



MARINES IN TRANSITION

A Bi-Monthly Publication of the Marine Executive Association

November 2011

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MESSAGE FROM THE PRESIDENT

We're rapidly approaching the end of a very productive year with the MEA! This is a busy season that kicks off with the Marine Corps Birthday, Veteran's Day, Thanksgiving, Christmas and we're immediately into Calendar year 2012! I want to reflect briefly on the past year as it does lay some foundational work for where the MEA is headed into 2012 and beyond.

The MEA and the Marine for Life program joined together to mutually support our Marines in transition. This is a huge step for our organizations and the culmination of months of planning and detail work to establish. The MEA is currently working now with the Wounded Warrior Regiment to establish an MOU there as well, so that we may provide more specific assistance as needed for that group of Marines. We have an agreement with the Marine Corps Association where they automatically forward job referrals and postings to the MEA web site. We have implemented a process whereby an employer can post a job opening to their file system and it is automatically posted to our MEA site, as well. Finally, in an effort to reduce E-mails, we have established a process that accepts and aggregates job openings and résumés, then forwards them to subscribed lists in a desired manner; daily or weekly. These initiatives highlight what we do best; we tailor our support to meet the Marine's and the employer's requirements! Whether it is networking assistance, résumé preparation, local area contact information, mentoring...the MEA and our partner organizations are here to personally assist our Marines in transition!

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

OPEN LETTER TO MEA MEMBERS

Most of you are aware that we have been going back and forth with the IRS for almost two years. The IRS has agreed that we are a non-profit veterans organization, and that all of our records and filings are up to date.

At the same time we were made aware that there is an IRS ruling that allows MEA to provide a tax-deductible receipt for a donation. Many of you have identified additional services that MEA members could provide, and asked how. Developing the additional programs takes more \$ than dues alone can provide. Once we develop the programs we have many members that can provide local support.

Before we can provide tax-deductible receipts, we must certify to the IRS that 90% of our members have served during war times. We know our members well, and are confident that MEA qualifies. This is where you come in:

*I ask each of login to the MEA website, **immediately**, at www.MarineEA.org. Once logged in, open up your individual profile. You will find a new entry, labeled "Dates Served." Fill in the dates you have served, and correct any other info that should be updated.*

While you at your profile, check to see that your dues are current; dues are our operating lifeblood. I have asked our MEA Webmaster to set up a program that will send you a mail 30 days before your dues expire, with a follow up at 15 days.

On June 10, 2011 MEA and M4L signed an agreement to make the services of both organizations available to Marines in transition. I'd like to identify MEA members in various cities that can support the local M4L representative with local job openings and assistance with the Marine locating in those cities. If you are willing to help, contact you local M4L rep. Need a M4L contact, send our Executive Director (ExecDir@MarineEA.org) a mail asking for contact info.

Semper Fi,

Tim Murphy
Marine Executive Association, Chairman
Chair@MarineEA.org

MESSAGE FROM THE PRESIDENT *CONTINUED*

We all know that both America and the Marine Corps face an uncertain future and we can all agree that the Marine Corps is going to downsize—again. It is critical for us that have lived through the downsizing of the Corps before to “turn to” and redouble our efforts in making that transition experience less difficult. The job market appears that it will remain flat through at least the end of 2012 and perhaps longer. Veterans are already facing unemployment rates double their civilian sector peers. Why? A multitude of reasons, but for certain, we can do a better job of educating employers about “the value added in hiring a Marine” and also assist the Marines in “putting their education, experience, trainability and loyalty” into terminology that the employers recognize as having a positive effect on their bottom line.

All of that takes manpower. That means that we need you! Not just those of you that are already members, but we need you to recruit additional manpower (members) to allow us to offer assistance to EVERY Marine and FMF Sailor that transitions to the civil sector. We need members to step up and take leadership roles on our Board and in our local Chapters. We need members to step up and offer to review one résumé per week or month, whatever you can do that fits your schedule. We need members to get involved in any manner that you can—even if it is to simply be a MEA member available to be contacted in the area where you reside--to assist our fellow Marines that have served honorably during the past 10 years that we have been at war in Iraq and Afghanistan. We need members to be Semper Fidelis!

Thank you for allowing me to serve as your President for the past year. Your Board of Directors are planning some significant initiatives for 2012 and I look forward to seeing more and more members getting involved to meet our commitment of Marines serving Marines! Like you, I remain Semper Fidelis!

Barrett Byrd
MEA President
President@MarineEA.org

We're Looking for Volunteers!

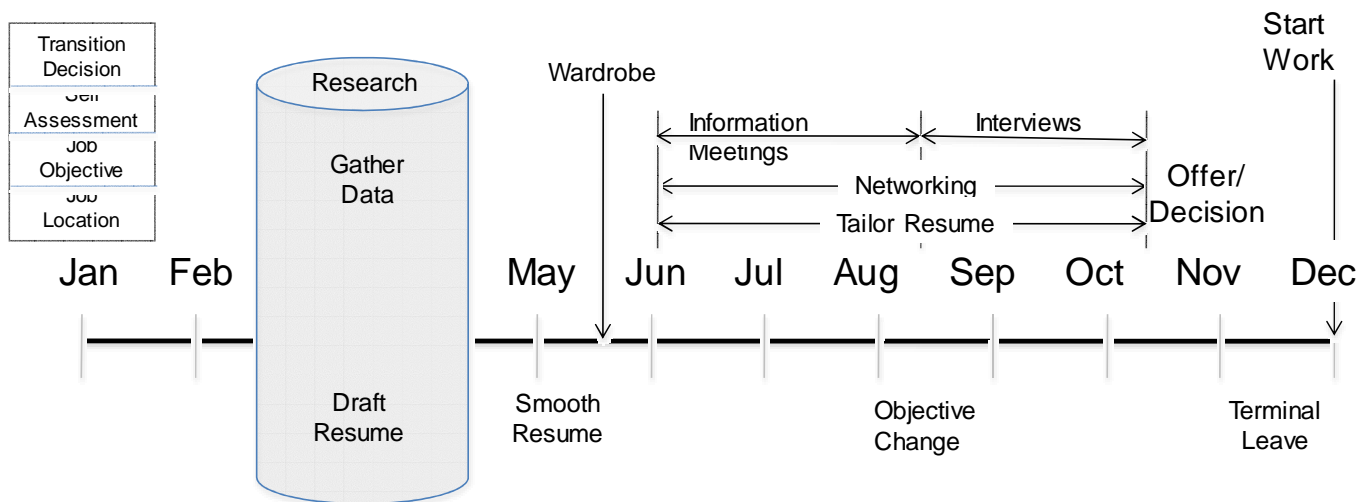


The MEA's need for volunteers is ongoing. If you can help Marines in transition by volunteering to assist in a Marine in Transition support area, please contact Tim Murphy, MEA Executive Director, execdir@marineea.org or 703-980-3878.

TRANSITION TIMELINE

When should I start my transition planning? When should I prepare my resume? What do I need to do first? Is there a Timeline I should look at? The answer to all is: start about a year before you will transition. Why? This is the time to take stock of your capabilities, and experience. If you choose to remain on active duty, your self-assessment will make you a better Marine. At the same time, you need to decide what kind of job you want, and where you want that job to be. Check out the notional transition timeline below for a one-year plan. Career Marines will need to begin earlier, as they have more experience and capabilities to consider.

Twelve Month Transition Timeline



Skills examples:

- Project Management
- Leadership
- Logistics
- Financial Management
- Engineering
- Software Development

Proof:

- Accomplishments
- Saved \$
- Reduced Man-hours
- Delivered

Where:

- Organization

When:

- Years

Career Transition Timeline Checklist

2 Years (Retirees Only)

- Attend a Retirement TAP/ACAP class to get an early look at what you need to do.

12-24 Months (Retirees Only)

- Submit request for retirement through HQMC.

12 Months

- Subscribe to post-military career publications that will help you prepare for a job after the Marine Corps.
- Set a goal of doing one transition-related activity each week (research, speak with a recruiter/headhunter, attend a class, read a book, go to a job fair, etc).
- Assess your job skills and interests. Take an interest inventory.
- Contact your base's education or transition office for resources.
- Begin researching the job market. Develop a career plan, including a list of possible employers in your career field.
- Research Reserve programs to continue to receive part-time benefits, earn a future retirement, and to continue to grow and train in your field.
- Start attending job fairs to network and research.
- If you need additional education, vocational training, or certifications to compete in the job market, explore your options for adult education.
- Working with your local transition office, start developing a résumé.

6 Months

- You're six months from starting your new job. It's time to start responding to job ads (Call employment numbers, fax résumés, submit online résumés). From this point on, you need to be as proactive as possible to find a job! Develop your Individual Transition Plan - obtain assistance with it from transition office or career counselor.
- Start posting your résumé to company websites to obtain feedback.
- Make contact with employers that you will interview with at a date closer to your separation.
- Attend job fairs.
- Attend TAP or ACAP class and actively participate.

3 Months

- Again ... if you haven't already started contacting potential employers from G.I. Jobs, it's not too late! Pick-up the phone and call, fax your résumé, or post your résumé to G.I. Jobs advertisers.
- Receive your Verification of Military Experience and Training (DD Form 2586) document.
- If you are considering federal employment, use your transition office services to write a federal résumé.
- Explore special federal programs and hiring opportunities for veterans.
- Continue networking.
- If you decide to go back to school after separation, take an academic entry exam, college admission test, or challenge exam.
- Explore your options with the Reserve or National Guard.
- Start actively interviewing.

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Career Transition Timeline Checklist *Continued*

- Make follow-up phone calls to check if your résumé arrived and to determine the company's timeline for reviewing résumés, interviewing people, and making their decisions.
- Continue to contact employers.
- Check with your Local Employment Veterans' Representative for job opportunities.
- Start assembling a wardrobe for interviewing.

2 Months

- Continue to send out your résumé to G.I. Jobs advertisers.
- Include in your cover letter the date you plan to move to the area.
- Verify your DD 214 with your separation office prior to starting terminal leave.

30 Days

- Visit the area to which you plan to move.
- Attend job interviews and fairs there.
- Several government agencies offer special loans and programs for veterans. Check with both the federal VA office and the state VA office where you will live.
- If you are unemployed, you may qualify for unemployment compensation once you are a civilian.
- See your local state employment office for eligibility and how to apply.

U.S. Marine Corps Celebrates 236th Birthday!



2008 Birthday celebration at Camp Lejeune

On November 10, 2011, our Corps celebrated its 236th Birthday. At Birthday Balls across the globe, the ranking officer cut the cake and give a piece to the oldest Marine present. He or she, in turn, passed the piece to the youngest Marine. For Marine Executive Association members and friends, the pass we give daily is the welcome to those in transition from those who served, to those still serving.

This year we have built the process for MEA members to assist the Marine For Life hometown links welcome Marines in transition. Two of our Board members are building links with the Wounded Warrior Regiment to help our wounded Marines find jobs.

MEA members with our Marine friendly employers, link the jobs to our Marines. We stand together -- from our commitment to one another and to the Corps. Always Faithful!

On behalf of the MEA board we wish each of you a Happy Birthday and Semper Fi!

Tim Murphy
Marine Executive Association, Chairman
Chair@MarineEA.org

Feedback From a Recruiter

Daniel McLean, MEA Newsletter Editor

I know where you are coming from gentlemen. I am a retired FBI Agent Executive who was introduced to you by the many Marines that I know at my church in Quantico. In fact I have used your site to hire a couple people this year. Great service and it should be appreciated more. Keep up the good work and whenever we need someone, this is the first place we look.

Thanks,

Mike Elliott
FBI, retired

Recently Mr. Max Wix sent me an article from a corporate recruiter for a large Department of Defense (DoD) contractor, Ms. Rena Appel, who by the way is a great supporter of the MEA and has been a guest speaker at our quarterly Quantico luncheons, providing us some feedback concerning National Guard and Reserve service members. Now we all know that currently the unemployment rate among veterans is in the vicinity of 30% and we have heard about employers being reluctant to hire member of the Guard and Reserve because of long-term absences from the workplace. Is this behavior on the behalf of employers discriminatory? Yes it is but very hard to prove.



Rena Appel, standing.

In spite of alleged behavior by employers what is even more disturbing is the behavior of some of the Guard and Reserve members. However, the behavior I will describe is not limited to Service members but seems to be a trend among some of the 20-25 year old members of our population.

What Ms. Appel portrays a tendency of some people to not show up for a scheduled interview without calling to cancel or leaving a position without the courtesy of letting a supervisor know of their decision to leave the position to go on Active Duty without prior notice or resign, simply abandoning the job, leaving the employer to find someone else to fill or train on the vacated position. Now this behavior is bad enough in the general population but when performed by a member of the Armed Forces it casts a pall over all members.

We must never forget that the same traits that made us good Soldiers, Marines, Sailors, Airmen or Coast Guardsmen are the exact same traits employers are looking for, honesty, dedication to getting the job done, integrity, courage and honesty. Employers know that people transitioning from active duty or a member of the Guard and Reserve possess these traits, but every time a Serviceman or woman in one of the aforementioned categories does not show up for an interview, does not return the call of the recruiter or walks off a job it puts an element of doubt in the employer's mind about hiring another veteran, Guardsman or Reservist.

Bottom line on this issue is for us to stress to transitioning members and Guard or Reserve members that good manners are never out of fashion.

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Feedback From a Recruiter *Continued*

Mr. Wix also sent me an email from Mr. Corey Alderman, who now sends out the Hot Job listing, concerning complaints he occasionally gets from recipients of the Hot Jobs emails in receiving too many email announcements. Unfortunately it is an all or none, but if people wish to unsubscribe they can. However, the number of positive comments far outweigh the complaints. These come from employers and former Service Members who either hired a person or were hired due to the Hot Jobs list and networking with the MEA. I once overheard Mr. Wix state that he thought the Hot Jobs emails eventually hit some hundreds of thousands of email in-boxes. Wow, if that is true it is amazing. I know that when I was a contractor I reviewed the resumes when sent and looked at the MEA website weekly for potential hires. I think it is a great asset.

Bottom line here is: Great job Corey, keep it up!!! Semper Fi.

MEA to Hold Elections for 2012 Board

Marine Executive Association will hold elections to the 2012 Board during November. Voting will be electronic and the links will be provided by separate e-mail during the week of 28 November. Votes will be tallied and the new Board installed on December 9th.

Marines interested in serving on the Board and helping Marines in transition should contact the Executive Director at ExecDir@MarineEA.org.

Member Thanks MEA for Successful Job Search

Hi Max,

I wanted to share the good news that I have accepted a position with HMS Inc. This opportunity would not have been possible without your assistance.

I start work on 7 Nov and it is a great job!

Thank you very much!!

Take Care,

Tom Fisher

Troops to Teachers

The Troops to Teachers program provides funds to recruit, prepare, and support former members of the military services as teachers in high-poverty schools. Successful program candidates obtain certification or licensing as elementary school teachers, secondary school teachers, or vocational or technical teachers and become highly qualified teachers. The program also helps these individuals find employment in high-need local education agencies (LEAs) or charter schools.



Under this program, the Secretary of Education transfers funds to the Department of Defense for the Defense Activity for Non-Traditional Education Support (DANTES) to provide assistance, including stipends of up to \$5,000, to eligible members of the armed forces so that they can obtain certification or licensing as elementary school teachers, secondary school teachers, or vocational/technical teachers and become highly qualified teachers by demonstrating competency in each of the subjects they teach. In addition, the program helps these individuals find employment in high-need local educational agencies (LEA's) or charter schools. In lieu of the \$5,000 stipends, DANTES may pay \$10,000 bonuses to participants who agree to teach in high-poverty schools.

Additional Information

Members of the armed forces who wish to receive the program's assistance for placement as an elementary or secondary school teacher must have a baccalaureate or advanced degree, and their last period of service in the armed forces must have been honorable. In selecting members of the armed forces to participate in the program, the Department of Defense must give priority to those members who have educational or military experience in science, mathematics, special education, or vocational/technical subjects and who agree to seek employment as teachers in a subject area compatible with their backgrounds.

More information available at <http://www2.ed.gov/programs/troops/index.html> and at https://kb.defense.gov/app/answers/detail/a_id/315/~-/troops-to-teachers.

In the FY-13 National Defense Authorization Act (NDAA) it is proposed that this program be moved back under the DoD for better monitoring.

Upcoming Events



December 9, 2011
MCB Quantico Luncheon

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

Upcoming Job Fairs

- Nov 30 Career Expo - Ft. Hood, TX
- Dec 1 Career Expo - Ft. Sam Houston, TX
- Dec 1 Veteran Opportunity Expo - San Diego, CA
- Dec 3 Holiday Career Fair - Bethesda, MD
- Dec 8 Career Expo - Tampa, FL
- Dec 8 Veteran Opportunity Expo - Houston, TX
- Dec 15 Veteran Opportunity Expo - Las Vegas, NV

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

