



# MARINES IN TRANSITION

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## MARINES CONFRONT A FOUR-LETTER WORD

**Source: Reprinted with Permission from Forbes.com, Don Esmond**

<http://www.forbes.com/sites/donesmond/2016/02/08/marines-confront-a-four-letter-word/#7e59c8574914>

“Fear” is a word I’ve rarely heard from my fellow Marines. But it was mentioned frequently by senior officers and non-commissioned officers at a recent seminar at Marine Corps Base Camp Pendleton where I was privileged to be a guest speaker.

Marines willingly put themselves in harms’ way to defend our nation so it is not a profession chosen by people who are easily frightened. Marines tend to be bold, courageous men and women who love adventure, relish a challenge and excel in the face of adversity. Thus, “fear” is one four-letter word you don’t hear much from Marines.

The anxiety expressed by the Marines at the three-day seminar was not about the horrors of combat but the fear of the unknown associated with transitioning to civilian careers after 20 or more years in the military. One senior enlisted Marine confessed that he came to the seminar “scared to death” of transitioning because he had no idea what he needed to do or how to do it. I’m pleased to say, however, that by the end of the three days, this particular Marine said that he now felt ready to begin finding his way.

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### MARINES CONFRONT A FOUR-LETTER WORD CONTINUED

Transitioning is a hot topic on military bases these days. With the current downsizing of our armed forces, about one million service-members are expected to transition to civilian life over the next five years. Roughly 800 Marines of all ranks are leaving active duty each week now. One-fourth of them are transitioning out of Camp Pendleton.

The 36 senior Marines – majors to colonels and gunnery sergeants to sergeants major – who attended the Executive Transition Assistance Seminar at Camp Pendleton were all within a couple of years of turning in their uniforms for business suits.

While you don't ascend to the senior ranks in the Marine Corps without some serious accomplishments, those talents, skills and experiences don't always appear relevant at first glance to either civilian employers or the Marines themselves. That's why the Marine Executive Association and the U.S. Chamber of Commerce Foundation's Hiring Our Heroes were invited to participate in this seminar put on by Camp Pendleton's Transition Readiness Program.

"The goal of the seminar is to help senior Marines prepare to enter into the business world at lower or middle management," explained Mike Collier, a retired lieutenant colonel and a board member of Marine Executive Association West who is the facilitator for the event. The seminar focuses on building a résumé that will resonate with employers, explaining the importance of networking, crafting a 60-90 second "elevator speech" introduction, role-playing the interview, and critiquing each other's performance.

"I've seen Marines come and go through the MEA for 27 years, almost as long as I was a Marine myself," said Collier. "One of the things that Marines have difficulty doing is talking about themselves. As Marines, we talk about the team's accomplishments. But employers want to know about individual accomplishments. They want to know what you have done in the past and that you can do the job for the company."

"The resume gets you in the door," he said, "but the interview is what gets you the job. So we talk about the types of interviews (informational, job, lunch, etc.) and the types of questions. I have a list of 14 categories of questions. Any question you will be asked will be in one of those categories. We go through about 18 questions and then offer reasonable responses to the questions, like describing your toughest boss, your most challenging job, and handling stressful situations. After that, we talk about the job offer, what's in it, what should be in it, what you need in writing, and negotiation."

Participants learn to use the STAR (situation, task, action, result) method for answering questions, which enables them to tell stories about themselves that show the relevance of what they have done as Marines. Things like leadership, problem-solving, handling stressful situations and managing people all apply in the civilian workplace.

## YOUR RESUME ABSOLUTELY NEEDS THIS ONE THING

Source: Reprinted with permission from “Task and Purpose,” James Clark

<http://taskandpurpose.com/author/jamesclark/>

**As a military veteran, you have unique skills and experiences. Make sure you showcase them in your resume.**

It's finally done. After several hours of hard work, you look over your perfectly organized, spell-checked, and heavily edited resume, taking pride in your accomplishments laid out in striking black and white.

You've just left the military — maybe after one enlistment, or perhaps you're wrapping up a distinguished career that lasted decades. Now it's time to start a new one.

You send off your application. Click, there it goes. A few days later, the hiring manager at the company you're applying to opens the email, prints out your resume, gives it the once over and then casually drops it into the “no-go” pile.

It's an experience both veterans and civilians know all too well, but it doesn't have to be.

Task & Purpose reached out to Ben Vinograd and John Thompson, the founders of Condition Set, a business designed to help service members and veterans flesh out their resumes and land the jobs they want.

We asked Vinograd, the chief executive officer of Condition Set, and Thompson, the company's president and a former Marine officer, what the one thing every veteran needed on their resume.

Their answer?

**You need to show your results.**

“I would say one of the biggest things that all resumes have to have and one of the biggest areas we see, is that people tend not to include their results, what they've actually accomplished,” explained Thompson, who added that many veterans simply copy and paste their billet description and list out their responsibilities.

“It sounds significant, but at the same time it doesn't distinguish yourself from someone with the exact same list of responsibilities,” said Thompson, who served in the Marines from 2009–2013.

However, employers want to see what you accomplished, not just what you were tasked with doing.

“It's great to see what you're responsible for, but that doesn't necessarily mean you did it well,” explained Thompson.

In short, you need to show what value you provided to your team or unit.

Now, how do you do that?

**It's a two-part process.**

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## YOUR RESUME ABSOLUTELY NEEDS THIS ONE THING *CONT.*

First, you start with your past work experience and duties, then you build off those.

“People default toward trying to tell the reader what they did, and it’s not necessarily the most effective way to get your qualifications across,” said Vinograd. “We find and have found that it’s more effective to show the reader.”

What you should be doing is listing your past positions and responsibilities, and then presenting anecdotal and hard data to show your accomplishments, explained Thompson and Vinograd.

“Did you accomplish your mission?” Thompson asked, rhetorically. “Did you impact those personnel you were responsible for? Did you improve any processes and if so, what were they and are they currently seen as still being a best practice?”

One way to better present both your responsibilities and the results is to tailor your resume specifically to the job to which you’re applying.

“One of the challenges we’ve found that veterans face is how veterans generally present the information, said Vinograd. “That includes the format and the content. The default that most learn through [transition assistance programs] is to just list all the responsibilities and qualifications the service member has when leaving the military.”

## SEARCH FOR AN IT JOB, FROM THE SCHOOL OF HARD KNOCKS

By Max Wix, USMC (Ret)

I recently received a request for IT jobs in the Charlotte, NC area. Following is part of my response.

Individuals transitioning from the military can never assume that just because they are veterans that someone will snatch them up right away. They will probably have to apply to hundreds of positions and be interviewed numerous times before they land a job.

They have to have the right skill set as stated within the position description being applied for AND within their resume, BEFORE anyone is going to call them to set up an interview. Then, the individual will be looked at to see whether they are a fit in the work environment.

**Everyone transitioning needs to mull this over:**

- You can be qualified, yet not be a suitable fit.
- The resume needs to show how the individual is a team player, not just a leader.
- Never expect to start out on top.
- No one is going to hire you to take his or her place.

I usually advise everyone to start with Indeed.com, CareerBuilder.com, state government sites, local newspapers and other similar sites

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## SEARCH FOR AN IT JOB CONTINUED

In the instance you presented, "problem is" the term "Information Technology" or "IT" is too broad and may not produce the desired result, but you have to start somewhere.

Specifics of working on the hardware or software (multiple common languages) need to be brought out within the Technical Area of the resume showing those languages skills and programming skills learned in the classroom in military schools, civilian or other technical schools and college courses and work experience that shows that the individual actually knows how to use them.

Each specific Position Description will call out the desired experience 3-4 or 3-5 or 10 or more years of experience.

Individuals with a degree and no actual on the job experience will not be offer a high salary, if offered at all. This is a hard nut to roll. More experience shown in the resume will help if it shows the various software language use on laptops, weapons systems, communications, intelligence, Logistics, Supply Chain, Distribution, Administrative, Reporting, Spreadsheets, Brief preparations and presentations, will help, et al.

Being too generic and assuming that the audience of the resume understands the military lingo, does not help. Need to show that the individual is capable and adaptive and has a wide range of skills.

**Example:** Using indeed.com found over 3,260 postings for "Information Technology" and Charlotte, NC. These run the gauntlet of various jobs and requirements/

Jobs, Employment in Charlotte, NC  
[www.indeed.com/l-Charlotte,-NC-jobs.html](http://www.indeed.com/l-Charlotte,-NC-jobs.html)

Jobs 1 - 10 of 24824 - 24824

Jobs available in Charlotte, NC on

Indeed.com. one search. all jobs.

40,000 jobs in Charlotte, NC - 60,000 jobs in Charlotte, NC

When you get employed, reach back and help a fellow Marine or Serviceman or woman over the wall. What goes around, comes around. Help when and where you can. You, a family member or friend could be next to need a job.

### Job Hunting Tips & Techniques Available on MEA Website

Check the MEA website for an extensive listing of how to network, search for jobs, draft a resume and much more!

<http://marineea.org/index.php/for-marines-menu/tips-and-techniques>

## IF YOU'RE TRANSITIONING OUT OF THE MILITARY, IT'S CRITICAL THAT YOU KNOW HOW TO OPTIMIZE YOUR LINKEDIN PROFILE

Source: Reprinted with permission from "Task and Purpose," J. p. Lawrence

<http://taskandpurpose.com/author/i-p-lawrence/>

If you're transitioning out of the military, it's critical that you know how to optimize your LinkedIn profile.

Corner a corporate recruiter, and you'll hear a small truth: job searching, like fishing or dating, is as unexplainable as voodoo. Some things work for people, and others doing the same thing will be ignored. Some have natural gifts or advantages when job searching, and the rest of us are simply stuck doing our due diligence.

That said, LinkedIn is a tool that offers possibilities for veterans looking for jobs. In June, I learned a bit more about these possibilities at a workshop at the UBS headquarters in Manhattan, facilitated by the vet group, American Corporate Partners.

On LinkedIn, like other forms of social media, you create an identity to appeal to a certain audience. The goal is to place the version of yourself online that will gain the attention of the job recruiters searching on LinkedIn.

In many ways, LinkedIn, like other forms of social media, is much like being a wedding DJ. To get the response you want, you have to play the songs you know the bride and groom are looking for (Note: don't promise songs you don't have).

Having a nice photo, for example, is important. Profiles with photos are 14 times more likely to be viewed, according to LinkedIn. A well-lit portrait makes you look professional, and ensures your profile doesn't look like a teenager's Myspace account.

These headlines are searchable, which means you should have a short description of what you can offer, and what kind of job you want.

You repeat this process again in the summary. The summary is your elevator pitch. It should tell a potential employer who you are and what you've done. It should highlight your wins, the awards you've earned, and how awesome you are at your job.

The important thing is that you highlight what you can do and what you can offer. Many transitioning service members are changing careers, and the important thing to remember is that it's not just about what you've done, because more than likely you'll probably not be doing that exact same thing.

It's more important to show about who you are, and how what you've done in the past is a sign that you can offer great things in the future.

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### OPTIMIZE YOUR LINKEDIN PROFILE CONTINUED

**For example:** Do not use military jargon. Use corporate jargon, or even better, words that normal people can understand. There are sites that help veterans translate their military occupational specialties into corporate speak. You can also find job listings that you want and copy the terminology used there.

Remember that job recruiters may have a limited understanding of the military, and the more they have to stumble around your page, the more likely it will be that they'll just move on to the next person.

You can also put skills and have others endorse you. Endorsements make you look a bit more credible when you say you know "PowerPoint," but more importantly, they allow you to compliment your connections.

The hope is that one of your connections will know someone who knows someone who has a job. I asked the LinkedIn presenters how many connections a person should have, and who should and shouldn't be a connection.

They said that quality is definitely better than quantity. The idea is this: Send requests to people you would want something from someday, and accept requests from people you would give a favor to one day.

**For example:** Connections can write recommendations on your profile. These recommendations make you look super legit. A tip for getting these recommendations is to ask with a soft approach. When sending a connection a request for a recommendation, remind them of all the great stuff you did. If you basically write the recommendation in your request, that's a lot less work for your connection.

**Remember:** The mind of a recruiter is unknowable. Remember that an in-person connection is always best. Veterans entering the workforce, however, can use LinkedIn as another tool to open up possibilities for work.

### ADVERTISE WITH THE MEA

To find out more, or to see how cost-effective our advertising program can be for your firm, simply download our advertising rate card.

**View more details:**  
<http://www.MarineEA.org/ads>

**Download Advertising Rate Card:**  
<http://marineea.org/ads/2014/advertisingprogram.pdf>

## FIVE THINGS TO CONSIDER IF YOU'RE PURSUING AN ONLINE DEGREE

Source: Reprinted with permission from "Task and Purpose" J. p. Lawrence

<http://taskandpurpose.com/author/j-p-lawrence/>

Browse through any military publication and you're sure to get inundated with ads for online degrees from all sorts of schools. For some veterans, going to school online could be the way to go. However, there's a problem. As noted by the by numerous reports and veterans advocacy groups, many online degrees offered by for-profit schools are leaving veterans with worthless degrees, piles of debt, and few job prospects. Therefore, before you enroll in an online program, do some research, to protect yourself from predatory schools.

### 1. Make sure your degree is worth something and your credits will transfer.

College and university accreditation in the U.S. is confusing as hell.

Some "schools" are on the naughty list, so first and foremost you want to keep yourself out of the mess of having a worthless degree. Most schools you've heard of have some kind of accreditation. That basically looks like this: Most of your state universities, private universities, and brand-name, for-profit schools are accredited by one of the regional accrediting organizations. If the school you're interested in is regionally accredited, it should make life a little easier if you need to transfer, especially within the same region.

In addition to that, there are some national accrediting organizations. These are typically found in schools focusing on religious curriculum, specific careers, or non-standard education methods (like distance, web, and correspondence courses). If your school is only nationally accredited and you need to transfer, then you could run into unforeseen challenges.

For example, if you live in Ohio and are considering transferring to or getting a post-graduate degree from Ohio State University, check with the admissions and transfer folks to see if your credits from a for-profit school will transfer. If you know you want a career that needs a specific type of degree, check with the human resources staff at a national company in that field to see if there are any red flags.

What should you do? Your homework, and the National Center for Education Statistics College Navigator is a good place to start.

If you have any doubt, err on the side of caution. This is your money, your benefits, and your time we're talking about --- so make sure you do it right.

### 2. Don't piss away your benefits.

One of the biggest benefits of the Post-9/11 G.I. Bill is the monthly housing allowance.

Every month, the VA pays out what an E-5 with a family would receive in basic allowance for housing for that area (this is the zip code for the school, not for your house.).

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## PURSuing AN ONLINE DEGREE *CONTINUED*

But, if you're going to school exclusively online, you get a set amount no matter where the school is. This year, the housing allowance for an online-only school is only \$754.50 per month.

Say you live in southern California and are weighing your options between San Diego State University and an online school. In a classroom at SDSU, you'd receive \$2,052 per month in housing allowance benefits. That's about \$1,250 per month more than the online rate.

Another thing to keep in mind: If you're planning to go part time or less, so six hours or fewer, then your monthly housing allowance is \$0.

One another note: A lot of "military-friendly" schools set their rates at the maximum amount that the services will pay, just like an apartment complex near Camp Lejeune. This may not be a big deal, but if you plan to take more than three-to-six hours a semester, you may get to the point that you're having to pay for some classes out of pocket.

### **3. Balance your schedule.**

If you're considering going to school online, chances are that's because you are already doing something else. Maybe you've got a full-time job, or you're still on active duty, or you're fishing king crab.

While going to school online can be beneficial if you've got a tight schedule, it doesn't mean you'll be doing less work, and online classes sure as hell aren't any easier.

Whether you're sitting in a classroom or in front of a computer 12 hours a week, you should expect an additional three hours of coursework per class per week. Do you actually have this much time in your life to devote to school?

If you're not sure, then pro tip: you probably don't. So start out slowly. Take one or two classes. Go from there.

### **4. Consider a community college.**

It's not sexy. It's not elite.

But if you're just starting out, planning on a career that doesn't require an undergraduate degree, or heading back to school after several years and could use some time to get dialed in, it could be a good fit.

Added bonus, since community colleges focus on non-traditional students, these schools often offer night or weekend classes in addition to online courses. Some even offer special hybrid courses where you spend an hour or two a week in the classroom, and do the rest of your work online.

It also helps to ensure you aren't placed in that "online only" purgatory of the G.I. Bill housing allowance, which puts some extra cash in your pocket.

But, not all things are created equal. Some states have guaranteed transfer/admissions policies for community colleges and others don't.

Just like anything else, do your homework and check with the school you may be transferring to upfront so you know the deal.

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## PURSuing AN ONLINE DEGREE *CONTINUED*

### 5. Check out the state schools.

Did you know you can get a legit, no B.S. degree from many state schools without setting foot on campus? The big state universities are no dummies, and many have realized that they can appeal to a lot of potential students by offering online programs.

For you, all of this is good news. It means you get the same type and quality of degree as if you were in Tuscaloosa or Gainesville without being there, and you'll know that what you earn is worth what you invested.

### VET HIRING NEWS

Read the latest hiring news for veterans on Marineea.org!

## STARS STRIPES.

### STARS AND STRIPES VETERAN JOB CENTER

As a veteran, you deserve a dedicated job center that's easily accessible, costs nothing, and features employers who seek former military employees. Now you have just such a tool in this special website from Stars and Stripes, the only news media inside the Department of Defense that reports independently, free of censorship and control.

[www.veteranjobs.stripes.com/](http://www.veteranjobs.stripes.com/)



### WALMART AND SAM'S CLUB TO HIRE MORE VETERANS

On Memorial Day 2015, Walmart and Sam's Club strengthened our veteran commitment from 100,000 veteran hires to 250,000 veteran hires by 2020. Every day, we see our job and career opportunities start veterans on a new path of success. Join us and see where this new mission can lead you.

<http://walmartcareerswithamission.com/>

## THE INITIAL TELEPHONE INTERVIEW - PERHAPS THE MOST CRITICAL STEP IN TODAY'S HIRING PROCESS!

Source: Reprinted with Permission from the Bellum Group

<https://www.linkedin.com/pulse/initial-telephone-interview-perhaps-most-critical-step-jason-pitts>

**The initial Telephone Interview, perhaps the most critical step of the interview process, after your recruiter, or yourself for that matter, has presented your resume and credentials in addition to their detailed write up to a potential employer:**

The most important thing to remember is that you are working towards obtaining a personal, face-to-face meeting with a prospective employer. If you can create the proper first impression on the telephone, your chances of being invited for a personal visit are greatly enhanced.

**Here are some tips you should keep in mind:**

Be enthusiastic. Be assertive.

You don't have the benefits of expression and eye contact to show your excitement and interest, so be ready to provide specific examples of projects and accomplishments which document your skills with enthusiasm.

Practice your answers to yourself while driving along, in the shower, in front of a mirror, etc., prior to the call.

Make sure to AVOID: speaking too fast, having music or other noises in the background, chewing or smoking, speaking too close to the receiver, anything that can create an unpleasant conversation.

Be sure to consider the interviewers perspective. Do not ask questions that appear to be self-motivating. You should never bring up subjects of money or benefits on an initial telephone conversation.

Remember, your only goal at this point is to sell the company on your skills and experience to secure an onsite interview, the next step in the process.

Do not volunteer personal opinions. You do not know the interviewers personal feelings or opinions.

**Prepare yourself to answer these types of questions:**

***Why are you leaving your current position?*** Make sure to have a positive reason. Do not speak poorly of any previous employment.

***What are your strengths / weaknesses?*** Be prepared to discuss using keywords such as: trustworthy, intelligent, strong work ethic, honest, team oriented, team player. When asked your weaknesses, do not answer. Instead respond with something such as "I consider these as development needs, or areas of opportunity, or even, my wife would say I am too dedicated to my job. Turn any weakness into a positive answer.

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## THE INITIAL TELEPHONE INTERVIEW *CONTINUED*

After conducting research, prepare several questions related to the job and the company. Feel free to ask the interviewer why he enjoys working for the company, and what he likes best about the company.

Have a legal pad to write down questions or have or to make notes while the interviewer is speaking so you can go back to them. Be sure not to interrupt.

As a parting note, express your sincere interest in the position. Ask the interviewer is there is anything he/she has identified that would prevent you from moving on to the next step in the process, then ask what that step is, and a time frame. Offer some dates and times that you might be available for that next step.

Relay that you enjoyed the conversation and thank the interviewer for his time. If you have the employers email address, send an email thanking them again for the opportunity to speak with them and again relay your interest and excitement about the next step in the process. If not, a hand-written and mailed thank you note will certainly make you stand out of the crowd in today's less personal society.

## NEXT STEP FOR TRANSITION ASSISTANCE PROGRAM (TAP): MORE CIVILIAN EMPLOYERS

By Max Wix, USMC (Ret)

**Background:** The MEA used to provide the TAP Coordinator at Quantico with TAP Panel Support and coordination with local Northern Virginia Employers who desired to reach out or reach back by sending panel support. This was usually followed by Luncheons with TAP Attendees at the Quantico Clubs. This was all a coordinated effort over the years by our MEA TAP/TRS Representatives.

Col Steve Fisher, USMC (Ret), Camp Pendleton MEA Chapter President (and MEA West) has reported in the past that they have maintained a good rapport with the TRS officials. Everywhere else it has been a wasted effort. There was a directed severing of ties external from the DOD "as they took the TAP from the hands of the Services" and created the 'standardization' TRS process out of TAP. This was done without benefit of civilian employer, MEA or any other similar entities input regarding what is perceived to work or expected from an employers perspective and what the individual transitioning servicemen and women could and should do to improve their resumes.

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### NEXT STEP FOR TAP CONTINUED

By this I mean, how does a Marine fully show their qualifications for advertised jobs, what to expect from Recruiters and other Human Resources requirements, etc., with specific Job Descriptions and Requirements for civilian education and introducing into the resume the individual's military occupational field schools and work experiences, teaming, management of personnel, equipment, time, all coupled with repetitive work ups for training and combat deployments, that would make them a good technically qualified candidate. Some of these are skills learned only by military veterans and show potential employers the individual's ability to adapt, overcome difficulties and stress and be successful employee for their company. Employers need to be able to provide input of what they expect. Transitioning Marines need to know about this and be provided with some tutoring before they walk out the door. The employers can convey some expectations, do's and don'ts about the interview process, such as dress, attitudes, no relatives in attendance, lose the chewing gum, telephone etiquette, et al.

Problems with some of the effort most likely will arise regarding "rice bowl" attitudes that will have to be overcome with time and a concerted effort. Shifting personnel within the Wounded Warrior Regiment and current decrease in the number of wounded warrior have hampered some efforts.

Similar "things" have occurred with the Marine For Life (M4L) Program where at the height of OIF and OEF the Reserves used a number of personnel in centralized locations, which proved futile as active duty tours overtook and overshadowed consistency in support and M4L reps went back to fully duty for deployments and the skills were constantly depleted on how to support transitioning Marines and others.

I recently learned that there are now only about 30 M4L representatives, and most of them are new and provided, few if any, guidelines to provide support. I heard about a new handbook being published, but have not seen anything on this, nor did I ever see the old handbook or links.

We have lost major efforts for Employer input and assistance in Transition Assistance Seminars that fostered good faith with companies and corporations who desired to attend and assist in resume critiques and mock interviews to assist transitioning Marines and all other servicemen and women. To re-establish this effort is going to take some in your face and elbowing efforts with Marine Corps Community Services Headquarters TRS and each Installation MCCS TRS Representatives, who take their cue from the local hierarchy.

<http://www.militarytimes.com/story/veterans/2015/12/15/tap-transition-employer-involvement/77377694/>

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## NEXT STEP FOR TAP CONTINUED

Next Step for Transition Assistance Program (TAP): More Civilian Employers

Federal administrators spent the last four years reworking military transition programs to better prepare departing troops for jobs in the civilian workforce.

The next step is to actually get veterans into those jobs.

Officials say the upcoming focus for military transition assistance programs will be creating connections to civilian employers, in an effort to more quickly link separating service members with eager employers.

“Our last big piece is to institutionalize these pipelines into the workforce,” said Susan Kelly, director of the Pentagon’s Transition to Veterans Program Office.

Lawmakers and outside observers say that emphasis is overdue. While they praised Defense, Veterans Affairs and Labor department officials for improving transition classes, they worry that existing bureaucracies too often are hampering efforts by private companies to directly access and hire those veterans.

The issue is expected to become more problematic in coming years.

Unemployment among the latest generation of service members has fallen to eight-year lows in recent months, progress hailed as wider acceptance of veterans in the civilian workforce.

VA officials estimate that roughly 1 million troops will leave the ranks in the next five years, and more than half of those will face some period of unemployment during the transition.

Congress mandated back in 2011 that all departing troops attend transition classes, and a coalition of government agencies has worked to update and refine the programs since then. That includes new focus on resume writing, job interviews and skills transitions.

In testimony before the Senate Veterans Affairs Committee on Tuesday, Kelly said roughly 226,000 troops have gone through those programs in 2015, with most calling the experience a positive step forward.

But officials with Coca-Cola told senators that even though participants receive better job preparation, they don’t get direct connection to employers who could help bridge the gap from classroom lessons to real-world applications.

“Transitioning personnel are often unable to formally discuss what job opportunity would constitute the best fit and which companies offer that type of job,” said Elizabeth Voticky, a hiring executive for Coca-Cola.

American Legion officials added that too much of the transition classwork is theoretical, and needs to take more of a hands-on, practical approach. And U.S. Chamber of Commerce officials said employers unfamiliar with military bureaucracy still struggle to find ways to connect with any existing programs.

Administrators promised they are working on fixes to that, and on way to better measure veterans success after vets go through the transition programs.

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## NEXT STEP FOR TAP CONTINUED

Lawmakers said they will be watching.

“I think this nation is failing to address the transition problem of veterans as they return home from the military,” said Sen. Richard Blumenthal, D-Conn., the committee's ranking Democrat. “Seamless transition requires getting it right the first time, rather than waiting to reach out and inform veterans after they have returned to their hometowns across America.”

Comments welcomed by email response or in person 615-443-4138.

When you get employed, reach back and help a fellow Marine or Serviceman or woman over the wall.

What goes around, comes around. Help when and where you can.

You, a family member or friend could be next to need a job.

## Share Your Hiring Success Stories

**Hiring success stories are important to those who are starting transition.**

**Share yours. Please send it to  
[ExecDir@MarineEA.org](mailto:ExecDir@MarineEA.org)**

**Read other success stories:  
<http://www.marineea.org/index.php/mea-success-stories>**

## MEA 2016 Board Membership

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Executive Director	Tim Murphy	ExecDir@MarineEA.org

Members at Large	Name	eMail
Bethesda Breakfast	Vacant	Bethesda_Breakfast@MarineEA.org
Chapter Development	Tim Murphy	Chapters@MarineEA.org
Henderson Hall Networking	Tim Kibben	HendersonHall_Luncheon@MarineEA.org
Henderson Hall TRS	Vacant	HendersonHall_TAP@MarineEA.org
Hot Jobs	Will Donaldson	Webmaster@MarineEA.org
Marine Seniors Representative	Frank Pulley	seniors@MarineEA.org
Newsletter	Vacant	Newsletter@MarineEA.org
Public Relations	Vacant	publicrelations@marineea.org
Résumé Assistance	Chuck Anderson	Resumes@MarineEA.org
Quantico Luncheon	Terrence Larkin	Quantico_Luncheon@MarineEA.org
Quantico TRS	Ed Yarnell	Quantico_TAP@MarineEA.org
Webmaster	Will Donaldson	Webmaster@MarineEA.org
M4L Representative	Joshua Tuttle	m4l@marineea.org
Wounded Warrior Representative	Bill Peters	WWR@MarineEA.org

Chapter Representatives	Name	eMail
Camp Pendleton Chapter President	Steve Fisher	pendletonchapter@marineea.org
New York City Chapter President	Adam Treanora	newyorkchapter@marineea.org
Atlanta Chapter President	Vacant	atlantachapter@marineea.org
North East Ohio President	Vacant	NEOChapter@MarineEA.org
Camp LeJeune Chapter President	Vacant	lejeunechapter@marineea.org

## Upcoming Events



**March 9, 2016**  
MEA Networking Luncheon  
Henderson Hall

**April 15, 2016**  
MEA Networking Luncheon  
Quantico

**To be Announced**  
MEA Bethesda Breakfast  
Walter Reed

**Camp Pendleton Chapter**  
The MEA Camp Pendleton Chapter meets the  
3<sup>rd</sup> Wednesday of every month on  
Camp Pendleton

**View a listing of events and job fair  
on the MEA Calendar**  
[www.marineea.org](http://www.marineea.org)

## UPCOMING CAREER FAIRS

Orion International Military Hiring Conferences  
[www.orioninternational.com](http://www.orioninternational.com)

Job Zone  
[www.JobZoneOnline.com](http://www.JobZoneOnline.com)

DAV Recruit Military All Veterans Career  
[www.RecruitMilitary.com](http://www.RecruitMilitary.com)

Lucas Group Military Hiring Conference  
[www.lucasgroup.com/veteran-jobs](http://www.lucasgroup.com/veteran-jobs)

NCOA Career Expos  
[www.ncoacareerexpos.org](http://www.ncoacareerexpos.org)

Bradley Morris Military Hiring Events  
<http://bradleymorris.com>