

St. Jude Children's Research Hospital: a veteran-friendly employer


www.stjude.org/jobs

Ranked in the top 10 best places to work in academia by *The Scientist* yearly since 2005. Named the nation's No. 1 pediatric cancer care hospital by *Parents* magazine, 2009. Named the nation's best children's cancer hospital by *U.S. News & World Report*, 2010. Named to *FORTUNE* magazine's 100 Best Companies to Work For yearly since 2011.

An Equal Opportunity Employer — © 2012 St. Jude Children's Research Hospital-Biomedical Communications.



St. Jude Children's Research Hospital
ALSAC • Danny Thomas, Founder



The name to know in ENERGY.

Finding the right people to drive our success is a critical step. Discover exciting and rewarding ways to apply your talents within Enterprise Products. We have created an organization rich in energy-related opportunities. If you are a highly motivated achiever with a passion for success, we invite you to learn more about us and why you should consider Enterprise Products as your pipeline for career success.

We are currently seeking energy professionals in the fields of Accounting • Commercial • Engineering • Field Operations & Maintenance • Information Technology • Marine Services • Transportation.

To learn more about our opportunities, visit us at Careers.EnterpriseProducts.com.

Optimize your talents in an environment driven by people who share a passion for delivering outstanding results. Discover a challenging and rewarding career with a leading North American provider of midstream energy services. Enterprise Products' integrated system of assets offers a vast network of opportunities for career development. Experience more than you ever thought possible and work with top-notch talent.



EDE

It takes **TRUE GRIT** to wake up every morning, dedicated to a higher standard of work. At H&E Equipment Services we understand that no one knows true grit better than the United States Military and that's why we're dedicated to providing our Veterans a variety of career opportunities utilizing their skills acquired during their times in the service.

WE'RE AN EQUIPMENT COMPANY, RUN BY EQUIPMENT PEOPLE.

Apply at:
www.hehiring.com



← Continued from Page 21

■ **A VETERAN SUCCESS** / JONATHAN MASS

Jonathan Mass is one of those veterans. He served for two years in the United States Army before separating as a private first class. His main responsibilities in the military were as a mechanic. Mass was responsible for servicing all heavy construction equipment and maintaining vehicle service records.

Now, Mass is an assistant production foreman at Devon Energy Corporation. He is responsible for overseeing lease operators' routes and keeping the company's oil and natural gas production numbers up, along with improving efficiency. Mass has been with the company since 2011.

The military taught Mass that he could master anything, and that knowledge paid off when he started looking for work in the civilian world. "The overall focus, confidence, and knowing that you can do anything you put your mind to are some of the key elements that helped me in finding my first job," he said. "Also, the training. I know I can learn to do anything now."

Mass encourages active-duty servicemembers to get as much out of the military as they can. "Take it all in," he said. "The core values you become skilled at will help in life to be a good citizen, neighbor, and human being. Gain as much from your military experience as possible."

He learned a lot of lessons while in the military. "The biggest would be that no matter how

bad we think we have it, we have been through a lot worse or know of those who have given the ultimate sacrifice so that the rest of us can enjoy the freedoms and opportunities that we come across," he said.

The Army also helped him develop skills and characteristics that are contributing to his success at Devon. "It helped me to be on time, have integrity, and be loyal to myself and others," Mass said. "It helped me to be a better team player, always be aware of my teammates."

He sees a lot of similarities between Devon and the Army. "Devon expresses a great appreciation for those who have served, and also stands for some of the same values and principles as those of the military," he said. "Integrity, always do the right thing, deliver results."

Mass said that staying positive is key to finding the right post-military position. "The opportunities are there," he said. "Don't get discouraged if the first one you come to doesn't work out. We all appreciate your service more than you know, and there are companies like Devon Energy that encourage veterans to become part of their team."

As for landing a job at his company, Mass said veterans and servicemembers should go hard after what they want. "Go online to Devon Energy's website, and stay on top of the career opportunities," he said. "If you see something that interests you, apply for it and see where the road takes you. Don't give up."



JONATHAN MASS, ARMY VETERAN.
PHOTO COURTESY DEVON ENERGY CORPORATION

A CAREER THAT GIVES BACK TO THOSE WHO HAVE GIVEN THEIR ALL.

JOIN THE TTX TEAM. Headquartered in Chicago with locations throughout the country, TTX specializes in fleet management, logistics support, inspection, repair and preventive maintenance of freight railcars. Positions available immediately in Kansas City, KS.

Benefits:

- Full Time Positions
- Paid Vacations
- Paid Holidays
- Medical Coverage
- Incentive Plan
- Dental Coverage
- Railroad Retirement
- 401K Plan
- Tuition Reimbursement
- Supplemental Military Pay



For more information, please contact Adam Gianopolus at adam.gianopolus@ttx.com or visit www.ttx.com

Frank "Nick" Kelley, Corporal, United States Marine Corps Reserve. Valued TTX Employee since 2006.



RECRUIT MILITARY®



USAA is proud to be the
Exclusive Provider
of Insurance and Financial Services
for RecruitMilitary members

Get the card that works harder for you and RecruitMilitary.



Sign up for the RecruitMilitary USAA Rewards™ World MasterCard® and take advantage of:

- **No annual fee**¹
- **Variable purchase APR as low as 10.9%**¹
- **0% introductory APR for 12 months** on balance transfers and convenience checks made in the first three months after account opening **(10.9% to 25.9% variable APR on these balances after 12 months)**¹

USAA Bank, which is dedicated to serving the military community, helps make it easier to support RecruitMilitary.

Apply today.

usaa.com/recruitmilitarycc | 855-862-5627

Insurance Banking Investments Retirement Advice



We know what it means to serve.®

USAA means United Services Automobile Association and its insurance, banking, investment and other companies. USAA products are available only in those jurisdictions where USAA is authorized to sell them.

¹**Offer subject to approval.** As of 12/1/13, regular APRs on purchases, cash advances and balance transfers are 10.9% to 25.9%, depending on your credit history and other factors, and will vary with the market based on the Prime Rate. There is a transaction fee of 3% on cash advances (\$200 maximum on each balance transfer and each convenience check) and 1% on foreign transactions. Rates and fees subject to change. Please contact us for the most current information. If based on your credit history and other factors, you qualify for a credit limit under \$5,000, you will receive a Platinum Card with the same rates and fees. ²Earn 1 point for every \$1 in purchases. Rewards points terminate if account is closed or delinquent or if rewards program ends. Other restrictions apply. USAA Rewards Program terms and conditions will be provided with your card. Purchase of a bank product does not establish eligibility for or membership in USAA property and casualty insurance companies. RecruitMilitary receives financial support from USAA for this sponsorship.

Credit cards issued by USAA Savings Bank and administered by USAA Federal Savings Bank, both Member FDIC. © 2014 USAA. 149939-0114

OPPORTUNITIES FOR HEROES

Members of our team are dedicated to improving the quality of “life on the road” for the professional driver and the traveling public.

If you are energetic, enthusiastic, thrive on the challenge of a fast-paced work environment, and are looking for a rewarding career, we would like to talk with you.

WE OFFER:

- Competitive Pay
- Full-Time Employment
- Education Assistance
- 401(k) Retirement Savings
- Paid Leave
- PPO Health Care
- Prescription, Dental, Vision Options
- Life & Disability, Business Travel, Supplemental Life Insurance

www.tatravelcenters.com

www.petrotruckstops.com

VISIT US AT RecruitMilitary EXPO: Jul 17 • Dallas, TX | Sep 25 • Kansas City, MO

DEPENDABILITY AND ADAPTABILITY

PATTERSON-UTI DRILLING COMPANY LLC
www.patenergy.com/drilling/careers

Patterson-UTI Drilling Company LLC is the second-largest land-based drilling company in the United States; it serves major and independent oil and gas companies. The company and its subsidiaries have more than 275 marketable rigs operating primarily in the continental United States, Alaska, and western and northern Canada. Patterson-UTI Drilling has about 5,500 employees in the continental United States.

Opportunities at the company include all rig-based positions, plus jobs in operations management, trucking, maintenance, health-safety-environmental, and human resources. The company actively recruits servicemembers and veterans. Its recruiters visit from four to six military installations per month, and frequently interview and hire on the spot. In 2013, 47% of all new hires had military experience.

Hiring veterans provides the company with diverse, skilled, talented, and dependable leaders who are willing to learn, follow standard operating procedures, and adhere to the company’s culture of safety. The

recruiters look for individuals who are team-oriented and performance-focused, and have excellent leadership experience and an ability to be trained. Patterson-UTI Drilling offers an opportunity to make great pay and only work half of the year due to its schedule of 7 days on, 7 days off or 14 days on and 14 days off.

Learning is one of the company’s core values. Whether the veteran is new to the industry or just new to the company, its Competency Development and Learning Programs give him or her the tools for success.

A VETERAN SUCCESS / HENRY MARSHALL

Henry Marshall was a corporal in the United States Army and part of a lead fire team in combat operations. He joined Patterson-UTI Drilling in 2013, and was promoted to pad foreman after two months. A pad is an area of about 5 acres that is cleared, leveled, and surfaced over for siting one or more rigs, plus trucks and other equipment. Marshall directs pad operations during rig construction.

“In the Army, I learned to adapt and overcome in many less-than-ideal situations, including long hours, exposure to harsh weather, and the stress of making critical decisions in highly kinetic environments,” Marshall said. “I also learned how to stay motivated as a leader in those situations in order

⚡ ENERGY AND UTILITY / OPPORTUNITIES

to set a positive standard for my peers.”

He likes working at Patterson-UTI Drilling Company because the company recognizes high achievers. “Patterson is a good place for veterans because the company rewards hard work,” he said. “Good pay, excellent benefits, and plenty of room for advancement make the transition to a company like Patterson an easy choice.”

Marshall advises veterans to avoid limiting

DISCIPLINE AND FLEXIBILITY

GE OIL & GAS
www.ge.com/veterans

GE OIL & GAS PROVIDES PRODUCTS

and performs services for the oil and gas industry – from extraction to transportation to end use. In 2013, GE Oil & Gas had \$17 billion in revenue and 43,000 employees, and it operated from more than 100 sites worldwide.

The company’s various initiatives to hire veterans have made headlines in recent years, but GE has been hiring veterans for decades. It currently employs more than 10,000 veterans, and is committed to hiring 1,000 veterans each year through 2016 – a total of 5,000 from 2012 to 2016. Roughly one of every 13 GE Oil & Gas employees in the United States is a veteran.

The company considers the skills veterans learned and applied in the military to be a perfect fit: teamwork, critical thinking under pressure, discipline, flexibility, loyalty, and many others. GE Oil & Gas believes veterans’ experiences can translate into civilian careers at all levels of GE’s varied businesses.

The company was a co-founder of Get Skills to Work, a coalition of manufacturers and educators committed to training and placing veterans in advanced manufacturing careers. In addition, the company partnered with the U.S. Chamber of Commerce to support 260 veterans career fairs in the United States in 2013 – and assisted 4,200 veterans through those fairs.

GE Oil & Gas guarantees healthcare benefits for families while the employee is deployed and offers salary differential support for families of deployed employees. The company also provides special recognition and support for employees and families before and during deployment. Its Junior Officer Leadership Program (JOLP) is a leadership development effort tailored specifically for former officers. GE also created a military-specific GE Careers recruiting website to target veterans.

A VETERAN SUCCESS / DAVID SELLER

David Sheller served as a pilot in the United States Air Force for 11 years. He joined GE Oil & Gas in May 2011, and is now a subsea offshore strategic planning and forecasting leader.

Sheller said that the connections he made in the military played an important role

WWW.RECRUITMILITARY.COM

⚡ ENERGY AND UTILITY / OPPORTUNITIES

themselves when they look for a post-military career. “First of all, do not give up on your job search,” he said. “It may take some time, but if you are motivated, you will find a home. Do not limit yourself to living in a certain place or working a traditional schedule. Placing arbitrary conditions on terms of potential employment limits your opportunity. Look to the oil and gas industry. It’s growing faster than ever.”

in finding work after the Air Force. “My military network was extremely key to my transition to the civilian world,” he said. “I also attended many different military hiring conferences and sought out professional help when drafting my resume and prepping for interviews. The military transition assistance program (TAP) was helpful, but I took every opportunity I could find to make myself more marketable.”

It is also important to continue to learn. “One piece of advice I would give would be to always continue with education and development of skills,” he said. “The military is an amazing place to develop leadership skills, but there isn’t a lot of opportunity to learn critical business skills such as finance, sales, etc. We fall behind our civilian counterparts on the business side, but with extra training and education we can catch up very quickly.”

Being a leader in the Air Force is paying off at GE Oil & Gas. “The leadership and level of responsibility I had in the military have been the most helpful to me,” Sheller said. “I would also say that being mission-focused is something engrained in me and every veteran I have worked with at GE.”

He said that GE Oil & Gas understands the value of having an employee who served in the military. “GE is highly motivated about hiring veterans,” he said. “They truly understand the value we bring to the table.”

He encourages veterans never to give up on their job search. “Don’t leave any stone unturned,” he said. “Let’s be honest, it’s really tough out there. If you can’t find a job immediately, start developing more skills – whether that’s formal education or a trade. Pulse your personal network continuously, and don’t be afraid to take a position that isn’t the perfect job. Finally, don’t lock yourself into a location. There are a lot of jobs out there, but maybe not exactly where you want to live. Make the transition and build your resume.”

As for working at GE Oil & Gas, Sheller recommends that veterans do everything they can to get the recruiters’ attention. “As the GE Veteran Network recruiting leader, my first piece of advice is to go to the GE website and apply,” he said. “We are continually reviewing resumes and pushing them to hiring managers. Second, continue to develop your skills and resume. GE is looking for top military talent, and anything you can do to differentiate yourself will help you stand out.” ♦

The GEO Group, Inc. ®

Thank you for your service!

HIRING HEROES NATIONWIDE

GEO offers challenging and rewarding career opportunities individuals who are:

- Transitioning from military to civilian life
- Veterans or prior military service members
- Members of the National Guard or Reserve

866.301.4436, EXT 5863 | www.geogroup.com/hiringheroes | www.jobs.geogroup.com

Equal Opportunity Employer

NEW TEAM. NEW MISSION.

Your military skills and leadership are just what we need to grow one of the nation’s great banks.

- Innovative, collaborative culture
- Opportunities to grow with a financial services leader
- Outstanding benefits, including time off for military training and active duty obligations

capitalonemilitary.com

Capital One is an equal opportunity employer committed to diversity in the workplace. We are committed to hiring veterans and their spouses and helping them build successful civilian careers.

Opportunity

to be more than an employee.
to be a partner.

Become a partner.
starbucks.com/careers

© 2014 Starbucks Coffee Company. All rights reserved. NSPOTH14-00212

Your Next Mission **Starts Here.**

Our core values—*Teamwork, Execution, Action, Service and Leadership*—align with the strengths of military veterans, making them perfect candidates for a wide range of positions at AdvancePierre Foods. We have made it our mission to assist veterans and military family members as they transition into the civilian workforce. Join our team and get a jump start on a successful career in the food industry.

Apply Online Today at
www.advancepierre.com

YOUR MISSION
Military to civilian transition.

OUR MISSION
Getting you there.

Good jobs across America with great futures in aviation maintenance.

Talk to a Military Recruiting Specialist: 630-468-1770
militaryrecruiting@planetechs.com | 800-669-5627

Airframes | Avionics | A&P | Engineers | Mechanics

RESEARCH GUIDE

YOUR RESEARCH GUIDE TO A CAREER IN ENERGY OR POWER

by MIKE ROLLINS

ENCOURAGE JOB SEEKERS to use this guide to learn about the energy and power segments of the economy and job opportunities in those segments. You can access each URL below through our *Search & Employ*® online PDF, which is an exact duplicate of our print magazine, and contains live links: <http://recruitmilitary.com/search-and-employ>.

The Bureau of Labor Statistics (BLS), a part of the United States Department of Labor, publishes the *Occupational Outlook Handbook*, 2014-15 Edition (www.bls.gov/ooh), which has chapters on energy and power-generation jobs. Each chapter's main page has eight tabs: (1) Summary, (2) What They Do, (3) Work Environment, (4) How to Become One, (5) Pay, (6) Job Outlook, (7) Similar Occupations, and (8) Contacts for More Info. The links to the chapters are: www.bls.gov/ooh/architecture-and-engineering/chemical-engineers.htm www.bls.gov/ooh/architecture-and-engineering/electrical-and-electronics-engineers.htm www.bls.gov/ooh/architecture-and-engineering/electrical-and-electronics-engineering-technicians.htm www.bls.gov/ooh/architecture-and-engineering/electro-mechanical-technicians.htm www.bls.gov/ooh/architecture-and-engineering/mining-and-geological-engineers.htm www.bls.gov/ooh/architecture-and-engineering/nuclear-engineers.htm www.bls.gov/ooh/architecture-and-engineering/petroleum-engineers.htm www.bls.gov/ooh/construction-and-extraction/boilermakers.htm www.bls.gov/ooh/construction-and-extraction/electricians.htm www.bls.gov/ooh/construction-and-extraction/plumbers-pipefitters-and-steamfitters.htm www.bls.gov/ooh/construction-and-extraction/solar-photovoltaic-installers.htm www.bls.gov/ooh/installation-maintenance-and-repair/electrical-and-electronics-installers-and-repairers.htm www.bls.gov/ooh/installation-maintenance-and-repair/industrial-machinery-mechanics-and-maintenance-workers-and-millwrights.htm www.bls.gov/ooh/installation-maintenance-and-repair/line-installers-and-repairers.htm www.bls.gov/ooh/installation-maintenance-and-repair/wind-turbine-technicians.htm www.bls.gov/ooh/life-physical-and-social-science/geoscientists.htm www.bls.gov/ooh/life-physical-and-social-science/geological-and-petroleum-technicians.htm www.bls.gov/ooh/life-physical-and-social-science/nuclear-technicians.htm www.bls.gov/ooh/production/power-plant-operators-distributors-and-dispatchers.htm www.bls.gov/ooh/production/stationary-engineers-and-boiler-operators.htm

The U.S. Energy Information Administration (EIA; www.eia.gov), a part of the United States Department of Energy, has an 8-page Sources and Uses section; each page is filled with links to statistics and reports:

www.eia.gov/petroleum/	www.eia.gov/coal/	www.eia.gov/naturalgas/
www.eia.gov/renewable/	www.eia.gov/nuclear/	www.eia.gov/electricity/
www.eia.gov/consumption/	www.eia.gov/totalenergy/	

The EIA home page has links to various reports, including Short-Term Energy Outlook, Annual Energy Outlook, International Energy Outlook, Energy Explained, and Energy in Brief.

The American Gas Association has a linked list of its member companies at <http://www.aga.org/membercenter/Pages/MembershipDirectory-links.aspx>.

The American Petroleum Institute (API; www.api.org) has an Oil and Natural Gas Overview tab that connects to a "Wells to Consumer Interactive Diagram" and four sets of links:

(1) Exploration and Production, with six links: (i) Onshore, (ii) Offshore, (iii) Natural Gas, (iv) Oil Sands, (v) Oil Shale, and (vi) Hydraulic Fracturing.

(2) Transportation, with three links: (i) Oil Tankers, (ii) Pipelines, and (iii) Pipeline Performance Tracking System.

(3) Refining, with four links: (i) Refineries, (ii) Gasoline, (iii) Diesel, and (iv) Heating Oil.

(4) Consumer, with three links: (i) FAQ's, (ii) Use Energy Safely, and (iii) Use Energy Wisely.

An Environment, Health, and Safety Tab on the API home page connects to sets of links on:

● Environmental Principles	● Clean Air	● Climate Change
● Clean Water	● Health and Safety	● Energy Efficiency and Recycling
● Process Safety	● Environmental Performance	

A membership link on the API home page connects to a page with an API Members link, and that link connects to page listing the organization's corporate members. Each listing is a live link to a corporate website, and many of those sites include careers pages.

The American Wind Energy Association (www.awea.org) publishes quarterly market reports. A link to the report for the third quarter of 2013 is at www.awea.org/3Q2013.

The Edison Electric Institute (EEI; www.eei.org/Pages/default.aspx), an association of investor-owned electric companies, has a member company listing at www.eei.org/about/members/uselectriccompanies/Pages/usmembercolinks.aspx. Each listing is a live link to a corporate website, and many of those sites include careers pages. Electricity 101 (www.eei.org/electricity101/Pages/default.aspx) provides an overview of the electric power industry.

WWW.RECRUITMILITARY.COM

The Geothermal Energy Association had a linked list of member companies at http://geo-energy.org/gea_members.aspx. The "Geothermal Power Plants – USA" section (<http://geo-energy.org/plants.aspx>) provides information on plant locations, ownership, and capacity.

The National Hydropower Association has a linked list of member companies at <http://www.hydro.org/about-nha/membership/list-of-members/>. Its "Why Hydro?" pages have chapters titled Available, Reliable, Affordable, Sustainable, Job Creation, Other Benefits, and Broad Public Support.

The National Mining Association (www.nma.org) has a linked list of members at www.nma.org/index.php/member-list. On <http://www.nma.org/index.php/environment-overview> are links to two-page backgrounders on clean coal technology, coal ash, and a publication titled *Coal: America's Power*.

The Nuclear Energy Institute (www.nei.org) has a non-linked Executive Leadership, Committees, and Member Roster at www.nei.org/CorporateSite/media/filefolder/NEI-Membership-Roster.pdf?ext=.pdf. A careers page at www.nei.org/Careers-Education/Careers-in-the-Nuclear-Industry has links to chapters titled Be Part of a Growing Workforce, What Are Employers Looking For, and Help for Your Job Search. On www.nei.org/Careers-Education/Education-Resources are links to chapters on Nuclear Energy Training and Education Programs and Resources for Teachers and Students.

At www.nei.org/News-Media/Publications/Brochures are links to:

- Understanding Radiation: Its Effects and Benefits
- Nuclear Energy: Powering America's Future
- Nuclear Energy: Just the Facts
- Safe and Secure: Managing Used Nuclear Fuel
- The Future of Energy is Nuclear . . . The Future of Energy Is You!

At www.nei.org/Knowledge-Center/Nuclear-Statistics are links to:

- U.S. Nuclear Power Plants
- Costs: Fuel, Operation, Waste Disposal, and Life Cycle
- Environment: Emissions Prevented
- On-Site Storage of Nuclear Waste
- World Statistics

The Solar Energy Industries Association (www.seia.org) has a linked Membership Directory at www.seia.org/directory. A Solar Career Map – a concept map, not a geographical map – at www1.eere.energy.gov/solar/careermap/ helps job seekers explore the universe of solar-energy occupations. The map describes jobs across the industry, charts possible progression between them, and identifies the training needed to do them well.

The executive summary of the research document Solar Market Insight Report: 2013 Year in Review is at www.seia.org/research-resources/solar-market-insight-report-2013-year-review. Other SEIA publications include:

www.seia.org/research-resources/2013-top-10-solar-states www.americasupportsolar.org

To learn about the issues, the major players, and the general buzz in the energy industry, I suggest that you read magazines on the subject. Many such publications are available both in print and online, and have their own websites.

PennWell Corporation publishes:

<i>Electric Light & Power</i>	www.elp.com/index.html
<i>Hydro Review</i>	www.hydroworld.com/index.com
<i>Offshore</i>	www.offshore-mag.com/index.html
<i>Oil & Gas Journal</i>	www.ogj.com/index.html
<i>Power Engineering</i>	www.power-eng.com/index.html
<i>Renewable Energy World</i>	www.renewableenergyworld.com/rea/home

Access Intelligence publishes *Power*
www.powermag.com

BBI International publishes *Ethanol Producer Magazine*
www.ethanolproducer.com

Oildom Publishing Company of Texas, Inc., publishes *Pipeline & Gas Journal*
www.pipelineandgasjournal.com

The American Gas Association publishes *American Gas*
www.aga.org/Newsroom/magazine/Pages/default.aspx

The American Public Power Association publishes *Public Power*
www.publicpower.org/media/magazine/index.cfm?navItemNumber=21070

The American Solar Energy Society publishes *Solar Today*
<http://solartoday.org>

The Edison Electric Institute publishes *Electric Perspectives*
<http://mydigimag.rrd.com/publication/frame.php?i=199099&p=&pn=&ver=flex>

White Digital Media Group publishes *Energy Digital*
www.energydigital.com

WTWH Media, LLC, publishes *Windpower Engineering & Development*
www.windpowerengineering.com

Zackin Publications, Inc., publishes *North American Windpower*
www.nawindpower.com/new_home.php

Mike Rollins is vice president of sales at RecruitMilitary and a veteran of the United States Navy. Contact him at mike.rollins@recruitmilitary.com.

WWW.RECRUITMILITARY.COM

MAKE YOUR MARK, AGAIN.

Lowe's was built by those who dare to think differently. By those who revel in new challenges. By people like you. With your military training and experience, you have exactly what we're looking for. Strength. Guts. Leadership. So, be proud of what you do every day. Join us. Apply at Lowe.com/Careers.

NEVER STOP IMPROVING

Lowe's is an equal opportunity employer committed to diversity and inclusion. ©2014 Lowe's. LOWE'S, Gable Mansard Design, and Never Stop Improving are registered trademarks of LF, LLC.

Our Space is Aerospace.
Your place is here.

UTC Aerospace Systems is a leading global supplier of technologically advanced aerospace and defense products. The range of application for these systems and components is immense, including use in commercial and military aircraft, helicopters, satellites and more. In fact, the only thing that equals the diversity of our product line is the extent of opportunity you will find when you join us.

Exceptional opportunities are available within these business units. Explore a position with us today!

- Aerostructures
- Corporate
- Electric Systems/Actuation/Space
- Interiors
- ISR Systems
- Sensors and Integrated Systems

Building on the strengths of Goodrich and Hamilton Sundstrand, UTC Aerospace Systems includes more than 40,000 teammates in 26 countries worldwide. Come discover the career possibilities and rewards you'd expect from a global leader.

Visit www.utcaerospace-systems.com to apply online. EOE D/M/F/V

www.utcaerospace-systems.com

Follow us on:

UTC Aerospace Systems

26 | SEARCH & EMPLOY® MAY + JUNE 2014

MAY + JUNE 2014 | SEARCH & EMPLOY® 27

Schlumberger

The energy needs of the future will require new technology to develop and produce.

Could you be the key to unlocking the energy of tomorrow?

Join our team!

Apply today at careers.slb.com

Learned Here

Applied Here

At Schlumberger we are known for developing the technologies that define exploration and drilling in the global oil and gas industry. We apply the highest ethics and visionary thinking in all that we do. These are the same strengths you applied in your military career – and the very skills you will contribute as a member of our team.

Schlumberger, an oilfield services company, has maintained its position as an industry leader for more than 85 years by being the most technologically advanced player in the game. The business started in a Paris office in the 1920's based upon the Schlumberger brothers' revolutionary idea of using electrical measurements to map subsurface rock formations. The company has grown to 120,000 people of more than 140 nationalities working in more than 80 countries.

Once you become a employee of Schlumberger your **benefits package** includes:

- Competitive Pay Package
- Medical & Dental (Multiple Plans)
- Basic Accident and Life Insurance
- Profit Sharing
- 401K (up to 6% match)
- Paid Vacation
- Paid Training
- Discounted Stock Plan

If interested, please apply at careers.slb.com

EOE

Schlumberger

KEEP ON LEARNING

Education Pays – And There are Many Options

IT IS NO SURPRISE THAT – in most cases – more and more education and training leads to higher career satisfaction and a better-than-average paycheck. After all, not many people with doctorates or master's degrees are ringing up groceries at your local store. Nor are there many CEO's and high-level project managers who do not have college degrees.



GRADUATE PHOTO CREDIT: Fuse / Thinkstock. EDUCATION ICONS: kanate / iStock / Thinkstock.



So it is well worth noting that the word "learn" contains the word "earn." There is usually a direct correlation between a person's level of education and his or her level of income.

Some people have said that the rising cost of college education is making getting a degree too expensive and not worth it in the long run. But labor economists – people who study the relationship between education and earning – say that is a dangerous myth that lulls some into not pursuing higher education. In fact, the best evidence says that a college degree leads to a lifetime earnings increase of up to \$340,000, even after subtracting the cost of that higher education. That return apparently applies to all undergraduate majors, not just those specifically tied to expected higher earnings.

The medical field has been very much in the news because it offers a lot of opportunities, job satisfaction, and job security. There are opportunities for those without college degrees, but people who pursue an education beyond high school have much higher earning potential. Medical jobs that do not require a college degree pay between \$22,000 and \$42,000 per year in most areas of the country. The pay rises to between \$42,000 and \$62,000 for people with just a two-year college degree. Advanced

nursing positions that usually require a master's degree pay upwards of \$95,000. And we all know that doctors – who spend a lot of time in school – make the big bucks.

Nobody is saying you need to go to med school, but the connection between education and higher salaries is clear. And the value of education goes beyond what students read in books or hear from their professors. Employers understand that people who have earned higher education degrees know how to learn and will be quicker to pick up new skills and knowledge on the job. Also, when students interact with one another, they can develop communication skills such as persuasion and conflict resolution. In addition, because they are so busy, students have to develop time and task management skills to handle the many projects, deadlines, and other demands of obtaining an education. Students also have the advantage of learning from others – not just professors – while they are "hitting the books."

The phrase "knowledge is power" might be overused, but it is true. People who have the knowledge and education more often than not find success in this world. While the recent recession hit everybody in one way or another, people without college degrees tended

Continued on Page 32 →



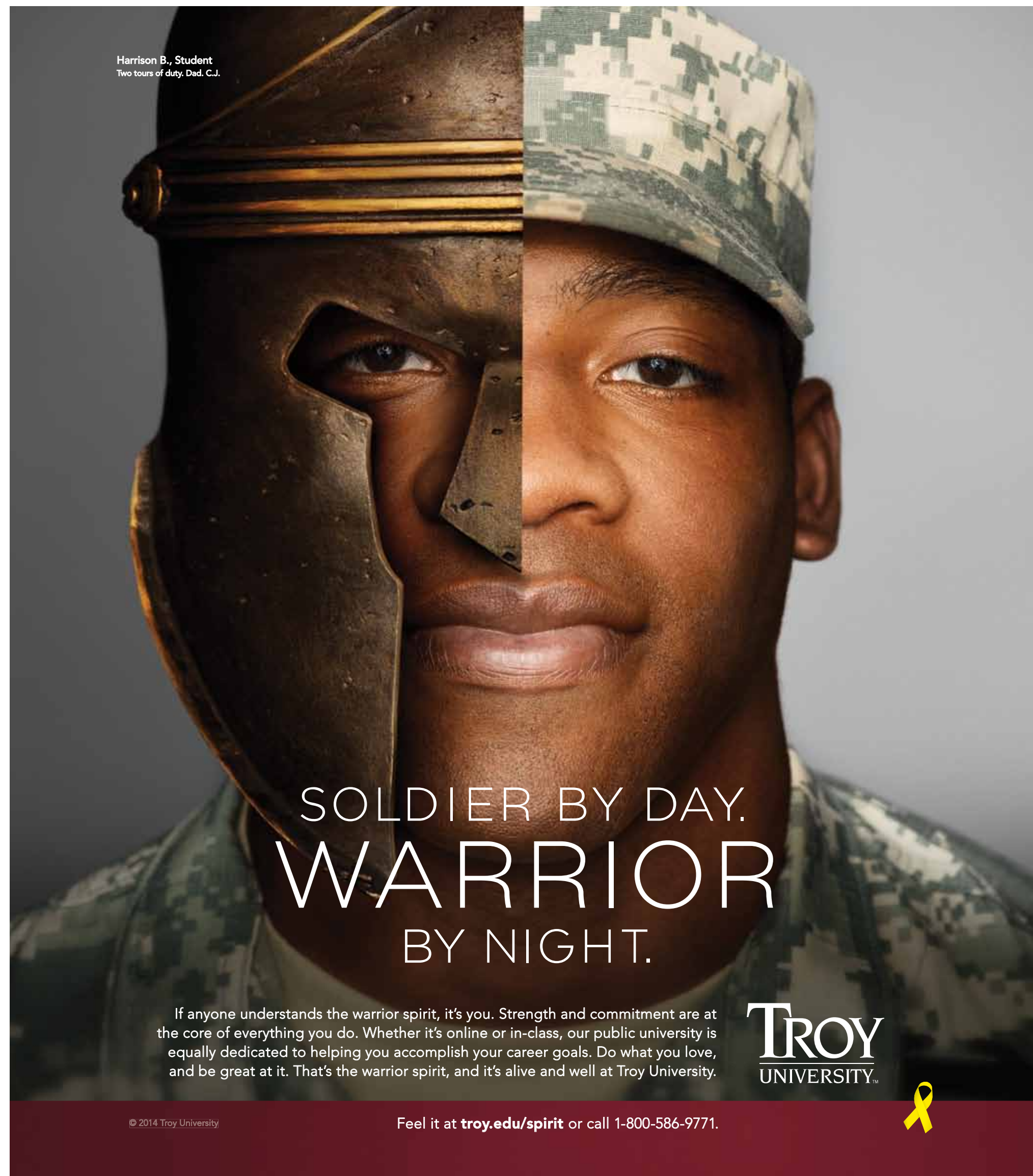
LET US HELP EASE YOUR TRANSITION...
we are offering 30 FREE franchises



Town Planner is a Community Based
 National Publication
 for more information go to
townplanner.com/heroes
 email: martin@townplanner.com
 800-383-1253




Harrison B., Student
 Two tours of duty. Dad. C.J.




SOLDIER BY DAY.
WARRIOR
 BY NIGHT.

If anyone understands the warrior spirit, it's you. Strength and commitment are at the core of everything you do. Whether it's online or in-class, our public university is equally dedicated to helping you accomplish your career goals. Do what you love, and be great at it. That's the warrior spirit, and it's alive and well at Troy University.



© 2014 Troy University

Feel it at troy.edu/spirit or call 1-800-586-9771.



← Continued from Page 30

to be hit the hardest. So education, at the very least, can be a shield against economic adversity.

Sometimes that education comes from on-the-job training and independent study, but more and more employers are looking for college degrees when it comes to hiring for open positions. That is especially true now that there are more ways than ever to get a college degree. The traditional way is to learn on a college campus with ivy on the academic buildings and Frisbee on the quad. But as the non-traditional student becomes more traditional, colleges of all levels have learned to adapt. Colleges are offering more and more classes online and at night so that people who work day jobs can further their education at their own pace.

It is hard to put a precise dollar value on education. But, at the very least, earning a degree beyond high school widens one's range of career opportunities and chances for advancement. Many of the jobs that did not require a college degree before the recent recession now have that stipulation; many jobs that required a bachelor's degree now call for a master's degree.

Companies can afford to be pickier when it comes to hiring. They are asking for the best, the brightest, and the most educated.

MANY OPTIONS

There are education opportunities out there for everybody, from people who want to earn a certification for a trade to those who want to go back to college – or go there for the first time – to earn a college degree. The traditional college is not for everyone, and options are available. For example, students do not have to be in a classroom to hear their professors lecture or even to take tests. The students can watch recorded lectures in the comfort of their own homes and on their own schedules.

Here are some of the major options:



Full-time, on-campus learning at a college or university. The most traditional route, this option enables the student to get the full college experience. He or she attends most, if not all, classes in a traditional classroom, and may even live on or near the campus.

Many people call this option a four-year program, but an increasing number of students are taking longer than four years because they are working jobs on the side or are pursuing double majors. Others, of course, take longer because they go on to earn graduate degrees.

The advantages of this option are the availability of professors and classroom learning. This is also more social interaction; and in some academic tracks, group work

is encouraged, if not necessary. The social aspect extends beyond the classroom as well. The traditional campus usually offers a lot of activities for students: attending football and basketball games, joining fraternities, sororities, and clubs, etc.

This is the best option for students who want the more traditional experience and students whose academic pursuits require a lot of lab time. For example, people who are studying to become physicians – and even pre-med students – will spend much of their time in labs. On the downside, this is usually the most expensive option and may put students in a debt they would rather avoid.



Part-time/evening on-campus learning at a college or university.

This option lets students take on their academic load with smaller bites, financially and time-wise. It is popular with students who have obligations beyond school – part-time and/or full-time jobs, families, etc. Instead of taking a full academic load each semester, students can take one or two classes in the classroom on their own schedules.

Many colleges and universities offer these classes at night so that students who also work typical 9-to-5 jobs can take the classes they need. Some schools also offer Saturday classes. The path to graduation is longer on

this route, but this approach is also easier to maintain for older students because of their often extensive obligations.

One option in this context is distance learning. The professor and a group of students are in one classroom; other students watch the professor lecture on screens in other classrooms. This option helps students who have longer commutes to the main campus save time and money by going to a closer location. The main plus to this option is that it offers more flexibility. The downside is that it usually takes longer to complete academic requirements.



Online learning via a college or university that also offers on-campus learning. Some academic institutions that have on-campus classrooms have extended their reach in recent years. To be more flexible for today's students, they have started to include online classes. These classes enable the students to view lectures and even take exams in their own homes or anywhere there is an Internet connection. Not every class has this option, and some classes are offered with both the online option and the more typical in-classroom option.

Online learning is no longer a one-way process. In many cases, the schools require

Continued on Page 34 →



PROMOTING WELLNESS. For your career. For our patients.

Sibley Memorial Hospital is a non-profit, full service 318 bed acute care community hospital serving the Washington, DC area. Our mission is to provide quality health services and facilities for the community, to promote wellness, to relieve suffering, and to restore health as swiftly, safely, and humanely as it can be done consistent with the best service we can give at the highest value. But, we also apply those values to our most important asset- our staff.

IMMEDIATE NEEDS

Registered Nurses, Perioperative Services

Ambulatory Services • PACU • Operating Room

As a key member of our perioperative nursing team, you will be valued, supported, respected and rewarded. Enjoy being challenged clinically with a wide range of surgical services (offered in our state of the art OR suite complex) including OB/GYN orthopedics, neurology, otolaryngology, cosmetic, thoracic, urology and general surgery.

To qualify, you must have a minimum of an associate degree in Nursing with current RN licensure in the District of Columbia; BLS certification plus a minimum of one year recent clinical nursing practice in the relevant perioperative area. Excellent interpersonal, communication and team building skills with an emphasis on patient satisfaction is expected. CNOR is a plus.

We are committed to offering an innovative and collaborative work environment that will enrich your professional and personal development. Apply at www.sibley.jobs and select the Job category: Nursing



Sibley Memorial Hospital is an Equal Opportunity / Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, age, national origin, disability, protected veteran status, or any other status protected by federal, state, or local law.



Onsite childcare



YOU SERVED PROUDLY. NOW WE WOULD BE PROUD TO SERVE YOU.

As our thanks to you for your service, Bryant & Stratton College would like to support you and your family by providing a personal, and career-focused Education.

- Approved for Veteran's Training.
- Convenient day, evening, weekend and online classes.
- "Salute To Spouses" Scholarships available.
- Career advisement can help you find a position when you graduate.
- Servicemember Opportunity Consortium (SOC) College.

Virginia Beach/Hampton
1.866.558.2581

Certified by SCHEV to operate in Virginia.



Bryant & Stratton College

Personal Education. Lifetime Success.® Since 1854

To learn more, visit us at:
<http://www.bryantstratton.edu/admissions/military.aspx>

For more information about our graduation rates, the median debt of students who completed the programs, and other important information, please visit our website at www.bryantstratton.edu/disclosures.

Honored to Help U.S. Veterans Find a Secure and Stable Career



Amtrak® has a long history of providing career opportunities to veterans as well as active military members. We value the leadership, reliability and high-tech skills veterans bring to Amtrak. Your ability to adapt to a dynamic environment, your dedication and focus to safety and your experience gained while on military duty directly relates to a variety of operational and non-operational career opportunities at Amtrak.

We have a team of dedicated recruiters who will work with you to understand your military skills, experience and training to find career opportunities that best align with your capabilities. Because so many of our employees have served our country in the armed forces, you will feel comfortable and welcome as you transition to the Amtrak team.

We're hiring.

Are you ready to join our team?

Amtrak.com/veterancareers



In a continued effort to support the nation's service men and women, Amtrak has set a goal of ensuring 25 percent of its new hires are veterans by 2015.



BARTLETT.
BECAUSE UPWARD MOBILITY
IS PART OF OUR NATURE.

For over 100 years, we've made trees, shrubs—and our people—thrive. Ours is an entrepreneurial culture in which new ideas are welcomed and decisions are shared—not handed down. We provide a highly-competitive compensation package, continuing education and generous benefits, including medical/dental/life insurance, 401(k) and more. And we encourage our employees to succeed both in and out of the workplace. Consider a career with Bartlett Tree Experts. Where growth happens everywhere you look.



PLEASE CONTACT NOEL DUBAK AT NDUBAK@BARTLETT.COM

← Continued from Page 32

that the students mount cameras on their computers so that the professors can observe the students during exams and can see the students when they ask questions. Skype and other technologies make communicating visually over the Internet much easier.

The advantage of this approach is that it offers a lot of flexibility: a student can take classes online when possible and in the classroom when necessary. However, it usually requires much self-discipline on the part of the student. And even with the modern technology, there is not a lot of student-professor interaction.

Learning at a trade or technical institution. This is the ideal approach for those students who are less interested in historically academic pursuits, but instead would prefer to focus on a trade they can master and then develop into a career. There is still classroom work, and some trade or technical institutions have basic academics such as English and history, but the focus is on the trade.

The schools start with the basics before moving on to the more detailed course work, enabling the students to progress at their individual rates. In many of their courses, the schools do not measure the progress of a student by means of classes such as freshman, sophomore, etc. Instead, the schools issue certifications — the student must pass certain

qualifying tests for each level of certification.

The better schools offer the latest technology. In fact, this technology may surpass the technology at the student's eventual work site — requiring him/her to learn to work with older technology on the job. But he or she will be ready when the employer “catches up” technologically.

These programs also have flexible schedules because many of the students are also working full-time jobs on top of going to school.

Union apprenticeship program. This is a good career choice for students who like to work with their hands and are willing to serve an apprenticeship for up to five years, depending on the trade. Students are encouraged to have good problem-solving skills and the ability to work collaboratively with a team. The apprenticeships are usually paid, so students earn while they learn. After completing the apprenticeship, the student usually has the option of taking a job where he or she served as an apprentice.



NEED
RESUME
HELP?

RECRUITMILITARY.COM/RESUME-WRITING



**TEXAS A&M ENGINEERING
EXTENSION SERVICE**

**Texas A&M Engineering
Extension Service**
877.833.9638

**200 Technology Way
College Station, TX 77845-3424**

www.teex.org/va

VA-approved Programs

Basic Peace Officer	Emergency Medical Technician and Paramedic
Recruit Fire Academy	Unexploded Ordnance
Fire Instructor	Solar PV Installer
Certified Safety & Health Official	

The time has never been better for military veterans to further their training. The Texas A&M Engineering Extension Service (TEEX) is committed to helping veterans make the best choices possible while attaining the maximum assistance, guidance, and support using the GI Bill and other programs. Qualifying veterans may use GI Bill benefits for certain TEEX programs.





ARMY ★ MARINE CORPS ★ NAVY ★ AIR FORCE ★ COAST GUARD

Dedication. Leadership. Courage.

We're honored to hire individuals
who've shown so much of all three.



Monica Gupta
Manager, Bank of America
National Guard
Recipient of the Bronze Star
Iraq, Operation New Dawn

The men and women of the U.S. military always put our country first. While serving our nation, they develop skills and discipline that can help them succeed in the civilian workforce. That's why we employ more than 6,800 veterans, guard and reservists, and have made it a priority to hire 10,000 more. We're also proud to support the military in our communities, through home donations and partnerships with nonprofit organizations that support their needs. We deeply appreciate all they've given our country, and are proud to help them connect to new career opportunities here at home.

Learn more about Monica's story at bankofamerica.com/militarysupport

Bank of America

Life's better when we're connected™

YOU CAN SERVE VITAL NEEDS.

Every day, the 30,000 people of ADM turn crops into renewable products that meet the demands of a growing world. Join our team and help serve vital needs for food and energy around the world.

ADM provides:

On-the-Job Training

Medical and Dental Benefits for the Family

401(k) Plus Employer Contributions

Pension Plan

Paid Vacation and Holidays



Apply or learn more at
adm.com/militaryrecruiting.

ADM is an Equal Opportunity/Affirmative Action employer.



RESEARCH GUIDE

YOUR RESEARCH GUIDE TO EDUCATION

by RICK JONES



ENCOURAGE JOB SEEKERS to use this guide to evaluate their continuing-education options and to learn about financing that may be available to them. You can access each URL below through our *Search & Employ*® online PDF, which is an exact duplicate of our print magazine, and contains live links: <http://recruitmilitary.com/search-and-employ>.

GI BILL

The United States Department of Veterans Affairs (VA) site www.benefits.va.gov/gibill is the home for educational benefits provided by the department. A School Decision Resources page (www.benefits.va.gov/gibill/school_decision.asp) has links to:

- GI Bill Comparison Tool to help one find a school and determine his or her GI Bill benefits while attending it

- Guide to choosing a school
- The President's Principles of Excellence program, and participating schools
- GI Bill Comparison Chart
- College Affordability and Transparency Center College Scorecard, a site of the U.S. Department of Education
- Choosing a College – 8 Questions to ask, a PDF published by the Federal Trade Commission
- Paying for College: Navigate the Noise, a site of the Consumer Financial Protection Bureau

MAJOR BENEFITS PROGRAMS

Post 9-11 GI Bill

www.benefits.va.gov/gibill/post911_gibill.asp

This program provides financial support for education and housing to eligible individuals with at least 90 days of aggregate active-duty service after September 10, 2001, or individuals discharged with a service-connected disability after 30 days. An individual must have received an honorable discharge to be eligible. Approved assistance includes correspondence training, entrepreneurship training, flight training, independent and distance learning, institutions of higher learning undergraduate and graduate degrees, licensing and certification reimbursement, vocational/technical training, national testing reimbursement, on-the-job training, tuition assistance top-up, tutorial assistance, and accelerated payments. The program provides up to 36 months of education benefits, generally payable for 15 years following release from active duty. Some servicemembers may also transfer unused GI Bill benefits to dependents. Post-9/11 benefits are sometime referred to as Chapter 33 benefits because the bill is defined in Chapter 33 of Title 38 of the United States Code. Pamphlet: www.benefits.va.gov/gibill/docs/pamphlets/ch33_pamphlet.pdf

Montgomery GI Bill Active Duty

MGIB-AD; www.benefits.va.gov/gibill/mgib_ad.asp

MGIB-AD provides up to 36 months of education benefits to veterans and servicemembers who have at least two years of active duty. Assistance may be used for college degree and certificate programs, technical or vocational courses, flight training, apprenticeships or on-the-job training, high-tech training, licensing and certification tests, entrepreneurship training, certain entrance examinations, and correspondence courses. Remedial, deficiency, and refresher courses may be approved under certain circumstances. Benefits are generally payable for 10 years following release from honorable active service. MGIB-AD is also commonly known as Chapter 30. Pamphlet: www.benefits.va.gov/gibill/docs/pamphlets/ch30_pamphlet.pdf

Montgomery GI Bill Selected Reserve

MGIB-SR; www.benefits.va.gov/gibill/mgib_sr.asp

MGIB-SR provides up to 36 months of education and training benefits to eligible members of the Selected Reserve, including the Army Reserve, Navy Reserve, Air Force Reserve, Marine Corps Reserve, Coast Guard Reserve, Army National Guard, and Air National Guard. Assistance may be used for college degree and certificate programs, co-op training, technical or vocational courses, flight training, apprenticeships or on-the-job training, high-tech training, licensing and certification tests, entrepreneurship training, certain entrance examinations, and correspondence courses. Remedial, deficiency, and refresher courses may be approved under certain circumstances. Eligibility normally ends on the day an individual leaves the Selected Reserve. MGIB-SR is also known as Chapter 1606 because it is defined in that chapter of Title 10 of the United States Code. Pamphlet: www.benefits.va.gov/gibill/docs/pamphlets/ch1606_pamphlet.pdf

Dependents' Educational Assistance

DEA; www.benefits.va.gov/gibill/survivor_dependent_assistance.asp

This program provides education and training opportunities to eligible dependents of veterans who are permanently and totally disabled due to a service-related condition or of veterans who died while on active duty as a result of a service-related condition. Benefits may be used for degree and certificate programs, apprenticeship, and on-the-job training. A spouse may take a correspondence course. Remedial, deficiency, and refresher courses may be approved under certain circumstances. DEA is also known as Chapter 35. Pamphlet: www.benefits.va.gov/gibill/docs/pamphlets/ch35_pamphlet_2.pdf

CHOOSING A COLLEGE MAJOR

ACT, Inc., which produces and conducts the ACT® Test, a college entrance examination, has an interactive concept map, called the Map of College Majors, at www.act.org/majorsmap. The map shows the relative conceptual locations – not geographical locations of schools – of 80 popular majors in 10 groups:

(1) arts, (2) business, (3) communications, (4) community services, (5) computer and information sciences, (6) education, (7) engineering and technology, (8) medicine and allied health, (9) science and math, and (10) social studies.

ACT bases the map on the interests of thousands of college students. The map helps a prospective student see similarities and differences between majors, based on student preferences for activities involving data, ideas, people, and things. Some examples:

- Data: Recording, verifying, transmitting, and organizing facts.
- Ideas: Creating, discovering, analyzing, and interpreting.
- People: Helping, informing, persuading, entertaining, motivating, and directing.
- Things: Repairing, transporting, servicing, and producing.

To use the map, the prospective student selects a group to see all of the majors in that group. Then, he or she selects a major to see information about that major, including topics of study, degrees available, related occupations, and related majors. And the 80 majors on the map are linked to information on more than 200 additional majors. Similar majors are close to one another on the map. So, as the ACT site says, "if you find majors that look good to you, then nearby majors may be worth a look as well."

The World-of-Work Map (www.act.org/world/world.html) shows how occupations relate to one another, based on work tasks. The map has the form of a pie chart, with occupational categories printed on the various "Slices." Clicking on a category takes the user to a linked list of occupations. Clicking on a link opens a window describing work tasks; listing average salary, number of workers, and expected growth; describing entry requirements; and listing related occupations and related majors.

CHOOSING A COLLEGE AND A MAJOR

The **College Board**, which produces and conducts the SAT Test, a college entrance examination, has a set of interactive tools called BigFuture™, which can help a prospective student navigate the college planning process. Veterans will find the College Search program (<https://bigfuture.collegeboard.org/college-search>) especially valuable. The program offers the user 3,963 college options. The user chooses search filters in 10 categories: (1) test scores and selectivity, (2) type of school, (3) location, (4) campus and housing, (5) majors and learning environment, (6) sports and activities, (7) academic credit, (8) paying, (9) support services, and (10) diversity. The program then displays a list of colleges.

The For Veterans page (<https://bigfuture.collegeboard.org/get-started/for-veterans>) contains the following links:

- Scholarships for Veterans
- For Veterans: How to Find a College That's Right for You
- CLEP (College-Level Examination Program®) Credit for Members of the Military
- Colleges with Services for Veterans
- For Veterans: Paying for College
- Veterans and College Admission: FAQ's

The Major and Career Search page (<https://bigfuture.collegeboard.org/majors-careers>) presents:

- 8 categories of majors: (1) arts and humanities, (2) business, (3) health and medicine, (4) multi-/interdisciplinary studies, (5) public and social services, (6) science, math, and technology, (7) social sciences, and (8) trades and personal services.
- 7 categories of careers: (1) arts, entertainment, and sports, (2) business, (3) health and medicine, (4) media and social sciences, (5) public and social services, (6) science, math, and technology, and (7) trades and personal services.

Clicking on a category produces a list of subcategories, and the user can click on a subcategory to navigate to links to profiles. For example, in the science, math, and technology category of "major" are 11 subcategories: (1) agriculture and related sciences, (2) architecture and planning, (3) biological and biomedical sciences, (4) communications technologies, (5) computer and information sciences, (6) engineering, (7) engineering technologies, (8) math and statistics, (9) natural resources and conservation, (10) physical sciences, and (11) science technologies. Clicking on the engineering subcategory leads to profiles of over 40 kinds of engineering – including, for example, this one for industrial engineering: <https://bigfuture.collegeboard.org/majors/engineering-industrial-engineering>.

ON-CAMPUS SUPPORT

The **Student Veterans Association** (SVA; www.studentveterans.org) helps bring student veterans together and provides them with resources, support, and advocacy to help them succeed in higher education and after graduation. SVA has more than 950 chapter affiliates. A chapter map and directory is at <http://www.studentveterans.org/on-campus-veteran-support-group/directory.html>. ♦

Rick Jones is vice president of sales at RecruitMilitary and a former master gunnery sergeant in the United States Marine Corps.

WWW.RECRUITMILITARY.COM

UTILIZE YOUR STRENGTHS

BUILD ON YOUR MILITARY SKILLS.
In just 20 weeks, transition to an exciting, challenging, and well-paying career as a **Commercial Diver/ Underwater Welder.**

**PICK UP THE TORCH AT
CDA TECHNICAL INSTITUTE
CALL 888-974-2232
OR VISIT WWW.CDA.EDU**



For more information about graduation rates, the median debt of students who complete the program and other important information, visit www.cda.edu.

TRANSITIONING?

Ask your post RC Career Counselor about the
WEST VIRGINIA ARMY NATIONAL GUARD



For more information call 1-800-642-3619

TRAIN VETS TO TREAT VETS

MASSACHUSETTS SCHOOL
OF PROFESSIONAL PSYCHOLOGY
→ www.mspp.edu/
+ www.mspp.edu/community/military-veterans-psychology/index.php

The Massachusetts School of Professional Psychology (MSPP), located in Newton, Massachusetts (Greater Boston), provides graduate educational services in clinical psychology, school psychology, forensic psychology, counseling psychology, organizational psychology, and executive coaching. MSPP has more than 200 employees, nearly 700 students, and an annual operating budget of \$21 million. The school's training programs equip students to work as consultants and clinicians in schools, courts, hospitals, rehabilitation centers, military and veteran organizations, detox and recovery programs, community mental health centers, and businesses; and in private practice with children, adults, and families.

MSPP's Train Vets to Treat Vets (TVTV) program, supported by the Massachusetts legislature, recruits veterans to become mental health providers with both the necessary clinical skills and an insider awareness of the psychological and relational needs of servicemembers, veterans, and their families. MSPP also works with



STUDENTS ROBERT ORTEGA AND ARTHUR SERINO III
CONVERSE AT MSPP. PHOTO COURTESY OF
MASSACHUSETTS SCHOOL OF PROFESSIONAL PSYCHOLOGY.

vulnerable populations in Costa Rica, Ecuador, and other Spanish-speaking countries. In addition, students and faculty conduct service-learning work in Baton Rouge, Louisiana, several times each year. MSPP students receive field education in more than 300 hospitals, veterans centers, clinics, schools, businesses, and non-profit institutions around the country.

MSPP is a great fit for veterans who are inter-

ested in serving other veterans via applications of clinical, counseling, school, and organizational psychology. Furthermore, the school has built a learning environment that allows for considerable unit-building among veterans in the school, and which recognizes and builds on veterans' maturity, experience, and character strengths. MSPP has recruited student-veterans from all branches of the service.

ABOUT THE TVTV PROGRAM

In 2009, MSPP applied for designation as an Institution of Higher Learning under the Yellow Ribbon Program of the United States Department of Veterans Affairs, and was approved. In 2010, MSPP issued a report to the Massachusetts Department of Veterans Services (DVS) about creating a program of behavioral-health career development for returning veterans; and in July 2011, DVS awarded grant money for the Train Vets to Treat Vets program.

In August 2013, MSPP rolled out TVTV, with these goals:

- To formalize and expand upon MSPP's existing programming for and about veterans. To this end, a fully operational academic concentration, Military and Veteran Psychology, is now in place and accepting students.
- To utilize current MSPP student-veterans to reach out to and mentor returning veterans who may be interested in a behavioral health career. In 2013, MSPP student-veterans reached out to 78 veterans, representing all branches of the military. Many of those students have applied and been accepted into the school.
- To expand direct services to at-risk and homeless veterans as part of MSPP's Field Education program. To meet this commitment, MSPP created new field placement sites and supplied the required licensed mental health supervision.

In 2013, 11 MSPP trainees provided 2,423 hours of service, including individual psychotherapy, group therapy, family therapy, and psychological testing to veterans and their families.

In the summer of 2013, the TVTV program became a permanent line item in the Massachusetts budget. All veterans at the school now receive scholarship money to help with their education expenses. MSPP continues to work on its curriculum to educate graduate students on the needs of veterans, especially recent returnees. The school has already expanded the quality and quantity of mental health services available to the area veteran population. Student-veterans at MSPP have opportunities for direct field education experiences with veterans; they also participate in experiential learning, service learning, and veteran-related research at the school.

A STUDENT-VETERAN Arthur Serino III

Arthur Serino III, an Army veteran, is pursuing a master's degree in organizational psychology at MSPP. Serino enlisted in the Army in March 2001. As an infantry rifleman/grenadier specialist E-4, he deployed to Iraq from May 2007 to May 2008. His duties included conducting personal security details (PSD) for Ryan Crocker, then U.S. ambassador to Iraq, and other dignitaries; securing perimeter around the principal area of operation; and assisting a private government contractor, Blackwater, with similar security work.

He also helped provide security for Blackwater's bomb-sniffing dogs and route-clearance teams.

After a year as a part-time student, Serino joined the MSPP student-veteran roster in August 2013. A business entrepreneur with a keen interest in helping veterans, he has chosen to study and work at the organizational level to assist veterans. This year, he has been of great help as a member of a research team that is doing program evaluation within the institution.

"At first, I had no idea how to reconcile my aptitude for psychology with my love of business and leadership," he said, "but I often contemplated the difficulties of group dynamics in the military. While this was going on, my own investigations and curiosity into newer, more unconventional higher education programs eventually led me to MSPP. I wanted to get away from the conventions of the military experience, to branch out and explore other options. I think a lot of veterans returning from active duty feel their options are limited, but I couldn't bring myself to accept that."

The communications skills he learned in the military are still paying off. "The greatest transferable skill I learned as an infantryman is the ability to communicate," Serino said. "Communication is essential in every organization, even if you are a sole proprietor. Being able to get your point across efficiently and succinctly, provide

Continued on Page 40 →

imagination at work



Honor. Courage.
Commitment. Integrity.

ge.com/veterans



Building Value for Those Who Served

ABM has many opportunities for veterans to use the skills they have developed serving our country, and just as many opportunities to learn. We provide every member of our team with the opportunity to grow through our internal training programs because we believe our success depends on your success. ABM is looking for you to fill national and international positions in:

- Accounting/Finance
- Building Engineering
- Human Resources
- Sales
- Parking
- Administrative/Clerical
- Facilities Maintenance
- Information Technology
- Operations Management and more...

Our veterans know the value of working together toward a common goal. ABM shares these values because we are not just a company - we are a team. Like any successful team we need proven collaborators to ensure that we are providing the best service we can offer.

Join our team today.
Get started now at abm.com/careers/military
You can also call toll-free at 855.350.0226



ABM is an equal employment opportunity/affirmative action employer (minority female /veteran/disability)

©2014 ABM Industries Inc.

WWW.RECRUITMILITARY.COM

IGNITE YOUR Success

Expand your career options with an accredited degree from Gardner-Webb.

- Complete your bachelor's degree or enroll in a graduate program.
- Choose from 30 bachelor's completion, master's, doctoral, and certificate programs.
- Take advantage of the flexibility of our online and working adult programs.
- Receive financial assistance through Veterans Affairs Benefits.

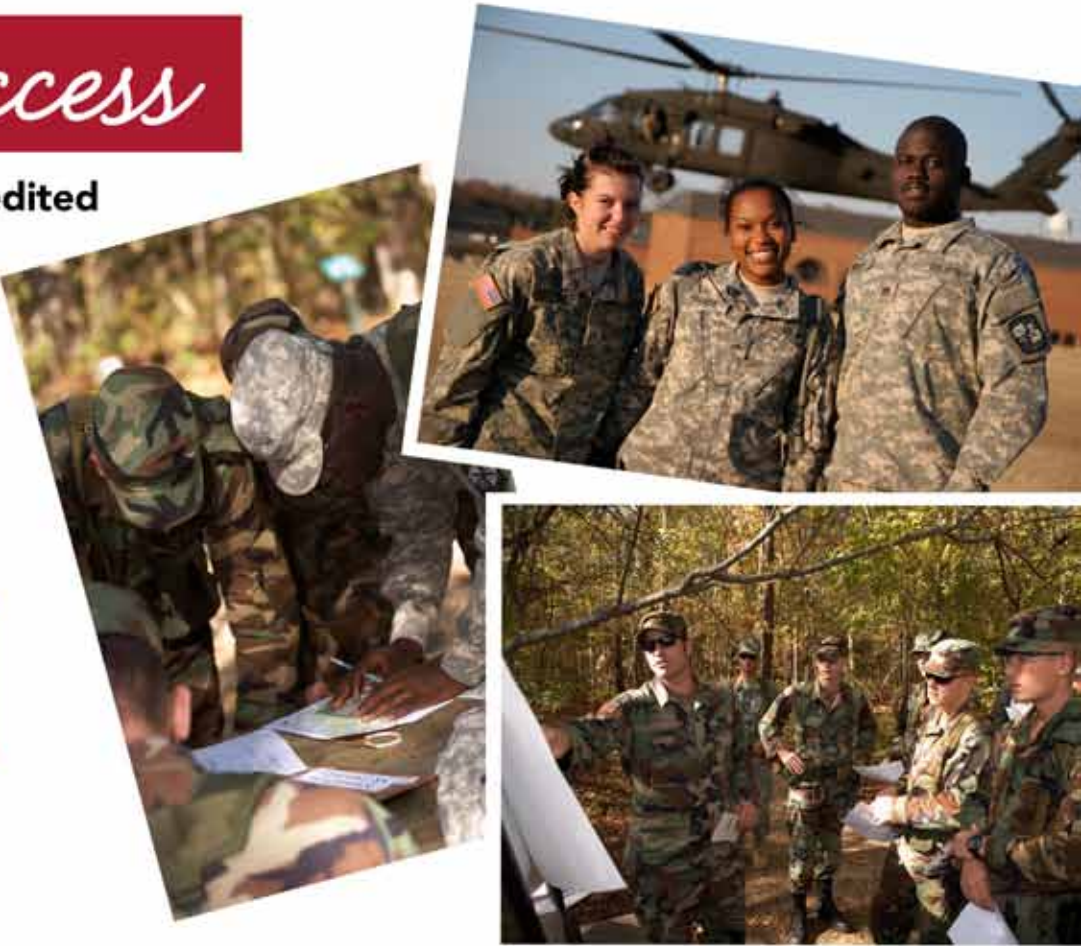
CONTACT US TODAY TO SPEAK WITH YOUR PERSONAL ADMISSIONS COUNSELOR.

www.gardner-webb.edu/reinvest | 877.498.4723



GARDNER-WEBB
UNIVERSITY

WWW.RECRUITMILITARY.COM



Finding a home away from home can be tough, and who knows that better than you?

At Sam Swope Auto Group we pride ourselves in being a family owned business that honors our success by giving back to the community. Come join the **Swope Family** and make yourself at home;

We have dealerships in **Louisville & Richmond, Kentucky** and **Clarksville, Indiana**.

Visit us at
SamSwopeCareers.com
or email bmurray@samswope.com



Sam Swope
AUTO GROUP

★ EDUCATION / OPPORTUNITIES ★

← Continued from Page 39

critical feedback, and accept feedback without putting up emotional barriers enriches all types of relationships.”

Tackling a problem head-on – something else that Serino learned in the military – is also helping now. “The ability to take initiative on your own and think critically in the absence of orders will help leaders and followers build trust in you,” he said. “The best way to handle a problem is head-on, with careful planning, and the ability to adjust the mission based on the situation and new information. Learning occurs at the boundary of our comfort zone, and few adults have been pushed to that boundary so much as those who served in combat. The realization of that principle strengthened my reverence for lifelong learning.”

Serino believes that MSPP is built for veteran success. “MSPP is a good fit for veterans because vets generally possess character traits necessary for success here – namely, a strong work ethic, the ability to be coached, and conscientiousness,” he said. “Shortly after coming to MSPP, I realized I would be welcomed for the perspective I could contribute, as diversity is not just an espoused value here but an enacted virtue. The mutual support and camaraderie I enjoy with other members of the military/veteran community is akin to that which I felt with my fellow soldiers while serving.”

He is thankful that his ideas are heard at MSPP. “The leadership here is strong, purpose-driven, focused, and motivational, showing comfort with ambiguity and respect for every member of the group,” he said. “I have always felt that my contri-

butions are valued and acknowledged, whether or not they are implemented. Moreover, I feel empowered to be a force for positive change in the lives of veterans and their loved ones, many of whom have not fared as well as I, following their experiences in theatre. There is no question that MSPP amplifies our abilities to help each other, but I can also say that I personally feel empowered, respected, and valued – and it’s feelings that drive people to action, not information.”

Serino said the excellent staff also make a big difference. “For transitioning or veteran military trying to get a position with MSPP, whether it be as student, faculty, or external, I would offer that this is one of the most military-friendly organizations you could ever work with, and it is staffed by brilliant people who truly care about each other,” he said.

He also recommends never giving up. “When I first applied for the master’s in organizational psychology program, I was rejected on the premise that my experience was too heavily based in clinical psychology,” Serino said. “In truth, it was. But I knew the program was a good fit for me, and asked to take classes as a non-matriculated student. After performing well, my second application was gladly accepted.

“Other people do not determine your destiny, but sometimes you must go out of your way to help them see what we already know. Don’t be at all shy about doing this. I don’t care whether I come in through the front door or the back door, as long as I get a seat at the table – and that attitude has done more to advance me in life than my resume ever could.”

GLOBAL OPPORTUNITIES

Griffith University and Veterans Global Education Services

→ www.vges.us

Griffith University is one of Australia’s largest public universities. It has five major campuses in the Brisbane-Gold Coast region of the state of Queensland and multiple research facilities. The campuses have ready access to the social, cultural, and recreational facilities of Brisbane – the capital of Queensland – and the attraction of Australia’s top surfside tourist destination. Griffith University is a great fit for veterans who want to use their Post-9/11 GI Bill to study abroad.

Together, Griffith University and Veterans Global Education Services (VGES) have created a special program for veterans. The program allows veterans reduced tuition deposits, waivers of application fees, and scholarship opportunities. VGES is a nonprofit higher education resource that helps veterans explore overseas and domestic degree options. Its mission covers the entire United States and several foreign countries. In the past year, the program has helped more than 20 veterans transition from the military to overseas study.

“Our goal is to take a logical and pragmatic approach when advising our veterans,” said Jason Scholte, the CEO of VGES and an Army veteran. Scholte served in the United States

Army from 1992 till 2005 before being medically discharged as a sergeant due to injuries sustained while deployed to Afghanistan with the 19th Special Forces Group (Airborne).

He has worked in higher education for more than 15 years. In 2010, he began searching for alternatives that would help set himself apart from other professionals in his field. At that time, he learned that he could have used his GI Bill benefits to study in a foreign country. He had already earned his MBA, so he quickly recognized that thousands of other veterans likely would not know they could use their benefits to travel and study abroad. For two years, Scholte worked to build a program that would help veterans explore degree options overseas.

In 2012, Griffith University’s Pro Vice Chancellor (International) Chris Madden, a Vietnam veteran with the Australian Defence Force, invited Scholte to become Griffith’s direct representative in the United States to work exclusively with transitioning and veteran military. In early 2014, Scholte realized his dream of expanding the outreach he was doing when he was offered the role of CEO for VGES. Now Scholte is travelling to RecruitMilitary job fairs across the United States, advising transitioning military personnel, veterans, and their spouses on the opportunities to study at institutions such as Griffith University. VGES provided information and advice to more than 1,000 veterans in March 2014 alone. ♦

Same Day Hiring

VETERAN SUCCESS STORY

BY KATIE BECKER

ROSA HERNANDEZ served as an operations specialist in the United States Navy for 10 years, rising to the rank of petty officer second class. “I joined the military for college and to help out my family,” she said. She picked up many skills during her time in the Navy; the most valuable ones were learning to be flexible and versatile, and learning to work with a team to achieve a goal. “My service taught me to never expect an easy day,” she commented.

She firmly believes those skills make veterans great hires for any type of situation. “Veterans make good employees because we already have the skills that employers are looking for,” she said. “We also have leadership training to better command our subordinates. Companies should hire veterans because we are highly retainable.”

When she was in need of a new career herself, Hernandez signed up to attend a RecruitMilitary career fair in Jacksonville in 2012. She had researched several companies ahead of time; and when she was looking for their booths at the fair, she was approached by a recruiter from the University of South Florida (USF). “I thought they wanted me to attend their school,” she recalled, “but I

was wrong. Instead, their recruiter asked me what type of job I was hoping to find and asked for my resume.

“I moved on and visited more booths. When I finished, I took one more walk around to make sure I hadn’t missed any companies, when I was pulled aside by the dean of the same school. He said he’d read my resume and that I was perfect for the opening they had, and asked me to call him to schedule an interview.”

Hernandez got to the parking lot and heard her name again. It was the dean asking if she could interview on the spot. She was hired later that day, and is now enjoying her role as a receptionist at USF.

She advises fellow veterans seeking a career transition to be patient. “The first job may not be the best job. Do your research before you go to a job fair and know who you are talking to.” ♦

Katie Becker is the staff writer at RecruitMilitary.



ROSA HERNANDEZ



EQUIPPED FOR LIFE

As a servicemember you have been given all the tools and training to become an expert at your job, but not all your training translates into a civilian way of life. At **Jones International University** we have the experience to help you in your next line of duty.

- ▶ Top 10 military friendly school
- ▶ First fully accredited online institution
- ▶ GI Bill benefits including Yellow Ribbon
- ▶ Tuition assistance, reduced undergraduate and graduate tuition rates
- ▶ No academic and application fees

Still not sure which direction to take your career?
Visit jiu.edu to take our **free** Career Assessment Test.



JONES INTERNATIONAL UNIVERSITY®
ASSOCIATE'S • BACHELOR'S • MASTER'S • DOCTORATE • CERTIFICATES
877.270.1452 • jiu.edu/military

YOU'VE GOT WHAT IT TAKES

And we're hiring. In fact, we've hired over 22,000 veterans since 2009, and we'd love for you to join the Kroger team!

See what the Kroger Co. Family of Stores can offer you.
Go online today at **Kroger.com/Careers**

Proud partners of the USO

The Kroger Co. Family of Stores has raised more than \$8.5 million for the USO since 2010 - all in support of the USO's many programs and services benefitting our troops, their families and veterans.



IT'S TIME TO TAKE COMMAND.

INTRODUCING

Prime inc., one of America's fastest growing trucking companies, can help you transition from military service to a professional driving career.

- No cost, apprentice-style training program
- \$600 weekly pay while completing training after acquiring CDL
- Shortened contract period for military students
- Over-the-road training to complete requirements
- Use your G.I. Bill to get a degree from your truck by enrolling in our online Success Scholars Program

No prior driving experience required. Must have honorable discharge to qualify

EVERYSECOND COUNTS

Driveforprime.com
800-348-8224

PRIME inc.
driven by the best

VETERAN FRANCHISE PARTICIPATION HOW'S IT GOING?

by JASEN WILLIAMS

Franchise employment and ownership among veterans has been advancing rapidly, according to 2013 Veterans in Franchising: A Progress Report, published last November by the International Franchise Association (IFA; www.franchise.org). Franchise Business Review (www.franchisebusinessreview.com), a franchise market-research firm based in Portsmouth, New Hampshire, published the report, which is available at http://www.vetfran.com/wp-content/uploads/2013/11/VetFranStudy_2013.pdf. The report cites results of Operation Enduring Opportunity, a campaign of the IFA's VetFran Strategic Initiative (www.vetfran.com). The IFA launched the campaign in 2011 to hire as employees or recruit as franchisees 80,000 veterans, wounded warriors, and military spouses by the end of 2014. The survey, conducted last October, found that, since 2011:

- 146,365 veterans found employment across the 1,159 participating businesses, which

included franchisors, franchisees, and franchise supplier companies

- 5,192 veterans bought franchises

Based on the survey samples, Franchise Business Review estimated that more than 200,000 veterans were hired as employees or recruited as new franchisees during a 34-month period. Other key findings:

- 32% of franchisees surveyed indicated that they had hired at least one veteran or spouse of a veteran since 2011
- 97% of franchisors surveyed said that veterans are a good fit as franchisees within their companies
- 84% of franchisors surveyed indicated that they have specific programs in place for recruiting veterans for franchisees
- The most popular industry sectors for the hiring of veterans/spouses by franchisees were food (33%), automotive (20%), residential/home services (10%), general services (9%), and commercial services (7%).

In September 2012, Franchise Business Review completed a survey of 739 veteran franchisees that had bought franchises during the previous two years. The most popular sectors were automotive (16%), general services (15%), food (15%), residential/home services (11%), and business services (8%).

Jasen Williams is vice president of agency relations at RecruitMilitary and a veteran of the United States Marine Corps. Contact him at jasen@recruitmilitary.com.

Proud to be a "2014 Best for Vets Business School."

Walsh has been honored by *Military Times* for consistently providing a high level of service to veterans and military service members. At Walsh, we show we're thankful for your service by waiving your application fee, giving you priority registration, and offering a grant to active and reserve members.

walshcollege.edu/Veterans

©The yellow notebook design is a registered trademark of Walsh College. Reading the fine print... That's Walsh College material. See the whole campaign at perich.com/walsh.

WALSH COLLEGE
LIVE. BREATHE. BUSINESS.

JOIN OUR RANKS.

Search jobs.prudential.com and get ready to turn the leadership skills you learned in the military into a civilian career.

Prudential
Bring Your Challenges®

Scan this code to see a video about Prudential's commitment to our Veterans.

© 2014. Prudential, the Prudential logo, the Rock symbol and Bring Your Challenges are service marks of Prudential Financial, Inc. and its related entities, registered in many jurisdictions worldwide. Prudential is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, sexual orientation, national origin, genetics, disability, age, veteran status, or any other characteristic protected by law. Prudential Financial, Inc., Newark, NJ. Prudential is an Employer that participates in E-Verify. 0258861-00001-00

42 | SEARCH & EMPLOY® MAY + JUNE 2014

WWW.RECRUITMILITARY.COM

STFR-A4521

Are you having difficulty translating your military experience for civilian employers?

Have your resume written or reviewed by our experienced military transition specialists.

Low rates, quick turnaround. Serving veterans from all officer and enlisted ranks of all branches of the service.

"The RecruitMilitary writing service was the best thing I could have done to improve my chances of getting a job offer."
— Pamela H., E-4, United States Army

RECRUITMILITARY®
Connecting military veterans and employers nationwide

Let Us Help You
Sign up at
recruitmilitary.com/resume-writing



Why Veterans Make **FRANT**astic Franchise Owners

VETERAN FRANCHISING

by DAVID E. OMHOLT



ON THE BATTLEFIELD, military personnel must draw upon numerous skills to complete their missions successfully and survive. As tenacious leaders who performed under pressure, veterans know what it takes to work swiftly and effectively

to achieve project targets and delegate effectively. They also understand the importance of following policies and protocol — a detail- and procedure-oriented way of living. And they possess an unparalleled can-do and play-to-win attitude, along with hard-wired problem-solving skills and a burning desire to come out on top. But above all this is their versatility — taking on multiple roles, rolling up their sleeves and getting dirty, and rallying the troops to be the best they can be, fostering a dynamic team environment and a tight camaraderie.

After honorably serving their country, veterans can apply those skills to a new mission on

home turf: franchise ownership. The franchise business world has its share of obstacles that require strong leadership and quick resolution. That world is a perfect environment for veterans.

WORKING UNDER PRESSURE

When they were serving, these men and women were tasked with working under pressure to lead their comrades to successful missions. Owning a franchise is much the same — but this time, a business is on the line. So, when a problem arises, as when an employee quits on the job during peak business hours, a veteran will know to stay calm, execute decisions quickly, ensure that the rest of the team is working as efficiently as possible, and support them by turning a stressful situation into a positive experience.

STICKING TO THE PLAN

Veterans possess an unrivalled ability to understand and follow processes, procedures, and protocol. When lives were on the line, they reacted effectively by sticking to the plan and executing based on what they were trained to do. In running a small business, the same mind-

set must apply — right from the time you acquire a franchise, your franchise-business ship must stay on a calculated course navigated by a captain who follows the sailing orders. This mindset quickly becomes second nature to veterans, who easily understand that sweating the small stuff is directly correlated to the success of the bigger picture. Drawing upon their military-taught skills, veterans are able to stay on course.

WHATEVER IT TAKES

A detail-oriented approach to life makes veterans successful franchise owners. And a can-do attitude, along with a ferociously competitive

spirit, puts them over the top in taking out their competition. In the military, they had no choice but to surrender any ounce of doubt they had in themselves to possess the self-belief needed to survive. Because of this, veterans have great problem-solving skills and a high emotional IQ — a combination that enables them to harness their confidence and use it to solve problems when many others would give up. So if sales are dipping at a franchise, a veteran owner can find the solution: keep that self-belief, and maintain a positive attitude to bolster the staff.

Perhaps it is this positive attitude that enables veterans to be so versatile, wearing more than one hat — from CEO to front-line worker — to get

the job done. From their experience serving in the military, veterans are used to doing whatever it takes.

In transitioning from serving one's country to owning a franchise, a veteran naturally applies this whatever-it-takes understanding to the business. Take the scenario of a frozen-yogurt franchisee, for example: In the run of a day, the owner could be ordering product, maintaining inventory, managing the staff, taking orders, meeting with clients, and conducting interviews. An added benefit: The staff, seeing the owner perform all of these tasks with ease, will aspire to work in the same way, with the same tireless work ethic.

DIRECTION AND INSPIRATION

Most important, however, is a veteran's ability to use teamwork skills, honed through military service, in a business setting. In the military, trust and camaraderie are everything: often away on duty tours for months on end and away from their families, veterans had to make the best of their circumstances by forming strong, meaningful bonds with those serving alongside them. Through these life-changing experiences, veterans came to understand how to build a healthy team in arguably the toughest work environment on earth, while being able to rally the troops even under the toughest of circumstances. They developed and used superb oral and written communication skills to direct and inspire those around them, keep everyone up-to-date on important situations, and maintain high morale among the ranks.

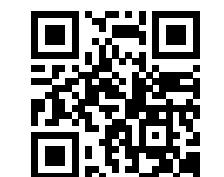
In running franchises, veterans promote a positive work environment — one that will attract and retain the best talent. By setting an example, veterans build long-term loyalty and dedication, resulting in strong teams that execute tasks efficiently.

THE BEST DECISION

Veterans can enter many different fields of work after retiring from serving their country. But in my view, franchise ownership simply makes the most sense because it provides them with a seamless transition that capitalizes on what they do best: lead, follow procedure, use their can-do attitude to succeed, capitalize on their versatility, and use their teamwork skills to help achieve big goals.

With a bright future for the franchise industry and the American economy on the upswing, franchise ownership is a solid financial investment with relatively low risk. For a veteran looking to make the next move in his/her life, buying a franchise could be the best decision to make — enabling the veteran to keep using the skills that made for a successful military career, while experiencing all the rewards and benefits that come with owning a small business. ♦

David E. Omholt is chief executive officer of eAuth.com, The Entrepreneur Authority (TEA) — a RecruitMilitary strategic partner. His company offers a free service to veterans looking to learn more about the franchise buying process and options in the market. Omholt is a Certified Franchise Executive (CFE) and a frequent speaker on the subject of franchising on talk shows, at industry conferences, and on college campuses. He has been both a franchise licensor and a franchise licensee. Omholt is available at 866-246-2884 or domholt@eAuth.com.



RECRUITMILITARY.COM/RESUME-WRITING

MAY + JUNE 2014 | **SEARCH & EMPLOY®** 45

Satisfaction
Making a real difference.
It happens at home too.

Our work? Meaningful.
Our people? Motivated.
Our veterans? Valued.

Quest Diagnostics is the world's leading provider of diagnostic testing, touching lives 150 million times each year. We are inspired by the great responsibility entrusted to us by the health community, and hire teams that feel the same — passionate, creative people working together in technology-rich settings and stimulating environments.

Our commitment to improving lives — combined with our size, nationwide locations, and robust training and development — has created a culture that not only appeals to veterans, but makes you feel valued and welcome.

In return for your dedication and commitment, we offer a competitive compensation package, excellent benefits including 401(k) plan with stock match, stock purchase plan and tuition reimbursement.

*The greater good lives on.
Find the motivation and meaning you've been
looking for with a career at Quest Diagnostics.*

www.questdiagnostics.com/home/about/careers

Quest Diagnostics is a U.S.-based, publicly-traded, Fortune 500 company (NYSE: DGX) and an Equal Opportunity Employer (EEO).



Creating Opportunities. Together.

Jorge Rosende
U.S. Army, retired
Director, McDonald's Operations

For people who were born to lead.
Managerial opportunities for Veterans.

If we listed everything we're looking for, it still wouldn't come close to what you've got. Responsibility, leadership, people skills, decision-making abilities, confidence — and more. We'd like you to put that to work as a manager with us. We hope you're interested. We sure are.

For more, visit us at mcdonalds.com/veterans.

i'm lovin' it®

McDonald's and McDonald's independently owned and operated franchises are equal opportunity employers committed to a diverse and inclusive workforce. © 2013 McDonald's.



change the world,
love your job.



Apply now at careers.ti.com/techop

We appreciate those who have served to secure us a brighter future, and we welcome you to continue to build a better tomorrow here at TI. Come be a part of a global company where we believe in pushing the limits of what's possible and redefining technology. Learn more about our technician opportunities and why you belong here.



The platform bar is a trademark of Texas Instruments Incorporated. © 2013 Texas Instruments



Find a Job FRIDAY:

REAL-TIME JOB
SOLUTIONS
FOR VETERANS



BY KATIE BECKER

Sometimes the simplest ideas are the ones that work the best, and “Find a Job Friday” is a phenomenon that has really caught on in RecruitMilitary’s Facebook community www.facebook.com/recruitmilitary. Here’s a Q&A with Liz Wheeler, RecruitMilitary’s social media messaging guru and the brains and the muscle behind “Find a Job Friday.”

Please tell the readers of *Search & Employ*® about your education and background.

I have a bachelor’s degree in political science with a minor in homeland security from Penn State University. I started working for RecruitMilitary in August 2011, and transitioned to full time in 2013. My background is a combination of politics, government, and marketing. In the spring of 2013, I co-wrote a book about being a young political activist, and I’ve served as a commissioner on the Board of Zoning Appeals in my hometown. I’ve also consulted for social marketing campaigns for several major brands.

How did you come up with the idea for “Find a Job Friday”?

When I took over social media for RecruitMilitary, I wanted to provide our social communities with access to our job-seeking resources and specific job opportunities. As our audience grew, I received more and more questions about the availability of certain types of jobs in certain locations. So I thought, “What better way to connect veterans directly with jobs they’re interested in than live-answering their requests with postings from our job board?” It’s turned out to be a huge hit!

Describe how it works.

Every Friday from 12:00 noon until 1:00 p.m. Eastern Time on the “Find a Job Friday” Facebook post, veterans can post the kind of job they’re interested in, plus the location where they want to work. I then run a search on our job board for those criteria and send back a link to opportunities that match each request...all in real-time!

Which social media sites host “Find a Job Friday”?

“Find a Job Friday” itself happens on Facebook. Sometimes we promote it on LinkedIn or Twitter.

How many responses do you usually get?

I usually receive anywhere from 65 to 150.



LIZ WHEELER

One Friday, we received more than 300 inquiries!

Do any fields in particular have a heavy presence?

There are a lot of requests for logistics positions, law enforcement or security-related positions, and healthcare jobs – but the variety is always interesting, too. We regularly have requests for intelligence analysts, pilots, high level management, and many more.

What other specials have you run on social media – and do you have any coming up?

We recently started conducting webinars that are veteran candidate-centric. The latest one, presented at the end of March, was called “7 Tips for Veterans to Get a Job through a Career Fair.” We will be doing more of these soon, with other advice, tips, guidance, and information for veterans in their job searches. Interested veterans should stay tuned to our social media pages – listed on page 1 of *Search & Employ*® – for dates and topics of upcoming webinars.

How did you get into the world of social media?

Accidentally! I knew how powerful social media could be in other areas – politics, news, marketing, etc. When I started working at RecruitMilitary and saw how powerful their mission was, I knew their social media was a gold mine just waiting to be tapped. I have experience in writing, and took some courses in college on marketing and communication, and I’ve studied messaging strategies extensively.

What has been the growth of RecruitMilitary’s presence on social media since you began as social media manager?

Our Facebook audience has grown from 26,000 to 68,000 in the past 2½ years. Our Twitter presence has grown from 2,200 to 5,300. Our LinkedIn presence has grown to be nearly 5,000 – but those are just the numbers. Socially, we engage veterans and employers on a daily basis about everything from job opportunities to tips and advice; and anything related to their time in the service and their transition to a civilian career. We’re very easy to contact through our social channels, we enjoy engaging with our audience, and we know it brings great value both to them and to getting the word out about our resources.✦

Katie Becker is the staff writer at RecruitMilitary.

Build your career with Eaton,
and build power management
solutions that keep the world moving
more efficiently, reliably and safely.



If you are searching for a career with a company that values the training and experience that veterans bring, then Eaton is your ideal company. Military professionals at Eaton are part of an organization that focuses on providing power management solutions to global customers while doing business right.

Search and apply at www.eaton.com/MilitaryCareers

Eaton is a global power management company. We help customers manage power, so buildings, airplanes, trucks, cars, machinery and entire businesses can do more while consuming less energy. As an integrated global company, we are unified in our commitment to powering business worldwide.

Our products and the employees who design and build them are part of making a difference in the world every day. If you’re ready to do something that matters, to do it well and to be encouraged and rewarded for doing it, then Eaton is the place for you.

Eaton is an Equal Opportunity and Affirmative Action Employer: M/F/V/D.

EATON
Powering Business Worldwide



1.866.219.6080
crengland.com/vets

* The Zero Tuition offer is contingent upon your completion of a six month driving commitment to C.R. England.
1. This amount may vary depending on several factors.



CENTER / JENIFER LIPS IS SWORN INTO THE MINNESOTA AIR NATIONAL GUARD BY FIRST LIEUTENANT CHLOEE DANIELS-MILLER. LEFT / JENIFER LIPS IN UNIFORM.



RIGHT / LEE R. ANDERSON, SR., OWNER AND CHAIRMAN OF API GROUP, SPEAKS WITH A JOB SEEKER AT A CAREER FAIR. PHOTOS COURTESY OF API GROUP, INC.

Communication and Leadership

VETERAN SUCCESS STORY

BY KATIE BECKER

API GROUP INC. believes that filling companies with veteran talent is one of the best ways to meet hiring goals. API is the parent company of 40 fire-protection, industrial, and specialty construction businesses in the United States, Canada, and the United Kingdom. This billion-dollar company has nearly 9,000 employees; it is one of the largest union sub-contractors and owns the second largest group of fire-protection businesses in the United States. Company headquarters are in New Brighton, Minnesota, near the Twin Cities.

One of API's methods for finding veterans is to attend RecruitMilitary job fairs. Les Larson, the company's director of corporate recruiting, said that these events are their "meat and potatoes" for finding veteran talent. He frequently tells recruiters from API's subsidiary businesses, "If you attend, you will get all the candidates you need."

The August 2013 event at TCF Bank Stadium in Minneapolis – which API co-sponsored – was no exception. Larson said, "We brought the home team, and had 20 to 30 people in our booth area.

We wanted to make sure every veteran had someone to talk to when they stopped by." About eight of API's 40 companies attended.

Larson finds these events "very well-organized." He said that "the venue was great, and it was in a good location – everyone can get to it. There are always a lot of great candidates in attendance."

API Group companies hired 119 veterans in 2011, brought in 138 veterans in 2012, and has been keeping pace ever since.

Much of the company's veteran-centric focus comes from its owner and chairman, Lee R. Anderson, Sr., a 1961 graduate of West Point. In fact, at the Minneapolis event, Anderson personally escorted candidates to the company booth.

API Group serves on the Veterans Employment Advisory Council (VEAC) for Hiring Our Heroes, the U.S. Chamber of Commerce's program to help veterans and military spouses find meaningful employment. In 2011, during the Chamber's first national event to recognize top veteran-friendly companies, the Lee Anderson Veterans Center was unveiled in the U.S. Chamber of Commerce building.

API offers a Leadership Development Program for junior military officers (JMO's). This yearlong training program includes seven-week rotations to API companies all over the country. The company monitors the candidates throughout the program, and places them with the company's businesses in positions ranging from service manager all the way up to president.

"JMO's are a blank slate – in a good way," said Larson. "They are disciplined, they know how to use resources and accomplish the task at hand. Veterans have character, honor, a strong work ethic, and teamwork. Give us a good person, and we can shape them."

Larson pointed out that the civilian equivalent of a JMO candidate is someone with an MBA who has worked for a major corporation for five years. "The military gives us a head start. It would take six months to find civilian candidates who have what JMO's bring to the table."

A VETERAN SUCCESS_ JENIFER LIPS

Jenifer Lips follows RecruitMilitary on Facebook and LinkedIn, and those sites are where she learned about the career fair in Minneapolis. She attended – but she almost missed visiting the APi Group booth. "I saw it on the way out," she said, "and felt I needed to make as many contacts as possible to have the most success. I wound up talking to the owner's son – without realizing it at the time."

Lips relayed her interest in working in either the human resources or administrative fields, and gave him her resume. He described an opening for an executive administrative assistant to the chief financial officer, and said he thought she would be a good fit. "I was called in for an interview the next week, and given an offer letter that day," she said.

Lips served as an E-6 in the Minnesota Army National Guard for 10½ years. She was on the first Certified Emergency Response Force-Package (CERF-P) team in Pennsylvania, and served on the 4th Weapons of Mass Destruction Civil Support Team (WMD-CST) in Georgia. She conducted sweeps for WMD materials prior to events including NASCAR races and even the Super Bowl.

Her service also gave her an opportunity to travel. The Minnesota National Guard selected her for the Norwegian Exchange (NOREX) program. She went to Norway for a two-week, winter-warfare training program of complete immersion – wearing Norwegian uniforms and even learning Norwegian culture. "It was by far one of the most amazing experiences I have had in the military," Lips noted.

She also served as the liaison between the 12 Americans and 12 Croatians comprising the Overseas Mission Liaison Team (OMLT). As the mobilization NCO, she handled pre-deployment activities, organized trainings, site reconnaissance, and coordination with European Command (EUCOM).

Her last assignment was as a readiness NCO for the 434th Chemical Company, where she handled the administrative, medical, and dental needs of 170 soldiers, while also tackling roles as acting facility maintainer and armory funds manager. Since the career fair, she has transferred to the Minnesota Air National Guard and

continues to serve on a part-time basis.

Lips' military experience equipped her with skills in many areas, but she said, "The most valuable lessons I learned in the course of my service were always putting people first, effective communication, and leadership – all of which are inextricably intertwined and integral to success."

She notes that her biggest challenge in looking for a civilian job was trying to translate the skills listed on her resume. "When I attended RecruitMilitary's career fair and was able to present myself in person, I had much greater success," she said. She did this by telling recruiters about her work ethic and by describing her experience working in both administrative and human resources capacities. She also pointed out, "I'm an experienced leader and an excellent communicator. All of these skills will work together to make me the right fit for your company."

Lips believes veterans have a number of qualities that make them great hires. "They are disciplined, hard workers with the ability to make decisions in high-stress environments. They are also used to working with a wide demographic of individuals." She urges other veterans: "Don't downplay your skills. The military equips us with a plethora of abilities we don't even realize we have – we just have to figure out what those skills are and how to present them."♦

Katie Becker is the staff writer at RecruitMilitary.

Logical Hire for the Railroad

VETERAN SUCCESS STORY

BY KATIE BECKER

THE MECHANICAL SKILLS THAT MARK DeGRAW LEARNED IN THE MARINES SERVED HIM WELL. HE SERVED FROM 2000 TO 2008, WORKING IN MOTOR TRANSPORTATION AND RISING TO THE RANK OF SERGEANT. HE LEARNED TO REPAIR AND MAINTAIN MOTORS, ENGINES, AND MACHINERY. HE DEPLOYED THREE TIMES TO IRAQ,

including the initial invasion that began in March 2003. Later, DeGraw worked for several defense contractors, training soldiers in Africa and repairing mine-resistant ambush protected vehicles (MRAP's) used by special forces in Iraq.

Then he decided to explore opportunities closer to home. So in September 2013, he attended a RecruitMilitary Opportunity Expo in Kansas City. BNSF Railway was at the top of his list of companies to speak with at the event. But a long line of candidates waited in front of him. So DeGraw simply handed over his resume and asked one of the recruiters to review it.

As it turned out, DeGraw had the experience that BNSF wanted. A few days later, he got a call asking him to apply for a specific position online.

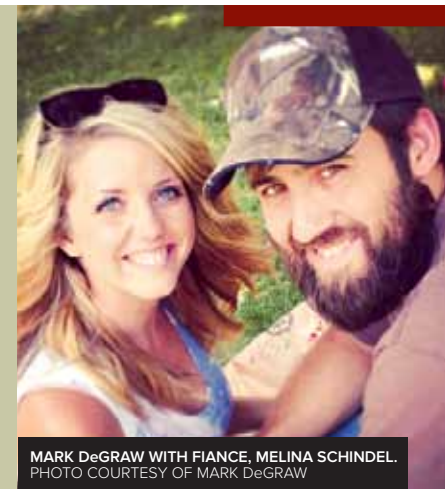
The result? In December 2013, he began

working at BNSF as a machinist apprentice in Topeka, Kansas.

What drew him to BNSF? Benefits. "I knew they had one of the best blue collar retirement plans in the country," he said, "and the pay scale is phenomenal – especially for the Midwest. You can make a good living for your family."

DeGraw works with a lot of veterans who have been "extremely helpful" in making his transition seamless. He believes veterans make logical hires for the railroad industry. "It's an easy transition. The military is a lot like the railroad industry – there is an emphasis on safety, teamwork, and consistency. It's important to do things meticulously and in the right order. And the military personnel I work with are very thankful for the jobs they have."

His advice? Never burn any bridge, and



MARK DeGRAW WITH FIANCEE, MELINA SCHINDEL. PHOTO COURTESY OF MARK DeGRAW

stay in touch. "I was always a hard worker in the Marines. There was a staff sergeant who mentored me, and I stayed in touch with him after he retired. He helped me land my first job out of the service working for a defense contractor overseas."

He encourages veterans to build and use a network of military contacts through various social networks, including LinkedIn. DeGraw plans to put his GI Bill benefits to use in an apprenticeship with BNSF. "You can't beat it. The benefits allow me to learn a job that I'm also getting paid to do."♦

Katie Becker is the staff writer at RecruitMilitary.



BECOME A UXO TECH I IN JUST 4 WEEKS

UXO TECH I TRAINING



Our graduates have all of the knowledge, skills, and certifications needed to immediately work as a Certified UXO Tech I.



Register Today!

www.UXOGlobal.com



EXCELLENCE, NOTHING LESS

Veterans have the heart, drive and commitment to excellence that we admire in our employees. At API Group, we welcome you to come as you are.

...We'll detail you later.

EMAIL
VETERANSFORHIRE@APIGROUPINC.US
Ask about our Veteran's Rotational Program and highly selective Leadership Development Program.
www.apigroupinc.com





For your next mission, join a global company that provides solutions to America's military and to the world's top companies. Turn your military experience into commercial success.



ALCOA


Advancing each generation.



www.alcoa.com/careers

OPPORTUNITY EXPOS

by **ROBERT WALKER**



I am pleased to announce that RecruitMilitary has scheduled 32 Veteran Opportunity Expos for the first half of 2015. So active-duty service-members who are going to transition out in the next few months can put those events on their personal calendars.

Our Expos are all-veteran job fairs that are free to men and women who are transitioning from active duty to civilian life, veterans who already have civilian work experience, members of the National Guard and reserve forces, and military spouses and other family members. We have been producing Expos since 2006. By the end of June 2015, we will have produced more than 590 events in over 50 cities.

The Expos are well worth attending. In post-event surveys for our Expos in 2013, employers reported that, as a result of exhibiting at the events, they expected to make an average of 2.7 job offers per employer per event.

There are opportunities all over the room at our events – job opportunities with employers, opportunities to go into business for yourself with franchisors that value your ability to get the job done, and opportunities to advance your education via on-campus and online learning.

How do you find the opportunities that are best for you? Below are some tips on interviewing with recruiters at a military-to-civilian job fair.

DRESS FOR THE PART. If you are on active duty or you are attending the event on a reserve or National Guard drill day, wearing your uniform is great. In all other cases, you should wear the same civilian outfit that you would wear at a one-on-one interview at an employer's place of business. And that should be a business suit or, at the very least, a business casual outfit, complete with jacket.

STAY ENTHUSIASTIC if a recruiter asks you to email your resume to his/her company. The recruiter will not be brushing you off. In fact, being asked for the email will be a good sign. Many companies require their recruiters to gather resumes by email: (1) to obtain HR information as required by law; and (2) so they can direct desirable job seekers to different departments.

TRY TO GET TO ALL OF THE BOOTHS, even those that may not seem as if they have any opportunities for you. An employer's name or its primary industry does not necessarily indicate what openings the company is trying to fill. For example, a drugstore chain may be recruiting for positions in transportation/distribution or accounting.

Even if you are not going to the event to



JOB FAIRS SCHEDULED THROUGH JUNE 2015


discuss continuing your education, talk with the recruiters at the booths for educational institutions. Today's institutions deliver learning opportunities in many ways other than traditional, full-time, daytime classes on a campus. A few minutes of conversation may lead to an unexpected continuing-education solution that is right for you.

Another factor to consider: Most of the educational institutions at our events are always on the lookout for people to go to work for them. If you have a high level of knowledge on almost any subject and you think you might have a talent for teaching and/or designing courses, talk with the recruiters.

I have similar advice for job seekers who have not been thinking of going into business for themselves. Franchise opportunities are available in a tremendous variety of fields. Arranging for financing may be easier than you think, with surprising discounts

available to veterans. Stop by the franchisors' booths—one of them may very well have a plan that matches your interests and your situation.

MEMORIZE YOUR STORY. Before you go to employers' booths, create some talking points. Put together a 30-to-60-second "story" about yourself that includes some of your successes and areas of interest. Be ready to discuss how your military experience relates to the civilian workplace. You should also prepare yourself for a long, detailed interview—employers have hired people on the spot at our events. ♦



EXPO INFO

Robert Walker is vice president sales at RecruitMilitary and a veteran of the United States Army.

RecruitMilitary VETERAN OPPORTUNITY EXPOS



100 Years Standing Up for American Enterprise
U.S. CHAMBER OF COMMERCE

JUNE 2014

5 Charlotte
5 Seattle
12 Oklahoma City
19 Los Angeles
26 Washington
26 Atlanta

JULY 2014

10 Indianapolis
10 St. Louis
17 Dallas
24 Columbus
24 Philadelphia

AUGUST 2014

7 Houston
7 Minneapolis
14 Nashville
14 San Diego
21 Richmond
28 Raleigh
28 Tampa

SEPTEMBER 2014

4 Boston
4 Oklahoma City
11 Denver
11 San Antonio
18 New Orleans
18 New York
25 Birmingham
25 Kansas City

OCTOBER 2014

2 Baltimore

2 Cincinnati
9 Chicago
9 Oakland
16 Phoenix
16 Pittsburgh
22 Dallas
23 Portland
30 Atlanta
30 Austin

NOVEMBER 2014

6 Jacksonville
6 Philadelphia
6 St. Louis
11 Washington
13 Charlotte
13 Los Angeles
20 Norfolk
20 Seattle

DECEMBER 2014

4 Houston
4 Indianapolis
4 San Diego
11 Las Vegas
11 Orlando

JANUARY 2015

15 San Antonio
15 Tampa
22 Oklahoma City
29 Atlanta

FEBRUARY 2015

5 New Orleans
12 Miami

19 Phoenix
26 Dallas
26 San Diego

MARCH 2015

5 Philadelphia
12 Louisville
19 Raleigh
26 Jacksonville
26 Houston

APRIL 2015

2 Chicago
9 Boston
9 Orlando
16 Denver
16 Austin
23 Nashville

MAY 2015

7 Oakland
7 San Antonio
14 Norfolk
21 New York
28 Baltimore
28 Cincinnati

JUNE 2015

4 Charlotte
4 Seattle
11 Oklahoma City
18 Los Angeles
25 Washington
25 Atlanta

The Overall Scene

WHO WILL BE THERE?
Your first stop at a RecruitMilitary Opportunity Expo will be a registration desk where you will fill out a brief form (unless you have pre-registered) and receive a list of the organizations—called “exhibitors”—that have booths at the event. When you enter the actual Opportunity Expo area, you will see many closely spaced exhibitor “booths”—tables and various displays. At the booths, recruiters who represent the exhibitors will talk with you.

WHO WILL BE THE EXHIBITORS?
A wide variety of exhibitors attend our events — corporate employers, law-enforcement agencies and other government employers, franchisors, and both campus-based and online educational institutions. The corporate employers are engaged in construction, defense contracting, energy production, manufacturing, security, transportation and logistics, engineering, healthcare, finance, insurance, information technology, retail, and home services, to name just a few industries. Their recruiters interview for all kinds of jobs: salaried, hourly, and part-time; professional and technical.

WILL THE LINES BE LONG?
At most booths, at most events, no. The events run for four hours — from 11:00 a.m. until 3:00 p.m. — and average about 8½ job seekers per exhibitor. Lines are usually longest immediately after an event opens at 11:00 a.m., and they taper off significantly by around 1:00.

But I need to tell you this: Sometimes, a long line forms at one or two booths when an event opens, and the lines are still there when the event officially closes. This is often the case for large, high-profile defense contractors that are hiring. But the recruiters almost always stay over and talk with everybody in line. So it comes down to: Who wants the jobs?

DO I HAVE TO PRE-REGISTER?
↓ No, but I recommend that you do so — for three reasons:

1 HELP YOUR BUDDIES Pre-registering prevents the lines at our registration desk from building up, especially during the early hours of the events.

2 HELP US Pre-registering helps us evaluate the effectiveness of our event marketing — which, in turn, helps us boost the turnout of veteran job seekers — which, in turn, makes our events more attractive to employers — which means more job openings to discuss at the events.

3 HELP YOURSELF When you pre-register, you immediately join our database of 675,000+ veteran job seekers, which is continually being searched by employers.

TO PRE-REGISTER, go to www.recruit-military.com and use the “Upcoming Job Fairs” map to select a city. Clicking on that city will take you to a registration page for the next event there.

Looking for a nursing opportunity that fits your lifestyle?



Then you'll love Florida Hospital Waterman. Just a short drive north of Orlando, Florida in Tavares, Florida Hospital Waterman offers advanced healthcare in an inviting community atmosphere. Our 269-bed, state of the art facility is built with nurses in mind.

Currently seeking Seasonal and Full time Registered Nurses for Med/Surg, PCU, ICU, Ortho, Oncology, and ER. Florida RN license and BLS/ACLS required. Competitive pay, relocation assistance and commitment bonus offered!



Apply online at www.fhwat.org or email your resume directly to the Nurse Recruiter. Ryan.cuti@ahss.org (352)253-3696

Cape Air

Your Wings To A New Career!

MAINTENANCE • OPERATIONS • FINANCE • MANAGEMENT • PILOTS • AND MORE!

Growth, Stability & Advancement Opportunities
Competitive Benefits
Multi-Airline Travel Privileges



Proudly Hiring Veterans Since 1989!
Visit: www.capeair.com/jobs
for information on career opportunities at Cape Air!



Career advancement opportunities can be hard to find **UNLESS YOU WORK AT MSC**

Nearly half of MSC's workforce is former military. That's because we require similar skill sets and expertise as we provide logistical support for the U.S. military. Our civilian careers provide job security combined with hands-on training and career advancement opportunities. This combination will take your career further, faster than you thought possible. When you include federal benefits, paid leave, a flexible career path and the camaraderie that comes with life at sea ... now you have a career worth keeping. Learn how our opportunities can align with your military background by contacting one of our recruiters. Take Command of Your Career.®

www.sealiftcommand.com

877-291-9910

info@sealiftcommand.com



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



**MILITARY
SEALIFT
COMMAND**

Take Command of Your Career.®

SPECIAL SECTION for VETERAN HIRING LEADERS

EDITOR'S NOTE

On March 24, 2014, the Office of Federal Contract Compliance Programs (OFCCP), a part of the United States Department of Labor, published revised regulations that affect the hiring of veterans by federal contractors. This "Final Rule" updated the regulations implementing the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), which (1) prohibits federal contractors and subcontractors from discriminating in employment against protected veterans, and (2) requires these employers to take affirmative action to recruit, hire, promote, and retain these veterans.

Because many employers that use RecruitMilitary products and services are federal contractors, and because compliance with the new regulations can become rather complex, *Search & Employ*® asked the human resources consulting and technology firm Berkshire Associates, Inc., for an update. The following article is based on a letter that Berkshire Associates prepared for its clients.

Compliance After March 24: **NOW WHAT?**

BY CINDY KARROW, SPHR

IT'S HERE...the beginning of the Transitional Period. This is the much anticipated, and sometimes dreaded, period of time after March 24, 2014. The revised Office of Federal Contract Compliance Programs (OFCCP) regulations for Section 503 of the Rehabilitation Act and the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) are in effect. The date has come and gone, so what now? What should contractors have in place, and what should they be working on? What is OFCCP doing now, and what might we see on the horizon? Let's explore these and many other important questions.

First, what should be in place right now? The changes for Section 503 and VEVRAA that federal contractors should have in place are:

- Updated Equal Opportunity Clause in applicable subcontracts
- Updated EEO / AA Policy Statement
- Updated EEO tagline for advertisements
- Additional notice to State Employment Service Offices
- Other administrative changes

The Equal Opportunity Clause (EO Clause) is language that must appear in any contract with a subcontractor, supplier, or vendor if your company buys goods or services from another company that are necessary to fulfill your contract with a federal government agency. That supplier must be notified they may be subject to the affirmative action regulations. This clause has always been a requirement in subcontracts and purchase orders; however, the new regulations originally added two new paragraphs to emphasize Section 503 and VEVRAA obligations. However, there is a recent development on this regulation change – OFCCP will allow the two new additional paragraphs to be combined into one. Here is Berkshire's sug-

gested sample language for the EO Statement; note the second paragraph is in bold:

Affirmative Action Notice: vendors and subcontractors are notified that they may be subject to the provisions of: 41 CFR Section 60-300.5(a); 41 CFR Section 60-741.5(a); 41 CFR Section 60-1.4(a) and (c); 41 CFR Section 60-1.7(a); 48 CFR Section 52.222-54(e); and 29 CFR Part 471, Appendix A to Subpart A with respect to affirmative action program and posting requirements.

This contractor and subcontractor shall abide by the requirements of 41 CFR §§ 60-300.5(a) and 60-741.5(a). These regulations prohibit discrimination against qualified individuals on the basis of protected veteran status or disability, and require affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified protected veterans and individuals with disabilities.

The Equal Opportunity Policy / Affirmative Action Statement is used to inform employees and applicants of the company's policy of non-discrimination. Your statement should now indicate the top U.S. Executive's support for the affirmative action plan (AAP). This statement should be reaffirmed annually, dated, and signed by the top level U.S. Executive of the company. Here are some other things you should know about the EEO Statement:

- It must be physically posted in all company work locations where applicants and employees can view it
- You may also post it on your Intranet site so remote or telecommuting employees can view it; however, the company must provide computers or ensure in some way employees can access and view the statement

- Include it in your employee handbook
- Applicants must also be able to view the statement – we recommend including it on your Careers page so it is one of the first items that applicants see
- Notify union officials of your policy if you have a Collective Bargaining Agreement and request their cooperation
- Notify recruitment sources and partners of your policy

The EEO tagline is used in employment advertising, job postings, brochures, and other recruitment items. This tagline has been updated to ensure everyone who sees it understands what the tagline means. Abbreviations such as: M/F/D/V are no longer allowed. The updated tagline shows the company is welcoming and inclusive. Below is a suggestion for the new tagline:

[Company Name] is an Equal Opportunity / Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, or protected veteran status.

Under the transition we are in, here are a few things your company should now be doing:

- Your company should continue to post job openings with the State Employment Service Delivery System (ESDS) as required by VEVRAA. By now you should be aware of the method by which each ESDS wants to receive job postings from your company. This method can vary from state to state. If you have posted jobs with ESDS since March 24, you have informed each ESDS your company is a federal contractor and you desire priority referrals of protected veterans. In this notification, you supplied information about each hiring location, contact information for the person responsible for hiring at each location, and contact information for any third party vendor that you use for recruiting. There is a process in place to provide updates when this information changes.

- There are a variety of other administrative and process updates that have been made. You should have updated websites and electronic and print documents that reference "covered veterans," changing them to read "protected veterans." The term "other protected veterans" has been updated to "active duty wartime or campaign badge veterans." You should be using the term "individual with a disability" or "worker with a disability" in place of "disabled person." A process needs to be in place to retain all required records and documents for three years rather than two. And you should be

reviewing and responding to requests for reasonable accommodation. Your online application system most likely includes contact information for job seekers who may require an accommodation to be able to complete the application process.

- Finally, you have communicated these changes, and those that are forthcoming, to executives and managers who can provide you with resources in the months to come. Recruiters, hiring managers, and supervisors should now be aware of the accommodation process to follow when an applicant or employee requests assistance or an accommodation because of a disability.

One more word about this Transitional Period...OFCCP has made it clear in its series of webinars they understand this is a lot of change, and some contractors may have difficulty meeting the deadlines for the changes. Some of the changes require cooperation from technical resources, vendors, and others in the company outside of HR. Document your efforts to comply so it is evident you are moving toward compliance.

There is still much to be done, but you have made it over the first hurdle. During the next few months, you should be planning and initiating changes for the next phase of the regulations updates – to your first AAP following March 24. Berkshire recommends you begin implementing the voluntary self-identification solicitation changes as soon as possible. Research and seek recruitment sources to provide you with qualified protected veterans and individuals with disabilities (IWD's). Begin documenting activities and assessing these efforts. And keep checking OFCCP's website for updates to the Frequently Asked Questions and additional resources posted. On Friday March 21, OFCCP announced a new outreach and recruitment database to help contractors find qualified IWD's and veterans. The Disability and Community Resources Directory can be found on its website at www.dol-esa.gov/errd/resources.html, along with other resources to assist with implementation of these rules at www.dol.gov/ofccp/regs/compliance/Resources.htm.

Cindy Karrow, Senior Professional in Human Resources (SPHR), is senior human resources consultant at Berkshire Associates, Inc., a human resources consulting and technology firm offering solutions in affirmative action, application management, compensation, diversity, and professional training. Berkshire Associates is based in Columbia, Maryland. Contact Ms. Karrow at CindyK@berkshireassociates.com

SPECIAL SECTION for VETERAN HIRING LEADERS

EDITORIAL themes	
2014	
JUL AUG	Transportation & Logistics Manufacturing
SEP OCT	Healthcare Retail
NOV DEC	Law Enforcement IT & Telecom
2015	
JAN FEB	Defense & Aerospace Financial Services
MAR APR	Government Franchising
MAY JUN	Energy & Utilities Education Opportunities

Contact your RecruitMilitary Account Executive about advertising in *Search & Employ*®.

DATABASE SNAPSHOT

Database of registered job seekers at www.recruitmilitary.com on **March 25, 2014**
615,129 / Registered searchable candidates

RANK

91.7% / Enlisted personnel
7.3% / Commissioned Officers
0.9% / Warrant Officers

ETHNICITY

60.5% / Caucasian
22.8% / African-American
9.6% / Hispanic
2.2% / Asian
1.1% / Native American
3.9% / Other

GENDER

83.6% / Men
16.4% / Women

ACTIVE SECURITY CLEARANCES

57,154 / Secret
3,423 / Top Secret
10,479 / Top Secret/SCI *Individual has a Top Secret Clearance and is cleared to access Sensitive Compartmentalized Information (SCI)*
120 / L-DOE Clearance granted by the United States Department of Energy
183 / Q-DOE Clearance granted by the United States Department of Energy; more difficult to obtain than L-DOE
84 / ISSA Industrial Security Staff Approval

HIGHEST EDUCATION LEVEL

22.2% / High School
25.9% / Beyond High School
7.8% / Professional Certificate
13.5% / Associate's Degree
21.5% / Bachelor's Degree
8.7% / Master's Degree
0.4% / Doctor's Degree

SERVICE BRANCH

46.2% / Army
21.5% / Navy
16.6% / Air Force
14.4% / Marines
1.2% / Coast Guard

We Can Help Fed Contractors Reach Hiring Benchmarks

Related article on page 53

by BETH FJELSTUL



24, 2014, updates the regulations implementing the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), which (1) prohibits federal contractors and subcontractors from discriminating in employment against

The Office of Federal Contract Compliance Programs (OFCCP), a part of the United States Department of Labor, has published a regulation that affects the hiring of veterans by federal contractors. This "Final Rule," published on March

protected veterans, and (2) requires these employers to take affirmative action to recruit, hire, promote, and retain these veterans.

One new requirement calls for contractors to establish annual hiring benchmarks for protected veterans, using either of two methods: (1) set the benchmark equal to the national percentage of veterans in the civilian labor force, or (2) use certain data from the Bureau of Labor Statistics (BLS) and the Veterans' Employment and Training Service (VETS), plus other factors reflecting the contractor's unique hiring circumstances. For details on the Final Rule, visit: <http://www.dol.gov/ofccp/regs/compliance/vevraa.htm>.

RecruitMilitary is all about helping employers attract, hire, appreciate, and retain high-quality veteran talent. So if you are a federal contractor and you have established your benchmark

in accordance with the Final Rule, we can help you reach it via one or more of our military-to-civilian recruitment products – including all-veteran job fairs, a subscription to our huge database of veteran job seekers, targeted email marketing, custom recruiting by our own staff of recruiters, advertising in the magazine you are reading, on our website, and in our jobs newsletter, and more.

Beth Fjelstul is a national account executive at RecruitMilitary. Contact her at beth@recruitmilitary.com.

RecruitMilitary Reaches Sweet 16

by CHRISTINE RUBLE



made it to the "Sweet Sixteen."

Mashable, headquartered in New York City, gets more than 34 million unique monthly visitors. The company challenged businesses throughout the United States to explain why they deserved to win. Mashable then vetted all entrants by dissecting their social presences, consumer engagements, company size, and other factors.

Mashable said this about us: "RecruitMili-

tary's overarching purpose is to provide veteran job-seekers with tools and information they need while looking for employment. Whether it's sharing job listings, answering questions, or aggregating relevant news stories, RM pays attention to what its followers want and need.

"RecruitMilitary is a great business that does amazing things for veterans in need of professional advice and assistance. . . . On Twitter they are really rocking customer service, as they respond to every query, comment, and piece of fan advice. They have great success stories and should continue to do what they do best — connecting with their fans with poise, passion, and persistence."

The final winner of the Most Social Small Business competition – and our congratulations to – Sevenly (www.sevenly.org), an apparel company.

Wait till next year.

Christine Ruble is director of client marketing at RecruitMilitary and a veteran of the United States Air Force.

RECRUITMILITARY Publishes White Paper On Healthcare

by CHRIS NEWSOME



I am pleased to announce that RecruitMilitary has published a 22-page white paper titled, "Closing the Unemployment Gap in Healthcare with Highly Qualified Military Veterans." The publication cites industry and government reports indicating that the demand for medical assistants, nurse practitioners, and other healthcare workers will increase very rapidly in the new few years; and points are that veterans are well suited for the new jobs.

The paper also discusses the Military Health System, certification for veterans, a three-year initiative to help veterans find jobs in health centers across the country, new requirements for federal contractors, employer efforts to source veteran talent, and the role of military-to-civilian recruitment specialists.

"Closing the Unemployment Gap" is available as a PDF. If you will send me an email, I will send you a copy.

Chris Newsome is a national account executive, agency relations, at RecruitMilitary and a veteran of the United States Army. Contact him at cnewsome@recruitmilitary.com.

THE SAME QUALITIES THAT SUIT VETERANS FOR JOBS IN HEALTHCARE ARE VALUABLE IN OTHER FIELDS AS WELL:

- Veterans are entrepreneurial
- Veterans have high levels of trust
- Veterans are great at transferring their skills to new tasks
- Veterans have and use advanced technical training
- Veterans are comfortable and adept in uncertain situations
- Veterans are resilient
- Veterans are great team builders
- Veterans are committed to their organization
- Veterans have (and leverage) their cross-cultural experiences
- Veterans are used to diverse work settings

WWW.RECRUITMILITARY.COM

SPECIAL SECTION for VETERAN HIRING LEADERS

by LARRY SLAGEL



Larry Slagel is senior vice president of sales at RecruitMilitary and a former captain in the United States Marine Corps. Contact him at larry@recruitmilitary.com.

"RECRUIT MILITARY" WITH CONFIDENCE

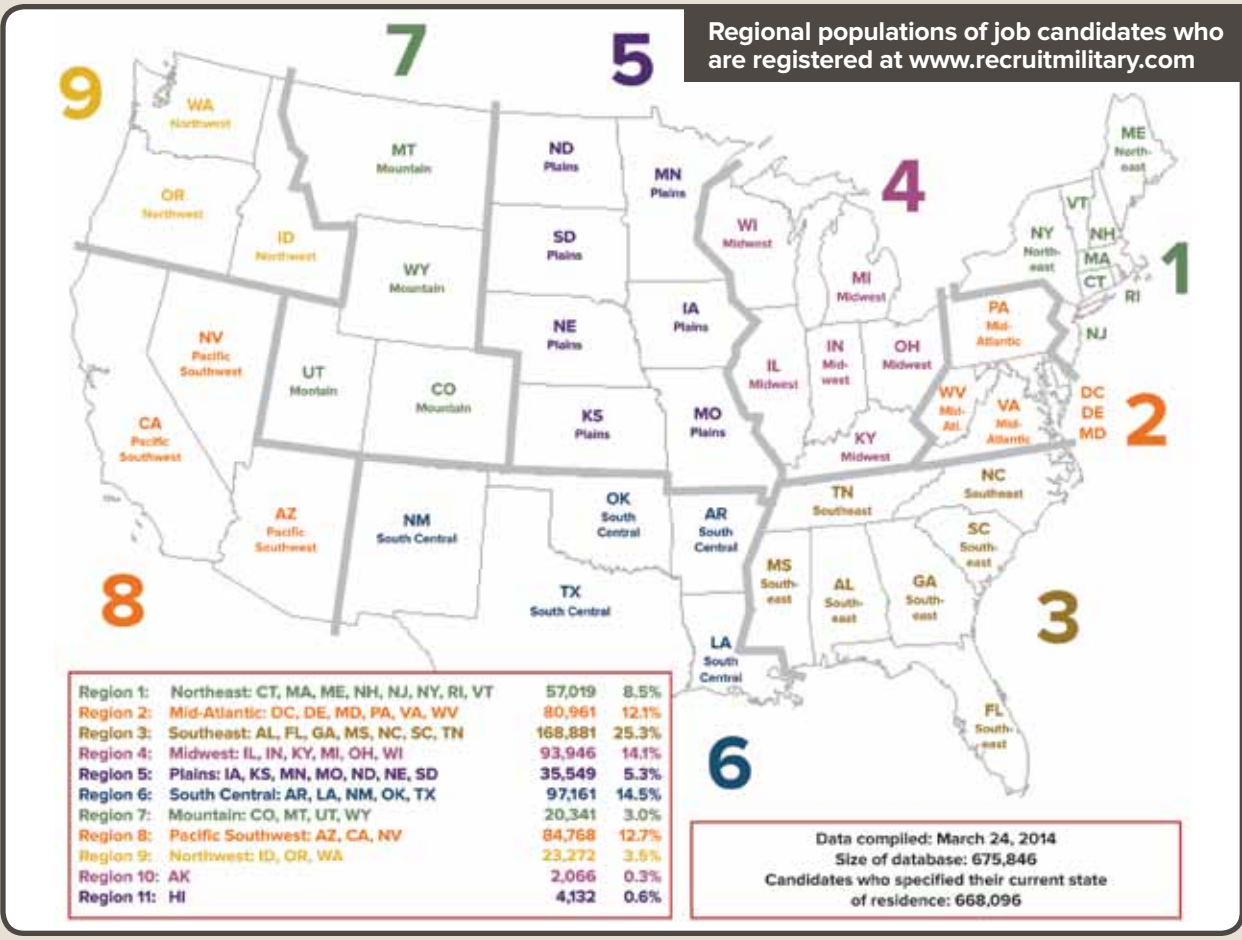
The table below shows that the population of our database at www.recruitmilitary.com is well distributed throughout the country. So recruiters who need to fill positions nationwide can use our database with confidence to "recruit military." So can recruiters who are looking to fill various positions in any single region.

Recruiters can conduct regional searches by using a Control-Click operation to select the desired states. The recruiters can select any combination of states – not just those that make up a particular region in our table.

Another great option is Local Candidate Database Search. Use our geographically-restricted search license to pinpoint candidates within 150 miles of your facility. For about 20 percent of the cost of our global search license, you can forget about relocation costs and long-distance interview processes.

To discuss the various options available to database subscribers and/or to arrange for a demo, contact your RecruitMilitary account executive – or me.

Larry Slagel is senior vice president of sales at RecruitMilitary and a former captain in the United States Marine Corps. Contact him at larry@recruitmilitary.com.



Meet Katie Becker

Katie Becker is RecruitMilitary's staff writer. One of her jobs is to provide stories and other content for *Search & Employ*®. She also writes about veteran hiring issues in the news, and helps create our monthly newsletters – *Incoming!* and the *Veteran Hiring Leader Bulletin*, aimed at veteran job seekers and organizations that want to hire veterans, respectively.



KATIE BECKER

The job that Katie likes best is writing success stories. These are told from either a veteran's perspective or from an employer's viewpoint, and often originate after a successful experience at a RecruitMilitary Career Fair. Frequently included are pieces of advice that veterans or recruiters have gleaned in their journeys, ranging from interview and resume tips for veterans, to what employers really need to look at when considering a veteran for a job.

These stories are featured on *Search & Employ Online* (<http://search-and-employ.com>), included in the print magazine (see, for example, the articles on pages 41, 48, and 49 of this issue), and mentioned in social media (see the list on page 1). Katie is also part of the team behind the upcoming *RecruitMilitary Veteran Hiring Leaders Handbook*, a resource for organizations that wish to attract, hire, retain, and appreciate top veteran talent.

After joining RecruitMilitary in 2007, Katie spearheaded RecruitMilitary's resume writing program for veteran job seekers, and continues to serve as one of the company's resume writers. She graduated from Louisiana State University with a journalism degree, and then earned a law degree from LSU. She spent time in private practice in New Orleans, worked as an assistant state attorney in Florida, and served the Louisiana District Attorneys' Association as a staff attorney.

If you are a veteran who recently got a job as a result of attending a RecruitMilitary Career Fair – or an employer that recently hired a veteran via any of our military-to-civilian recruitment products and services – and you have a story you would like to tell, contact Katie at katie@recruitmilitary.com.

IN 2012

90% of DeVry University GRADS actively seeking employment HAD CAREERS

in their field within six months of graduation.*

*In New York, DeVry University operates as DeVry College of New York. DeVry University is accredited by The Higher Learning Commission and is a member of the North Central Association of Colleges and Schools, www.ncahlc.org. DeVry University is authorized for operation by the THLC, www.state.nj.us/thlc. Nashville Campus: 3345 Penimeter Hill Dr., Nashville, TN 37211. DeVry is certified to operate by the State Council of Higher Education for Virginia. Licensed by the Mississippi Commission on Proprietary School and College Registration, Certification No. C-498. Figure based on 2012 graduates self-reporting data to DeVry University Career Services who were employed at graduation or actively seeking employment in their field after graduation. Does not include master's degree graduates or graduates who were not actively seeking employment, as determined by DeVry University Career Services, or who did not report data on employment status to DeVry University Career Services. ©2014 DeVry Educational Development Corp. All rights reserved.

DeVry University
Keller Graduate School of Management

military.devry.edu
877.894.6388

WWW.RECRUITMILITARY.COM

MAY + JUNE 2014 | SEARCH & EMPLOY® 55

You dressed for success with the military.



You're the perfect fit for us.

Ross Stores, Inc. recognizes the bravery and dedication of military veterans. We also know that your unique experiences, discipline and organizational skills translate to the business at our Ross Dress for Less and dd's Discounts stores. If you're a veteran who's enthusiastic, creative, motivated and a team player, find your fit with us.

ROSS **dd's**
DRESS FOR LESS® DISCOUNTS

View our current openings at
rossstores.com/careers

Ross is an equal employment opportunity employer committed to the hiring, acceptance and appreciation of every individual.



Your skills are unmatched.

So are our opportunities.

As the nation's #1 auto retailer with 260+ franchises across 15 different states, we lead the industry in customer friendly processes, leading-edge technology and people development.

AutoNation is currently hiring across the US for all positions including the following:

- All Sales Management Positions
- All Service Management Positions
- All Finance Management Positions
- All Parts Management Positions
- Service Advisors
- Sales Associates
- Technicians (All Levels)

Some Benefits of a career with AutoNation:

Unlimited income potential, paid time-off, training, longevity bonuses, 401(k), health, dental, life, disability, employee vehicle purchase program and advancement opportunities.

To apply, please visit us online at jobs.autonation.com.

EOE, DFW

AutoNation 

driven by you



SEARCH & EMPLOY®		ADVERTISERS INDEX
↓ PAGE	↓ ADVERTISER	↓ LINK
38	ABM	www.abm.com/careers/military
26	AdvancePierre Foods	www.advancepierre.com
16	Air Liquide America Corp	www.us.airliquide.com/en/careers.html
50	Alcoa, Inc.	www.alcoa.com/careers
33	Amtrak	www.amtrak.com/veterancareers
17	AMVETS	www.amvets.org/CareerCenter/
49	API Group Inc.	www.apigroupinc.com
36	Archer-Daniels-Midland Company	www.adm.com/militaryrecruiting
56	AutoNation	http://jobs.autonation.com/
35	Bank of America	http://bankofamerica.com/militarysupport
34	Bartlett Tree Experts	www.bartlett.com/careers.cfm
14	Best In Class Education	http://bestinclasseducation.com/
Outside Back Cover		www.bnsf.com/careers/military
20	Bristol-Myers Squibb	www.bms.com/careers
32	Bryant & Stratton College	www.bryantstratton.edu/admissions/military.aspx
46	C.R. England, Inc.	www.crengland.com/vets
51	Cape Air	www.capeair.com/jobs
24	Capital One	www.capitalonemilitary.com
37	CDA Technical Institute	www.cda.edu
Cover, 6-7		www.chk.com/careers
3	Chesapeake Energy Corporation	http://nomacdrilling.com
13	Comcar Industries	http://joincomcar.com/military
5	DeVry University	www.military.devry.edu
55	DeVry University	www.military.devry.edu
47	Eaton Corporation	www.eaton.com/MilitaryCareers
19	Embry-Riddle Aeronautical University	http://worldwide.erau.edu/military/
21	Enterprise Products	http://careers.enterpriseproducts.com
9	Exelon Corporation	www.exeloncorp.com/careers
14	Express Scripts	http://careers.express-scripts.com/Military
51	Florida Hospital Waterman	www.fhwa.org/
39	Gardner-Webb University	www.gardner-webb.edu/reinvest
12	GE Oil & Gas	www.ge.com/veterans
39	General Electric	www.ge.com/veterans
4	Georgia College of Construction	www.georgiacc.com/
18	Goodyear Tire & Rubber	www.goodyear.com/careers/
10	Groendyke Transport, Inc.	www.groendyke.com
21	H&E Equipment Services, Inc.	https://hehiring.com/
33	Johns Hopkins Sibley Memorial Hospital	www.sibley.jobs
41	Jones International University	www.jiu.edu/military
5	Keller Center for Corporate Learning	www.military.devry.edu
41	Kroger	www.kroger.com/Careers
27	Lowe's	http://Loves.com/Careers
16	Mastec Network Solutions	www.mastecnetworksolutions.com/
52	Military Sealift Command	www.sealiftcommand.com
45	McDonald's Corporation	www.mcdonalds.com/veterans
3	Nomac Drilling	http://nomacdrilling.com
4	Northern California College of Construction	www.ccc-north.com
4	Oklahoma College of Construction	www.ok-cc.com
24	Petro Truck Stops	www.petrotruckstops.com
26	PlaneTechs, LLC	www.planetechs.com/apply
Inside Front Cover		http://PMAUSAinc.com
42	Prime, Inc.	http://Driveforprime.com
43	Prudential Financial	http://jobs.prudential.com
44	Quest Diagnostics Incorporated	www.questdiagnostics.com/home/about/careers
7	RecruitMilitary Job Board	http://recruitmilitary.com
44	RecruitMilitary Resume Writing	https://recruitmilitary.com/resume-writing
8	Republic Services	www.RepublicServices.com/careers
56	Ross Stores, Inc.	http://rossstores.com/careers
40	Sam Swope Auto Group	http://SamSwopeCareers.com
28-29	Schlumberger	http://careers.slb.com/
11	Southern Company	www.southerncompany.com/military
20	St. Jude Children's Research Hospital	www.stjude.org/jobs
25	Starbucks Coffee Company	www.starbucks.com/careers
24	T A Travel Centers of America	www.tatravelcenters.com
34	Texas A&M Engineering Extension Service	http://teex.org/va
46	Texas Instruments	http://careers.ti.com/techop
15	The Art Institutes	http://artinstitutes.edu/
25	The GEO Group, Inc.	www.geogroup.com/hiringheroes
Inside Back Cover		http://careers.homedepot.com/searchandemploy
10	The Ocean Corporation	www.oceancorp.com
30	Town Planner	www.townplanner.com/heroes
31	Troy University	http://troy.edu/spirit
22	TTX Company	www.ttx.com
23	USAA	http://usaa.com/recruitmilitarycc
27	UTC Aerospace Systems	www.utcaerospacesystemscareers.com
48	UXO Global	www.uxoglobal.com
42	Walsh College	www.walshcollege.edu/veterans
Inside Front Cover		http://PMAUSAinc.com
37	West Virginia Army National Guard	www.wv.ngb.army.mil/
8	Xcel Energy	http://xcelenergy.com/

POSSIBILITIES



Same Support.
New Team.

At The Home Depot, values such as “taking care of our people” and “building strong relationships” form the backbone of our culture. And that culture fosters the kind of support our associates deserve — and receive — as part of The Home Depot team. Maybe that’s one reason why we’re consistently named a top Military-Friendly Employer by G.I. Jobs, as well as an employer of choice for military spouses. If that sounds like a team you’d like to be a part of, apply today to The Home Depot.

Learn more about our dedication to our service members and their families by visiting:

careers.homedepot.com/searchandemploy

Variety of Benefit options available | 401(k) | Performance bonuses

The Home Depot is an Equal Opportunity/M/F/Vet/Disabled Employer. Available positions may vary by location. Bilingual candidates are encouraged to apply.



Search Home Depot Careers



CLIMB ABOARD!

Your future is ahead

BNSF Railway is now hiring.

For details visit [bnsf.com/careers](https://www.bnsf.com/careers)

BNSF Railway is one of North America's leading freight transportation companies operating on 32,500 route miles of track in 28 states and two Canadian provinces. BNSF is one of the top transporters of consumer goods, grain, industrial goods and low-sulfur coal that help feed, clothe, supply, and power American homes and businesses every day. BNSF and its employees have developed one of the most technologically advanced and efficient railroads in the industry. And we are working continuously to improve the value of the safety, service, energy, and environmental benefits we provide to our customers and the communities we serve. You can learn more about BNSF at www.bnsf.com/careers/military.



Applicants must be at least 18 years of age and pass a drug screen and successful background check as conditions of employment. BNSF is an EEO/AA/M/W/D/V Employer. We welcome and encourage diversity in our workplace.