



MARINES IN TRANSITION

a publication of the Marine Executive Association

www.MarineEA.org



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A Bi-Monthly Publication of the Marine Executive Association

November / December 2012

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MESSAGE FROM THE PRESIDENT

Max Wix, MEA President

The all ranks Marine Executive Association (MEA) does not find nor place Marines in jobs; however, through our network of "Marines helping Marines" we assist transitioning Marines toward their future.

I wish to thank all of you MEA members, friends, and employers who have supported the all ranks MEA since our inception in 1982, and especially during the last year. "MEA" has grown and expanded our reach out to transitioning Marines and employers. We are partners with the Marine Corps Association, the Wounded Warrior Regiment, the Marine for Life (M4L) Program and Commanders and Marines around the globe, in every climb and place. Members and employers support all Transition Assistance Program (now Transition Readiness Seminars (TRS)) efforts.

Feedback from our collected efforts show the dedication of your MEA Board of Directors and support contractors many of whom use this forum as their first source to find and retain qualified and talented Marines. Marines who are now working in commercial and Government sectors demonstrate their abilities and work ethic across the job spectrum in requirements development, acquisition processes, training, fielding and logistical support. MEA members continue supporting our armed forces around the globe by providing the best supplies, services and equipment possible to their fellow Marines and other Warfighters so they may perform the mission at hand today and in the future.

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Board of Directors

Chairman Emeritus and Executive Director

Tim Murphy
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View the complete listing of MEA officers and committee members on MarineEA.org

2013 MEA BOARD OF DIRECTORS

Tim Murphy, MEA Executive Director

Marine Executive Association By-Laws require the annual vote by the MEA members in good standing. You the members voted electronically from November 15th through the 26th, to select the Board members listed below. Additionally, members volunteered to take the lead on new chapter development, watch for Chapter organization news in future newsletters. Find out more about your 2013 Board members under "About the MEA" on the MEA website homepage.

The 2013 Board:

Chair Emeritus	Barett Byrd	Chairman	Max Wix
President	John Beiswanger	Vice President	David Wills
Secretary	Dan McLean	Treasurer	Fred Daubenspeck
General Counsel	Herb Harmon	Deputy Counsel	Dave Jonas
Henderson Hall TAP	Vacant	Henderson Hall Networking	Tim Kibben
Quantico TAP	John Beiswanger	Quantico Networking	David Wills
Webmaster	Will Donaldson	Hot Jobs / E-mail	Will Donaldson
WWR / M4L Coordinator	Len Ludovico	WWR Liaison	Bill Peters
Bethesda Networking	Vacant	Walter Reed Coordinator	Frank Wickersham
Communications	Jeff Landis	Newsletter	Dan McLean
Resume Assistance	Corey Alderman	Chapter Development	Lester Niblock
Marine Seniors	Frank Pulley		

In addition to those MEA members above, chapter presidents of all chapters are voting members of the MEA Board. They are:

Camp Pendleton **Steve Fisher**
New York City **Adam Treanora**
Northeast Ohio **Matthew Wojtecki**

Chapters are forming, or reforming, in the following locales and need members to support Marines in transition. Contact Chapter coordinator Les Niblock if you can provide assistance.

MESSAGE FROM PRESIDENT CONTINUED

We accomplish our MEA mission through coordination of job networking events, hiring or job fairs and other activities using our web site www.MarineEA.org, MEA hosted Networking Luncheons, social functions and settings, etc., across America.

On our website you will find employer posted networking events, Government, Employer and Recruiting firm hosted Job Fairs, Seminars, web links that enable job searches and links to potential employers. Most recently the MEA hosted a Virtual Hiring Fair, four of which are planned for 2013. We encourage employers to provide updated event descriptions and dates to Administrator@MarineEA.org so we can keep you links to the flow of qualified and security cleared Marines as they plan their transition back to the civilian work force. Employer Events are displayed on www.MarineEA.org under the link, Calendar of Events. This information is provided to anyone who connects to our web site.

Transitioning Marines may post their resume for review by potential employers. This is FREE to the Marine. In addition, Employers Human Resources staff may post positions on the MEA web site for FREE.

As time and events impact all of us, it is imperative that we continue and prepare for the future work force and transitioning Marines. MEA stands with you in support of your efforts.

On the following page is a message mail that I pulled off of the Internet that pertains to all who use the MEA for any type of support. This is the newly established Commandants requirements to implement the Marine Corps Transition Readiness Seminar (TRS). Please note, that at the time of this writing, there is still no plan or method available to directly connect potential employers and potential employees (aka Transitioning Marines), as in the old TAP forums, industry day. Employers can still meet transitioning Marines, at MEA Job networking events to provide information on what transitioning Marines can expect from employers, provide corporate insights on the recruitment process and present your job openings and what knowledge, skills and abilities are necessary to fulfill the corporate requirements.

See the following link for additional details <http://www.mccs-sc.com/support/docs/trs.pdf>
As I transition to Chairman of the MEA, I wish you all much success now and in the future, with confidence and the knowledge that the MEA 2013 Board members will continue to assist Marines and employers to connect.

Very Respectfully and Semper Fidelis,

Max Wix
President, Marine Executive Association

IMPLEMENTATION OF THE MARINE CORPS TRANSITION READINESS SEMINAR

Date Signed: 11/08/2012

MARADMINS Active Number: 641/12

Msgid/genadmin,usmtf,2007/cmc washington dc mra
mf(uc)/f002//

Subj/implementation of the marine corps transition
readiness seminar//

Ref/a/msgid:doc/public law 112-56/ymd:20111121//

Ref/b/msgid:doc/35th cmc pg/ymd:20101027//

Narr/ref a is the vow to hire heroes act of 2011,
congressional act directing improvements to transition
assistance program. Ref b is the 35th commandant of the
marine corps commandant's planning guidance.//

Poc/niki jennings/-/-/tel:703-784-9550//

Gentext/remarks/

1. Purpose. To announce the implementation of the veterans opportunity to work (vow) act compliant marine corps transition readiness seminar (trs) across all marine corps installations effective 21 november 2012. The trs replaced the transition assistance management program's (tamp) transition assistance program (tap) workshop in march 2012. Ref a required modification of the trs. These seminars will be conducted through the personal and professional development (ppd) offices or marine and family services (mfs) offices at each installation.

2. Background

a. Ref b directed a "thorough 'bottom up' assessment of our tap to ensure it is providing the right educational and occupational assistance to marines leaving our active duty ranks."

b. As a result, a revamped TRS was implemented in march 2012 with a week long program including a mandatory standardized core curriculum with four well defined military to civilian pathways:(1) college/university/education, (2) career/technical training (3) employment, or (4) entrepreneurial.

c. This well-received change has resulted in marines receiving standardized yet tailored training focused on personal objectives for post-military service.

d. Ref a imposed additional mandatory requirements effective nlt 21 November 2012 including:

(1) attendance at transition readiness training by all retiring and separating service members with limited exceptions (for example, demobilizing activated reserves with confirmed employment).

(2) pre-separation counseling.

(3) instruction in a military occupation speciality crosswalk including the completion of a personalized gap analysis.

(4) attendance at a department of veterans affairs benefits brief.

(5) attendance at a department of labor employment workshop resulting in the completion of a resume.

e. Mandatory requirements for special population marines, including punitive and adverse administrative separations are being defined by the office of the secretary of defense and will be communicated when guidance is final.

f. The following are CMC requirements for delivery of updated TRS to conform to reference b:

(1) in order to maintain a five-day in-class schedule, completion of mandatory pre-work available online and/or via webinar provided by installation transition readiness staff.

Continued on next page

TRANSITION READINESS SEMINAR CONTINUED

(2) installations follow a HQMC-recommended delivery model that includes all required curriculum subject to the availability of local service delivery partners.

(3) completion of career readiness standards, including:

(a) pre-separation checklist (dd2648/dd2648-1).

(b) 12 month budget.

(c) continuum of military service opportunity (as appropriate) and reserve opportunities.

(d) standardized assessment tool, to be determined and published separately.

(e) personalized gap analysis.

(f) registration for department of veterans affairs e-benefits.

(g) individual transition plan.

(h) job application package for those pursuing the employment pathway.

(i) DOL certificate for use at DOL one-stop career centers for those pursuing the employment pathway.

(j) education or technical training application package for those pursuing the education or career/tech pathways.

(4) installation training facilities must be sufficient to meet weekly throughput with the following requirements for DOL and VA

training:

(a) DOL instructor:trainee class size of 1:50.

(b) VA instructor:trainee class size of 1:25.

(5) CMC-mf will provide additional personnel recommendations during fy13.

3. Action

a. Concept of operations. By 21 November 2012, all marine corps installations will deliver the new vow act compliant TRS. Updated delivery model was piloted successfully at mcas miramar august 27-31 2012.

b. Execution

(1) installation commanders

(a) ensure MFS/PPD offices coordinate support with other federal agencies: the department of labor, the department of veterans affairs, and the small business administration, in the delivery of TRS materials.

(b) provide sufficient and adequate facilities and resources in support of the TRS including information technology and classrooms to support requirements in 2f(4)(a) and 2f(4)(b).

(2) unit commanders

(a) ensure all eligible marines attend the TRS no less than 90 days prior to their end of active service (EAS) date. Preferably, marines will attend the TRS 12 to 14 months prior to EAS.

(b) provide installation P&PD transition staff with a roster of marines/service members attending the TRS at least two weeks prior to the TRS class they will be attending.

(c) ensure marines arrive at the TRS with the required pre-work requirements for the core curricula and their selected pathway.

4. The contents of this maradmin will be incorporated into the upcoming tamp marine corps order.

5. Release authorized by BGen R. F. Hedelund, director, marine and family programs division.//



LinkedIn offer a one-year free "Job Seeker" account to transitioning veterans

If you already have a premium account, you can cancel the remainder and give a prorated refund, when you swap to the veterans account.

SERVING ON BOARDS

Editorial comment by DJ McLean, MEA Newsletter Editor

The article in the right column was discovered and passed on to the MEA members by Mr. Tim Murphy. However the one thing I have noticed about boards whether it is a neighborhood home owner's association (HOA), a group or other organization, is that the same people seem to always be on it. They may start out as a secretary, board member at large or a general member, but soon they advance until they are elected into one of the more senior positions. Sometimes they can remain on a board for years, as an example I have been either the President or one of the Vice Presidents of my HOA for 11 years! Why is this? One of the reasons, in my opinion, is that once on a board a member sees no one else stepping up and volunteers to remain or accept another position. One of the results from this is the member stepping down because they see it is always the same people who volunteer or are called upon.

Most of the MEA board members are retired Marines we have gotten more involved with the organization over time and eventually either volunteered for a position or been nominated because of their activity. What I do not see is the younger MEA members stepping up.

Organizations survive by injections of fresh ideas.

Lucy P. Marcus

November 20, 2012

When we think about boards, our minds often leap to big company boards, but in actual fact, many people sit on boards. School boards, neighborhood-watch boards, apartment boards, non-profit boards, employee committees – these are all boards. These boards all have something in common: they are composed of people with a responsibility for oversight or decision making that impacts the lives of others.

The guiding principles include: a) serving with commitment and dedication – attending the meetings, reading the preparation materials, engaging fully in the work of the board, b) acting with transparency and integrity, c) drawing on a breadth of experience and capabilities for decision making.

The other overriding principle for the best boards: there is an ethic to service. No matter the size, scope, or mission of the organization, board members represent not simply their own individual interests, but rather have a role as representing the stakeholder. We are not there for ourselves, but rather we represent a larger constituency of people who are involved in some way with the organization – those who are receiving services from it, are invested in it, work for it, or have some other relationship with it.

I write about, talk about and serve on boards. I tend to focus on corporate boards. In this video I talk about why I think it is time to think about boards of all kinds differently, both the ones we serve on ourselves, as well as the ones that we see in the papers every day. What do you think?

http://www.youtube.com/watch?feature=player_embedded&v=mcfyKL2cWq8II

CGI'S VETERANS INITIATIVE UNDERWAY

John Beiswanger, MEA Vice President

CGI is a global provider of top quality information technology and business process services. In the U.S., CGI focuses on delivering outstanding service to federal, state and local governments and commercial enterprises. The company has served the U.S. Department of Defense and all military services for several decades, and many employees are veterans, reservists and military family members working for both public and private sector clients.

To further the company's efforts to support those who give so much for our country, CGI has established a Veterans Executive Council to identify and promote best practices for recruiting, mentoring and transitioning veterans, and for advocating on behalf of disabled veterans.

CGI is an active member of the 100,000 Jobs Mission, a coalition of leading companies with a goal of hiring 100,000 transitioning service members and military veterans by 2020. The company recently was named 2012 Business of the Year by Workforce Solutions of Central Texas because of its extensive focus on hiring veterans and military families at its Onshore IT Delivery Center in Belton, TX, near Ft. Hood.

On an individual basis, CGI employees go a step further by supporting programs such as Operation Care for the Troops, Operation Homefront, The Wounded Warrior Project and many others.

These efforts just scratch the surface of CGI's gratitude for this community. Recognizing the leadership, experience, dedication and above-and-beyond work ethic veteran and military-related employees bring to CGI, the company emphasizes its desire to seek out these candidates for its many job opportunities across the country.

CGI invites all who are interested in learning more to visit www.cgi.com/veterans.

About CGI: CGI is the world's sixth largest independent IT and business process services company, with 72,000 employees in more than 40 countries. The company is committed to helping clients achieve their business goals, to providing its professionals with rewarding careers, and to offering shareholders superior returns over time.

The MEA Has a List of Scholarships for Service Members, Spouses and Dependents



<http://www.marineea.org/index.php/for-marines-menu/grants-a-scholarships-for-marines>

WASHINGTON DC AREA VETERANS - CONSIDER A CAREER IN IT

It's imperative that you consider Information Technology (IT) careers, most careers have an IT element. There are thousands of vacancies in our area and now there is a school in DC (Metro Accessible) that focuses on training All Veterans! The #1 prerequisite in this career field is certification, and based on your assessment, they teach and provide the testing for Network+, A+, Microsoft Certified Technology Specialist (MCTS), Cisco Certified Network Associate (CCNA), to name a few. Each class has a separate criteria for admissions, based on your level of experience, education and willingness to learn.

Potential Students should have:

1. Basic knowledge of computers.
2. A career path in mind specific to Tier 1/2 support or workstation support.
3. If wanting to change careers, they must have a strong ability to learn.
4. Post 9/11 Ch. 33 benefits.
5. VRAP, Vocational Rehabilitation w/counselor, WIA w/location and office of VA/MD counselors info:
 - a. VRAP: We must process them early in order to secure other funds. Must have actual letter in hand.
 - b. VocRehab must have paperwork/ counselors name and phone number.
 - c. WIA: Need counselors info.

If you have questions, please contact Vonzell Mattocks at nakitamattocks@vetsgroup.org, 703-929-6101.

Volunteers Needed to Support the MEA!



The MEA's need for volunteers is ongoing. If you can help Marines in transition by volunteering to assist in a Marine in Transition support area, please contact Tim Murphy, MEA Executive Director, execdir@marineea.org or 703-980-3878.

Camp Lejeune Vets Get Help

President Obama has signed into law legislation to extend medical care for Veterans and their families who were stationed at Camp Lejeune.

<http://www.military.com/military-report/camp-lejeune-vets-get-help?ESRC=miltrep.nl>

MEA PROVIDES WEB SERVICES FOR TRANSITIONING MARINES

Will Donaldson, MEA Webmaster

The MEA is pleased to announce a new and expanded services to support Marines in transition. These new services include improved website services, new XML job feeds that automatically post opportunities to the MEA Hot Jobs service, and improved transition guidance and support. The MEA provides services to all Marines, including those leaving active service, returning from Iraq or Afghanistan, retired, reserve or veteran (former) Marines.

These services are provided by the MEA freely to transitioning Marines. The MEA does charge dues for members.

"We're really excited about the new tools and features on the MEA website," said Will Donaldson, MEA webmaster. "These new services and utilities keep the MEA on the tip of the spear in technology and certify that the MEA website is compliant with the latest in HR-XML standards."

Some key features of the website include a tips & techniques section which provides expert articles on specific transition elements. One section is devoted to scholarships and grants for Marines and includes more than 50 unique opportunities.

Employers and supporter of Marines can submit their companies and organizations to the MEA for inclusion on the website and more than 60 have benefited from the MEA Marine-friendly Employer directory.

For Marines seeking mentoring or other transition guidance from our members, all 924 members are available from the membership directory which also provides location search to find local members, as well as industry and company specific searches.

By harnessing the power of standards-based HR-XML data fees, the MEA website is currently accepting automated Marine-friendly jobs from corporations which hires Marines for jobs throughout the U.S. And as contractors overseas. More than 2,600 jobs were posted to the MEA Hot Jobs website in October alone.

Checkout some of the users of the MEA Hot Jobs site on www.marineea.org.



MEA 2013 Board Membership

Board Member	Name	eMail
Chair-Emeritus	Barett Byrd	Chair_Emeritus@MarineEA.org
Chairman	Max Wix	Chair@MarineEA.org
President and Quantico TAP	John Beiswanger	President@MarineEA.org Quantico_TAP@MarineEA.org
Vice President and Quantico Networking	David Wills	VP@MarineEA.org Quantico_Luncheon@MarineEA.org
Secretary and Newsletter	Dan McLean	Secretary@MarineEA.org Newsletter@MarineEA.org
Treasurer	Fred Daubenspeck	Treas@MarineEA.org
General Counsel	Herb Harmon	GeneralCounsel@MarineEA.org
Deputy General Counsel	Dave Jonas	DeputyGeneralCounsel@MarineEA.org
Members at Large	Name	
Chapter Development	Lester Niblock	Chapters@MarineEA.org
Henderson Hall Networking	Tim Kibben	HendersonHall_Luncheon@MarineEA.org
Henderson Hall TAP	Vacant	HendersonHall_TAP@MarineEA.org
Webmaster & HotJobs/Email	Will Donaldson	Webmaster@MarineEA.org
Marine Seniors Representative	Frank Pulley	seniors@MarineEA.org
WWR/M4L Representative	Len Ludovicio	m4l@marineea.org
Wounded Warrior Representative	Bill Peters	WWR@MarineEA.org
Walter Reed Coordinator	Frank Wickersham	fgwickersham@vsecorp.com
Public Relations	Jeff Landis	publicrelations@marineea.org
Résumé Assistance	Corey Alderman	Resumes@MarineEA.org
Bethesda Breakfast	Vacant	
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	Nick Tucker	atlantachapter@marineea.org
North East Ohio President	Matt Wojtecki	NEOChapter@MarineEA.org
Camp LeJeune Chapter President	Vacant	lejeunechapter@marineea.org

Upcoming Events



December 6, 2012
Henderson Hall TRS

December 7, 2012
Mini Job Fairs at TAPS, Quantico

January 10, 2013
Henderson Hall TRS

January 10, 2013
MEA Networking Luncheon

February 14, 2013
Henderson Hall TRS

March 14, 2013
MEA Networking Luncheon

March 14, 2013
Henderson Hall TRS

The MEA Camp Pendleton Chapter meets the 3rd Wednesday of every month, 1800, in the Iron Mike room at the Pendleton South Mesa Club.

**View a listing of events on the
MEA Calendar
www.marineea.org**

Upcoming Job Fairs

- Dec 6 Nationwide Job Fairs
Boston, MA
- Dec 10 Coast to Coast Career Fair
Iselin, NJ
- Dec 11 Catalyst Career Group Job Fair
Waltham, MA
- Dec 13 Recruit Military Veteran Expo
San Diego, CA
- Dec 13 Security Clearance EXPO
Vienna, VA
- Dec 15 Target Job Fairs
Chantilly, VA
- Dec 17 Coast to Coast Career Fair
Philadelphia, PA
- Dec 17 Coast to Coast Career Fair
Arlington, VA

**Go to the MEA calendar for a
complete list of job fairs**