



MARINES IN TRANSITION

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www.MarineEA.org



MARINES IN TRANSITION

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WHAT'S GOING ON WITH YOUNG VETERANS IN THE LABOR MARKET?

By Jonathan Rothwell, September 22, 2014

<http://www.brookings.edu/experts/rothwellj?view=bio>

Given the risks they endure, it is troubling to think that many military veterans are having trouble entering the civilian labor market. While older veterans typically earn more and have similar employment rates as non-veterans in their same age group, that's not true for younger veterans. In 2013, the unemployment rate for young veterans aged 25-34 was 9.1 percent, compared to 7.4 for non-veterans in the same age group. This is the cohort that enlisted after September 11, 2001 and some risked their lives in the harshest battles of Iraq and Afghanistan.

So what's the problem?

One thing that jumps out is that veterans under 30 are much less educated than their peers. Data from the 2012 American Community Survey show that just 30 percent of those aged 25 to 30 have completed an associate's degree or higher, compared to 44 percent of their non-veteran peers. By contrast, older veterans have much higher rates of degree completion and only a small gap with their non-veteran peers of 2 percentage points for those aged 36 to 64.

The gap even extends to fields of study. Just 5.7 percent of Vets aged 25 to 30 have completed a bachelor's degree in a high-paying STEM major, compared to 10.4 percent of non-Vets in the same age and at least 10.0 percent of veterans in every older age cohort.

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WHAT IS THE MARINE GUNNERY SERGEANT JOHN DAVID FRY SCHOLARSHIP?

https://gibill.custhelp.com/app/answers/detail/a_id/1411

https://gibill.custhelp.com/app/answers/detail/a_id/14/session/L2F2LzEvdGltZS8xNDE0MDc0MTgzL3NpZC9YZ1VpZ0I1bQ%3D%3D

The Marine Gunnery Sergeant John David Fry Scholarship (Fry Scholarship) currently pays a benefit equal to the Post-9/11 GI Bill. Beneficiaries attending school may receive up to their full tuition & fees for a public school or a statutory annual maximum amount for a public school, plus a monthly living stipend and book allowance under this program. Currently the benefit is available to the children of service members who die in the line of duty after Sept. 10, 2001.

Effective January 1, 2015 this benefit is extended to surviving spouses of military personnel who died in the line of duty after September 10, 2001.

Eligibility rules

Eligible persons:

- are entitled to 36 months of benefits at the 100% level
- ave 15 years to use the benefit
- are not eligible for the Yellow Ribbon Program

Children:

- are eligible beginning on their 18th birthday or the date the begin attending an authorized program
- may use the benefit until their 33rd birthday

Surviving Spouses:

- benefit will terminate upon remarriage

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WHAT'S GOING ON WITH YOUNG VETERANS IN THE LABOR MARKET? CONT.

The problem is not that young veterans are foregoing college, just not completing. 74 percent have attended at least some college compared to 68 percent of their non-veteran peers aged 25 to 30.

One potential explanation is the quality of schools that young veterans attend. A survey from the Department of Education found 16 percent of undergraduate veterans and 23 percent of graduate veterans were enrolled in for-profit colleges. Comparable figures for the non-veteran population were not available, but only 6 percent of total U.S. completions come from those schools.

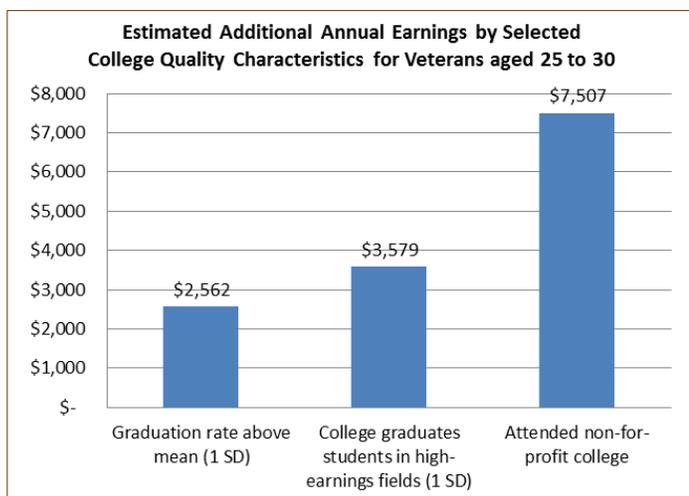
My analysis of veterans' resumes (hosted by Monster.com) tells a similar story. These resumes tend to be posted by younger veterans, with an average estimated age of 31. In the Monster database, the average veteran has conducted his or her highest level of education at an institution with an on-time graduation rate of just 24 percent, whereas the U.S. rate is 38 percent.

Compared to older veterans, younger veterans are significantly more likely to have attended a for-profit college, one with a lower graduation rate or lower test scores.

Various studies suggest that, regardless of demonstrated academic ability, students benefit from attending more selective colleges in terms of graduation rates and future earnings. It is certainly clear from survey data that graduates from more selective schools earn more.

The benefits of attending higher quality colleges can also be seen in the Monster resume data for veterans. I find that a number of factors predict a higher likelihood of working in a high paying occupation: level of education, years of previous work experience both in an outside the military, majoring in business or a STEM field (especially engineering, computer science and nursing), and living in a high income metropolitan area. Yet, even controlling for these factors, attending a private-for-profit college reduces expected earnings (based on the average earnings of the occupation listed in the resume) by 19 percent. A 20 percentage point increase in the graduation rate lifts earnings by 4 percent. Even attending a school in which more students study in higher-paying majors increases expected earnings.

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WHAT'S GOING ON WITH YOUNG VETERANS IN THE LABOR MARKET? *CONT.*

These findings are translated into dollars of additional earnings in the figure below, using mean earnings of \$66,000 as the baseline. The additional earnings hold constant the level and field of degree, age, work experience and metropolitan characteristics.

Attending a good school is not just a symbolic or networking advantage. It translates into higher value skills, as indicated by the salaries employers advertise for job vacancies that list those skills (a method I developed in a recent [Brookings report](#) using Burning Glass data on openings and skills). People who attend higher quality schools—community colleges or universities, as indicated by higher graduation rates, not-for-profit status and graduation of students into higher paying fields—are significantly more likely to list higher-value skills on their resume, even controlling for experience, level of degree and major. These high-value skills include things network security, risk management, automation, JAVA programming, critical care nursing, financial forecasting, software development and business development.

For these reasons, the country needs to better prepare and encourage young veterans to aim higher when it comes to college enrollment, and high-quality colleges and universities need to do a better job of recruiting and retaining veterans. More and better access to data can help accomplish both goals.



VETERANS DAY
NOVEMBER 12 2014

VETERANS DAY DISCOUNTS

Veterans Day discounts on restaurants, goods, services and events for 2014. Please check back frequently as the list is updated:

2014 Veterans Day Restaurant Offerings

https://blu177.mail.live.com/ol/#2014_Veterans_Day_Restaurant_Offerings

2014 Veterans Day Travel & Recreation Discounts

https://blu177.mail.live.com/ol/#2014_Veterans_Day_Travel_Recreation_Discounts

2014 Veterans Day Retailer Offerings

https://blu177.mail.live.com/ol/#2014_Veterans_Day_Retailer_Offerings

<http://www.military.com/veterans-day/veterans-day-military-discounts.html>

<http://freebies.about.com/od/freefood/tp/veterans-day-free-meals.htm>

"BUSINESS 101" COURSE OFFERED AT CAMP PENDLETON IS ENDORSED BY PARTICIPANT

Source: <http://www.mccscp.com/wp-content/uploads/2014/07/bus101.pdf>

I wanted to say thank you for the entire week that you took the time out of your schedule to share your knowledge with us. I learned so much and a lot of the "dots were connected" for me with the explanations of business, marketing, logistics, franchising, interviewing, and proper planning for the future.

I am currently going to school for business management and this class put a lot of things together for me. I am even more eager to be in business for myself rather than the corporate world. This is a valuable class and I will attend again for sure before I transition out. Once again thank you for your time and sharing of knowledge, I am indebted to you and very appreciative.

Master Sergeant Eric W. Franklin
1st Marine Division
G-7 Readiness Chief
Command Inspector General
Camp Pendleton CA

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](http://marineea.org/index.php/for-marines-menu/tips-and-techniques)**

MUCH APPRECIATION FOR THE MEA

Just wanted to reach out and give a BIG "thank you" to you and the MEA for all that you do.

I share this as a member of MEA because it was through MEA that I was able to find employment. MEA helped and provided assistance received during my transition from active duty. MEA (and others within our Network) assisted with reviewing and revising my resume, MEA assisted with vastly expanding my network connections on both a personal and professional level. MEA also opened the door for newly formed work place connections that would never have been possible on my own. Awesome feeling to experience the power of Marines helping Marines.

I am of the opinion that the information/opportunities that you and our network pass along are too important not to share as there ALWAYS seems to be someone that the announcement can assist thus I will continue to pass through my network of all Marines (past and present) as well as all those Veteran's and their families... Thanks again to the ENTIRE MEA family.

Mahalo Nui Loa and Semper Fidelis

J.D. Cox
MGySgt (ret) 1984-2014

MARINE GUNNERY SERGEANT JOHN DAVID FRY SCHOLARSHIP *CONTINUED*

Rules for eligible persons serving, or who have served, in the Armed Forces:

- If the beneficiary is eligible under the Montgomery GI Bill Active Duty, Montgomery GI Bill Selected Reserve, and/or the Reserve Educational Assistance Program (REAP), then he or she must relinquish eligibility under one of those programs to receive benefits
- Character of discharge from their own service does not impact eligibility resulting from the line of duty death of a parent
- Those on active duty will receive benefits at the active duty benefit rate (eligible for unlimited tuition and fees but not eligible for monthly housing allowance)
- Those who meet the service requirements to transfer entitlement under Post-9/11 GI Bill may be eligible to transfer up to 36 months of entitlement to his or her dependents.

How do I apply for this benefit?

Please complete the VA Form 22-5490 "Dependent Application for VA Education Benefits".

<http://vabenefits.vba.va.gov/vonapp/main.asp>

PROBLEMS IN ECONOMY

By Chuck Heiser

Once again we see problems with the U.S. Economy. Coldwater Creek a national women's clothing firm has closed its doors putting 7,000 people on the unemployment rolls. For the past several years we have used Karen Barnhart the manager of the Carlsbad store as our guest speaker for women's Clothing and dressing for success in our 25+ Seminar program. With one door closing we have been very fortunate to have another one open so quickly for us. Marijane Relth, a Group Vice President for Jockey International has agreed to be our new guest speaker. She is a V.P. for Jockey International's newest division, the Person to Person Division. We will see Marijane in our next 25+ Seminar on 20 November. Please welcome her to this prestigious group of speakers



A first-of-its-kind concert to honor the courage and sacrifice of America's veterans and their families on the National Mall in Washington, D.C. on Veterans Day. The National Mall will be open to all starting at 10am ET on November 11. The concert is free to the public.

www.theconcertforvalor.com

TEN SIMPLE STEPS TO THE PERFECT JOB INTERVIEW

Source: <http://www.moaa.org/>

When you've applied for dozens of jobs, actually landing an interview can seem like a major accomplishment. And it is.

But don't just be happy to get an interview – work hard to make sure you nail the interview.

Here are practical ways to ensure you shine:

1. Be likable. Obvious? Absolutely – but you'd be amazed by how many people don't try to be likeable at all – much less try to be remarkably likeable.

Making a great first impression and establishing a real connection is everything. Smile, make eye contact, be enthusiastic, sit forward in your chair, use the interviewer's name... be yourself but be the best version of yourself possible.

We all want to work with people we like – and who like us. Use that basic fact to your advantage. Surprisingly few candidates do.

2. Use body language to your advantage. How you sit, stand, and move can sometimes matter more than what you say. You can easily improve your body language – it just takes a little thought and preparation.

The right postures and gestures can help you come across smart, open, engaging, less stressed... off of which contributes to making an awesome impression..

3. Know the company -- and some of the key players.

Don't just do a quick Google search. Look for current and past employees on LinkedIn. See where they worked previously. If they've moved on, see where they went. Get a feel for career progressions.

A little time and thought will show you what skills the company values, its areas of growth, why employees come and go... never forget that companies are a collection of individuals, and each individual has a story to tell.

And definitely research the person(s) who will interview you. (How will you know ahead of time who will interview you? Ask.) Use what you learn to help establish a rapport and connection with the interviewer.

4. Set a hook. A sad truth of interviewing is that later we often don't remember a tremendous amount about you -- especially if we've interviewed a number of candidates for the same position.

Later we might refer to you as, "The guy with the alligator shoes," or, "The lady who finished an Iron Man," or, "The guy who grew up in New Zealand."

Of course you don't have to be The Most Interesting Man in the World. Your hook can be simple, like clothing (within reason), or an outside interest, or an unusual fact about your experience or career. Hooks make you memorable and create an anchor for interviewers to remember you by -- and being memorable is everything.

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TEN SIMPLE STEPS TO THE PERFECT JOB INTERVIEW *CONTINUED*

5. Be ready for unusual questions. Most people know a number of standard behavioral questions like these. (A quick search will uncover hundreds more possibilities.) Those kinds of questions – as long as you're qualified and experienced – are easy to answer.

Then go a step farther. Prepare for odd or unusual questions. A friend likes to challenge job candidates. Another has three questions he asks candidates about each of their past jobs. Talk to friends, check out message boards... while you can't prepare for every possibility, the more you consider what you might be asked, the quicker you'll be able to think on your feet if you are surprised.

And never be afraid to say, "Give me a second to think about that." Smart interviewers don't care if you need a few seconds to reflect; quality, not speed, is what matters most.

6. Describe what you can offer immediately. Researching the company is a given; go a step farther and find a way you can hit the ground running or contribute to a critical area.

If you have a specific technical skill, show how it can be leveraged immediately. Think hard about what makes you special and then show how those skills will instantly benefit the company.

Always remember that hiring an employee is an investment, and everyone wants to see a return on their investments.

7. Avoid leaving negative sound bites. Just like with your hook, most interviewers will only remember a few sound bites from your conversation – especially if they are negative.

So if you've never been in charge of training, don't say, "I've never been in charge of training." Say, "I did not fill that specific role, but I have trained dozens of new hires and created several training guides."

Whenever possible don't say, "I can't," or "I haven't," or "I don't." Share applicable experience and find the positives in what you can do, have done, and are eager to do.

No matter what the subject, stay positive – after all, your worst mistake is also your best learning experience.

8. Ask questions that really matter. (Here are five questions great job candidates ask.)

Rule number one: never ask a question you could have answered through a Google or LinkedIn search. Asking those kinds of questions isn't just lazy, it shows a total lack of respect for the interviewer's time.

Instead focus on making sure the job is a good fit for you: the people you will work with, the person you will report to, the scope of responsibilities, etc. Interviews should always be two-way, and interviewers respond positively to people eager to find the right fit. (Plus there's really no other way to know that you want the job.)

And don't be afraid to ask a number of questions. As long as you don't completely take over, the interviewer will enjoy and remember your conversation as a nice change of pace.

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TEN SIMPLE STEPS TO THE PERFECT JOB INTERVIEW *CONTINUED*

9. Ask for the job – with solid justification. By the end of the interview you should have a good sense of whether you want the job. If you need more information, say so.

Otherwise use your sales skills and ask for the job. (Don't worry; we like when you ask.) Focus on specific aspects of the job: explain you work best on a team, or thrive in unsupervised roles, or get a charge from frequent travel... ask for the job and use facts to prove you want and deserve it.

10. Reinforce a connection when you follow up. Email follow-ups are fine. Handwritten notes are better. Following up based on something you learned during the interview is best, like a note including additional information you were asked to provide or an email with a link to a subject you discussed (whether business or personal.)

The better the interview -- and more closely you listened -- the easier it will be to think of ways you can make following up seem natural and unforced.

And always make sure you say thanks. Never underestimate the power of gratitude.

Oil and Gas Industry Workers

For those seeking work in the Oil and Gas Industry go to Rigzone.com. Fill out the profile and submit your resume. It is free and a wealth of knowledge. They will send bi weekly emails (if wanted) with industry updates and job openings.

10 RULES FOR MILITARY VETERANS TO COMMUNICATE THEIR VALUE WITH CONFIDENCE

Source: <http://www.forbes.com>

What you say is important. How you say it, even more so.

Military veterans transitioning into the civilian workforce in any capacity – employee, independent contractor or entrepreneur – will soon discover that their success is directly proportional to their ability to communicate their experience and value effectively.

Whether answering questions in front of an interview board or presenting an entrepreneurial business plan to potential investors, veterans must develop the skills necessary to become effective communicators.

To be an effective communicator is not the same thing as being a great speaker (or talker). It transcends the commonly held belief that communication is a linear exchange of information: one person speaks while the other listens, then vice versa.

A truly effective communicator understands that interpersonal exchanges of information create a dynamic environment – a fluid interaction – between those speaking and those listening. The spoken word is actually only a small part of the communicative process.

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10 RULES FOR MILITARY VETERANS TO COMMUNICATE THEIR VALUE WITH CONFIDENCE *CONTINUED*

This dynamic environment is always present regardless of the number of people interacting or the degree of formality of the conversation. A conversation between two friends, an informal presentation to a small group and a formal public speaking event to thousands require the same 10 rules to be practiced in order for the communication to be effective.

These rules are not being presented by order of importance; the last rule is equally as important as the first. My experience has led me to believe that the ability to achieve success is impossible without effective communication, and effective communication is impossible without these 10 rules.

1. Actively Capture Attention: Initiating a conversation with an audience which is not prepared to hear your message is an exercise in futility. All conversations – whether with one person or a thousand – should begin when the parties involved have their undivided attention focused on each other. Approach the interaction patiently, ensure that eye contact has been established and then begin communicating.

2. Build Personal Trust: Effective communication is much more than conveying information; it's about evoking emotion that inspires people to embrace and champion your cause. It's not enough for your message to be understood; it must take root in peoples' minds and be believed by them as well. The only way your message will impact people on this level is if they trust you. As John Maxwell so wisely stated, "People don't care how much you know until they know how much you care."

3. Practice Fluid Speech: Fluid speech, like any other skill, needs to be practiced and requires constant reinforcement. If you are confident and believe in yourself, others will believe in you as well. One of the surest ways to undermine peoples' confidence in your message is the inability to speak fluidly. People often incorporate interjections and hesitant phrases into their sentences such as "um," "uh," and "like." Not only will this drive your audience insane after 5 minutes, it sends an underlying message that you're neither confident in yourself nor your message.

4. Practice Engaging Speech: To effectively communicate your message requires you to engage your audience and cause them to be genuinely interested in what you have to say. To do this requires that your speech patterns have a discernible cadence and tempo; monotonous speech tends to bore people to death. Monologues, in addition to sounding rehearsed and completely disingenuous, also tend to put people to sleep more quickly than prescription medications.

5. Practice Congruent Messaging: When you practice congruent messaging, your non-verbal communication (body language) matches your verbal message. While this seems obvious, many people are not aware of their body language and are therefore not aware of the non-verbal messages they are sending. This can be nothing short of disastrous if left unattended, and a lack of congruence in your style of conversation sends mixed signals and confuses the audience.

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10 RULES FOR MILITARY VETERANS TO COMMUNICATE THEIR VALUE WITH CONFIDENCE *CONTINUED*

6. Speak to Individuals: Whenever you communicate either verbally or in writing, your message must be directed at individuals, not the masses. Even when speaking to groups, your goal is to address individuals in that group. It allows you to personalize your interaction and capitalize on the emotional component of the conversation. Have you ever been in an audience listening to a powerful speaker and thinking to yourself, “Wow, this person knows exactly how I feel”? That’s the power of speaking to individuals.

7. Speak in Specifics: Unless you’re a politician intentionally avoiding direct answers and committing to a position, specificity is the rule by which you live when communicating your value. A concise thought has more value than one that is confusing and ambiguous, and speaking in general terms doesn’t provide the level of information necessary to engage your audience. In more practical terms, any “informational gaps” in your message will be “filled in” by your audience in ways you did not intend.

8. Practice Active Listening: An effective communicator knows that conversation is a dynamic engagement of “give and take,” and active listening ensures you understand what the other person is saying. In many conversations, when a person begins to speak, the other person sees that break as an opportunity to formulate the next thought to be communicated. This is why many people only hear half of what is actually said in a conversation, and remember only 10% of that half.

9. Monitor the Conversation: This visual skill involves the use of your perception and intuition, and allows you to make needed adjustments in real time. If you are so preoccupied in your own communication that you cannot continually perceive the reaction of your audience to your message, you’re bound to make some mistakes.

10. Master the Topic: When communicating your value to others, you are the topic, and it’s assumed you know your value better than anyone else. If you find yourself answering questions with responses such as “I don’t know” or “I didn’t think of that,” you obviously did not give enough thought to the conversation. This can be embarrassing to say the least.

These 10 rules, when applied in combination, will serve you well as a solid core for communicating effectively. These principles are not all inclusive of course, but experience has proven that mastery of these 10 rules will afford you a high probability of success when communicating your value to prospective civilian employers.

As you navigate the maze of job interviews, networking events and career fairs remember that mastering the art of effective communication takes time and practice. I promise you it’s worth the effort.

What you say is important. How you say it, even more so.

**Increase Business Opportunities
With State Government
Get DVBE Certified!**

<http://www.documents.dgs.ca.gov/pd/events/DVBEBrochure.pdf>

WHAT YOUR PROFILE REALLY SAYS ABOUT YOU

Source: <http://www.brazencareerist.com>

You finally hit publish on your profile and a wave of anxiety washes over you. What if nobody likes it? What if nobody clicks? Will you be stuck in digital limbo—alone—forever?

Whether you're single or paired off, the second you start job hunting, it's like you're diving right back in the dating pool.

Sure, the expected outcomes are a little different (I hope!), but much of the process is the same. You're searching for someone who also needs and wants you in their life, and you're comparing notes to see if you're compatible.

The comparison is even more apt when you think of online dating and the role online profiles, like those on LinkedIn or other job search websites, play in finding the right match.

And, as with online dating, creating an effective job-hunting profile is all about developing a strategy that creates desirability.

What does your profile say about you?

If you're not giving enough thought to your online profiles, you may be sending mixed messages to potential employers. Consider what your profile may be saying:

No picture — Not having a photo says, "I am not confident enough to show my face." If you don't have a photo you're proud of, find a friend with a camera and start shooting. Look straight at the camera and smile for the best impression.

Logo or something else as picture — Again, I worry about the person's confidence when there's a logo or avatar instead of a picture; or I worry that they have no personality.

No recommendations — A profile with no recommendations screams, "No-one else believes I am as good as I say." Reach out to a few friends or colleagues for recommendations to remedy this ASAP, and be sure the skills you've listed mirror your real-life skills.

Incomplete profile — To me, this just smacks of laziness. It says, "I have nothing to say or am too lazy to put it here." Whenever you have the opportunity to include more information to make a good impression, you should do so.

Not up to date — If you haven't updated your profile since 2009 but are actively looking for a job, that's a disconnect. I would wonder if perhaps your heart wasn't in it or if you truly had a keen eye for detail.

No contact details — This is like saying, "Call me!" but not giving out your number. If you are overly concerned about privacy, create a new email address and Google Voice phone number specifically for job hunting, but make certain whatever you do that your potential interviewers don't have to work to contact you.

Putting your profile to work

Once you've put your best foot forward, so to speak, and filled out your profile completely and correctly, you can take it to the next level. Some other tips to consider:

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WHAT YOUR PROFILE REALLY SAYS ABOUT YOU *CONTINUED*

Ask for an introduction. Instead of a totally blind date, it helps to have an introduction. Work your contacts and discover who in your network might be able to make an introduction or recommendation at your dream job.

Cultivate connections. Connections who work within a company to which you're applying can also give excellent insights into the company culture and tidbits that can come in handy during the interview phase.

Appeal to your ideal match. Use the descriptions of your previous positions to tell the story job recruiters are interested in hearing. If you know that your ideal position is with a company that values independence and self-direction, for example, highlight your past accomplishments in those areas.

Get specific. Just like potential mates get tired of reading about "long walks on the beach" and people "looking for someone with a good sense of humor," recruiters start to glaze over clichés as well. Be as specific as possible with your profile to make yourself stand out in the crowd.

But don't be tempted to exaggerate. In this Internet age, your resume can be double checked in the fraction of a second it takes Google to return a result, and any exaggeration can be seen as outright dishonesty.

Follow up (but don't come across as desperate). It's always appropriate to follow up after a first meeting, but don't be a pest, and don't come across as desperate; it's a turn off.

6 WAYS TO HUNT FOR RECRUITERS AND HEADHUNTERS

By Arnie Fertig, MPA, Job Hunter Coach

Source: <http://www.jobseekerweekly.com/index.php>

In many areas, the U.S. economy is heating up. While long-term unemployment remains persistently high, in many labor markets, employers are finding it increasingly difficult to find talented people for key hard-to-fill roles.

More than at any time since the financial debacle that began in 2008, employers are now clamoring to find and attract quality employees. Their search for talent requires companies to rely upon and engage third-party recruiting companies for IT and many other fields.

Working with a recruiter is a great option

If you are looking for a new job and have the particular skill set and experience for a hard-to-fill position, working with a recruiter is a great option. Bear in mind that they are invariably paid by the employer. Given that, some recruiters go out of their way to be helpful to candidates they know they can't place, while others limit their focus to what they call MPCs - Most Peaceable Candidates.

It's very helpful to understand how recruiters and headhunters go about finding candidates in order to position yourself to be easily found.

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6 WAYS TO HUNT FOR RECRUITERS AND HEADHUNTERS CONTINUED

1. Internal database. The soul of every recruiting company is its own internal proprietary database of people and resumes. Included will be potentially interesting candidates, people who have referred them to others and just about everyone the recruiters have ever dealt with.

Tip: Develop relationships with key recruiters who specialize in placing people like you to become a part of their internal database.

2. Sourcers. There is a mostly "underground" industry of people and firms paid to source the names and contact information of potential "passive candidates" - currently employed individuals - who are not overtly looking to be found. Recruiters will take the lists of contacts that sourcers develop and reach out to anyone and everyone.

Tip: It's pointless to try to introduce yourself to a sourcer. Instead, leave professional tracks online. Attend and make presentations at meetings. Write blog posts about areas of your expertise using keywords particular to job descriptions for which you would be a good fit.

3. Job board resume databases. Recruiters and internal human resources staffing pros pay to gain access to resumes posted on the mega job boards, such as CareerBuilder and Monster, as well as relevant smaller industry or skill-specific job boards.

Tip: When you post your resume online, you lose the ability to tailor it to specific jobs. However it's important to have a strong generic resume for posting on job boards and niche career sites.

4. Job board ads. Recruiters frequently advertise the key positions they are seeking to fill.

Tip: Respond with a personalized cover letter and highly targeted resume if you are qualified for the role. If you suspect you aren't a great candidate, don't apply. Instead, get in touch with the recruiter for the purposes of introducing yourself and building a relationship.

5. Networking events. Good recruiters understand that it is as much of a relationship business as a transactional one. They will frequently attend networking events, conferences and professional meetings to learn about and meet the "who's who" of any given group.

Tip: Attend these events, bring your business cards and prepare to network.

6. Social media. Recruiters are all over sites like LinkedIn and find people based on status updates, group discussions and sophisticated searches of profiles for the right keywords.

Tip: Make sure your profile is strong and keyword-rich. Post interesting updates, participate in groups and keep it entirely professional.

Happy hunting!

36TH COMMANDANT'S MESSAGE FOR ALL MARINES

Marines, I am truly honored and humbled to serve as your Commandant. I'd like to begin my tenure by thanking General and Mrs. Amos for their four decades of extraordinary service and commitment. They transition to the next phase of their lives with the admiration, appreciation, and affection of all Marines and their families.

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The Marine Corps is in great shape. We are recruiting and retaining high quality Marines who are fit, tough, and smart. Our Marines are well led, well trained, and well equipped. The infrastructure at our posts and stations -- our barracks, family housing and training facilities - - has been significantly enhanced over the past decade.

We remain forward deployed and forward engaged in the Pacific, South America, Africa, Europe, and the Middle East. Just in the last year, we have responded to crisis in the Philippines, South Sudan, Libya, and Iraq. In Afghanistan, we have remained engaged in combat operations. We have clearly demonstrated our flexibility, versatility, and adaptability. Marines are relevant and in high demand.

We have answered the call and we have delivered! Throughout the last decade, Marines have enhanced their reputation as the Nation's premier force in readiness. Today's Marines, like their predecessors, can be very proud to claim the title United States Marine.

Despite these accomplishments, much work remains to be done. As Marines, we maintain the highest standards and we constantly seek to improve. We will continue to attack by:

- Maintaining a first-rate, well-trained total force of Marines in a high state of readiness.
- Prioritizing the support of those Marines in harm's way.
- Developing and fielding MAGTF capabilities that will ensure that the Marine Corps remains an innovative, relevant, naval, expeditionary force-in-readiness.
- Building upon our success in leader development, professional military education, wounded warrior care, and family readiness.

Our Corps is informed by your input. I will continue to engage with Marines of all grades to solicit feedback. Your ideas will help us improve our warfighting and crisis response capabilities and provide the foundation for detailed Commandant's Planning Guidance in the New Year.

Know that I'm extraordinarily proud to stand in your ranks.

Thanks for who you are and what you do.

Continue to march . . .

MEA 2014 Board Membership

Board Member	Name	eMail
Chair Emeritus	Max Wix	Chair_Emeritus@MarineEA.org
Chairman	John Beiswanger	Chair@MarineEA.org
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Vice President	Len Ludovico	VP@MarineEA.org
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Deputy General Counsel	Dave Jonas	DeputyGeneralCounsel@MarineEA.org
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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



November 5, 2014
MEA Networking Luncheon
Henderson Hall

December 3, 2014
MEA Bethesda Breakfast
Walter Reed

December 12, 2014
MEA Networking Luncheon
Quantico

Camp Pendleton Chapter
The MEA Camp Pendleton Chapter meets the
3rd Wednesday of every month, 1800,
Pacific Views (formerly the South Mesa
SNCO Club) on Camp Pendleton

View a listing of events and job fair
on the MEA Calendar
www.marineea.org

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.

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<http://www.MarineEA.org/ads>

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

MEA RESUMES BETHESDA BREAKFAST MEETINGS

To help further the MEA's mission of Marines helping Marines in the business community, the breakfast networking meetings at Walter Reed have been resumed. Hunter Hart, a Marine veteran and financial planner working in Bethesda has taken the initiative to organize the events. The first one was held 1 Oct 2014 and was very well received by the command and active duty Marines. The meetings will continue every other month moving forward with the next meeting on Dec 3rd at 0730.

These meetings will benefit Marines looking to transition to the civilian sector in the following ways.

- Business connections; each event has several presenters that are well connected in different areas and can assist with introductions and identifying opportunities for Marines seeking employment.
- Resume building; instruction of how to submit your resume for review to the MEA website is given.
- Interview skills; elevator speeches are one example of the skills a Marine can learn to how to sell themselves to an employer.
- Job Opportunities; employers and recruiters will be present to discuss current job openings.
- Education benefits experts; providing Marines with detailed explanation of how to use benefits.

For more information please contact:

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warriorsofbusiness@gmail.com