

MILITARY SERVICE EMPLOYMENT JOURNAL™

MSEJ

April 2017

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Created by CASY and MSCCN

Celebrating Military Youth



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MSEJ



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About CASY & MSCCN

CASY & MSCCN are two nonprofit organizations serving the employment needs of military affiliates. CASY serves military members and Veterans; MSCCN focuses on military dependents and military caregivers. We are military serving military.

About the MSEJ

The Military Service Employment Journal is a resource guide for military-affiliated jobseekers. The MSEJ is produced for the exclusive use of CASY & MSCCN.

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The Mission Grows: *CASY & MSCCN expand to serve the entire military family.*

By: Deb Kloeppel,
Founder & President CASY-MSCCN, MYJN, MSEJ

Thirteen years ago, co-founder, Amy Rossi, and I identified a need in our military community. Military spouses needed employment resources to help them navigate the challenges of constant PCS cycles and career upheaval, but we knew that their employment needs weren't being met by the information and services available to them.

Military spouses are no strangers to making the best out of a seemingly impossible situation. So, when we couldn't find the exact resources we wanted, we decided to assemble a team and develop those resources ourselves. This desire to help military family members was the impetus behind the Military Spouse Corporate Career Network, MSCCN. At the time, we hoped for a successful future, but had little certainty that our organization would grow at all, much less to its current presence.



Nearly six years ago now, Corporate America Supports You (CASY) was born out of our desire to respond to the needs of transitioning military members and Veterans, who contacted MSCCN wondering if it could help them as well. Adding CASY to our mission, it was a natural fit.

Today, our outlook is clearer than ever. I am proud that over the past thirteen years, our programs have grown organically, and with our job seekers in mind. Our organization includes talented, motivated, passionate people who are committed to serving their military community, one job at a time.

As we grow and look to the future, we are mindful that CASY & MSCCN are approaching a significant milestone. Since CASY's initial launch in 2011, we have helped almost 25,000 military-affiliated applicants to find employment. We are proud, not only of this number, but also of the complete services we are now able to offer our job seekers. We are also gratified by our continued growth and our fiscal efficiency as a non-profit.

When we look toward the future of CASY & MSCCN, we strive to keep the needs of our community central when we formulate our goals. In the past few years, we have noticed an increase in the number of military dependents seeking our services. We have never

turned away military youth looking for assistance finding employment, but we know that their needs are slightly different than those of our existing CASY & MSCCN community.

Rather than leaving this issue at a crossroad, we are positioned to expand and focus our services to meet the unique needs of our military youth.

To this end, we are excited to announce the development of our Military Youth Job Network (MYJN), a program that will provide targeted job and career services to our Military Youth, ages 16-23. (continued on the next page)

It's
MY Job Network.

Military Youth Jobs Network

MYJN

An MSCCN Program





For too long now, many frontline and entry level civilian jobs go unfilled; our military youth, with the right support, are poised to fill these positions, develop skills, and explore careers as they consider their lifelong professional goals.

As we form our MYJN financial strategic plan and leadership, which includes an engaging and soulful Board of Advisors, comprised of military spouse leaders, corporate executives and community stakeholders, within multiple industries across our land, we are reminded that military youth are extremely valuable to our economy and to our nation's freedoms. We aren't formulating our MYJN casually.

It's taken 13 years to come to this decision that MSCCN is truly ready to build the MYJN to full capacity.

This edition of the MSEJ includes some of our initial thoughts and concerns for our military youth as they consider summer jobs, internships, and careers in the future. In this edition, we want to give you a springboard for talking to your kids about their employment opportunities, their dreams, and what they will need to do to make those dreams a reality.

The April MSEJ is not a one-off, nor is it a conclusion. Instead, it is a beginning, and a vow to ensure that our military children have access to the resources and advice they need to obtain long-term success and financial stability.

As we work to build the Military Youth Job Network, we want to do so with your questions and concerns in mind. Please connect with us, and let us know about the employment issues and needs you see in the military youth community. Together, we can enable financial and professional success for the whole military family.

Thirteen years ago, we couldn't have dreamed that we would be in a position to address the employment needs of military spouses, transitioning military members, and Veterans. Now that we are here, it's time to get to work so that we can add the dreams and career ambitions of our military youth to our own.



**My Dad is a Nurse. My Mom's a pilot.
I want to be an astronaut.**

Military Youth Jobs Network

MYJN

An MSCCN Program



Why MYJN?

By: Amy Rossi

When I got married and envisioned having a family, I dreamed of firsts: first words, first laughs, first steps, the first time I would see myself or my husband in our child's personality. I knew the military would be a presence in our family life—after all, I married a soldier—but at the time, it seemed possible for our family story, our life together, to remain our central focus.

On September 11, 2001, our family story, like so many others, changed.



As I tried to dress my six-month-old son, his hair still damp from his bath, the television played in the background. The images shifted, the sound seemingly muted in comparison to my son's energetic squeals, until I saw what was happening, and realized that it couldn't be a special effects stunt.

I couldn't believe what I was seeing.

And yet, once I did, I also had a realization: the military wasn't just a job. It was more. I was going to need to be more.

When I look at my son today, I wonder how that moment in 2001 has impacted his life. Unlike me, he can't remember what the world was like before 9/11, any more than he can imagine what life would be like without cell phones or the internet.

As a sixteen-year-old sophomore in high school, he, like most current military kids, has only experienced his family life in a time of war.



According to the *Department of Defense's 2015 Demographics: Profile of the Military*, 41.2% of military personnel have children. Across active duty and reserve components, there are approximately two million military kids, ranging from birth to age 23. Approximately 575,000 of those children are ages 12-23, and my son is one of them.

On good days, I try to remember and appreciate the ways in which being a military kid can make a child more adaptable and well-traveled. However, I'm also constantly aware that being a part of a military family is one of the single most defining features of my child's life, and of any military child's life.

Being a military child impacts the role that their serving parent can play in their daily lives. It impacts their parent's safety (and their perception of that parent's safety), where they live, when they move, whether extended family is a regular part of their lives, their educational trajectory, and, ultimately, their life goals.

Critics regularly dismiss military spouse concerns, arguing (often incorrectly), "You chose this life. You knew what you were getting yourself into." ***But our kids, they didn't have a say in the matter.***

As my sixteen-year-old sits on the edge of the next chapter of his life—decisions about college, career, and adulthood—I'm reflecting and asking myself, "Have we done enough? Has growing up in this uncertain, ever-changing military life left him more focused on the present than the future?"

We've always emphasized the importance of education and community involvement. We talk about the future, and we work as a team with his teachers. We've taught him perseverance and patience, and we think we have set him up for success. But in the daily ins and outs of life as a military family, have we forgotten something? Have we done everything we can do?



My parental uncertainty in light of those questions, as well as my professional commitment to military families, make me excited for the beginnings of our Military Youth Job Network.

I look forward to building a program that helps to set our military youth up for their futures and success as adults and professionals—one that focuses on our kids' here and now, with an eye towards who they will one day be.

VETERAN

Success



Congratulations to Michael on his job at GE!



After retiring from the Marine Corps, I had a lot of leadership experience, but wanted to pursue a career in a technical field (software engineering, electrical engineering) to go along with my education. This was a challenge, however, because I was a 44 year old without any real world technical experience, and my education was nearly 15 years old. I was overqualified for entry level technical jobs in some respects and underqualified in others.

The most beneficial assistance I got was in taking the Federal Resume class through CASY. It helped me to understand what I should look for in a job description, and how to tailor my resume to the key words in the description. I was better able to target my resume to the job opening. I also talked to Angelene Green on several occasions, and she helped by pushing my resume to employers and commenting on it. I'm very grateful to her.

Due to Angelene's help, I was accepted to the Veterans Technical Training Program, which allowed me to improve my technical skills. I was also offered a Federal Job, though I ultimately turned it down for location reasons. I have now accepted a position as a Software Engineer.

Of all the Veterans hiring programs, I found CASY to be the most beneficial. They took a personal interest in my employment, not just emailing me or notifying me of openings. The Federal Resume class was great, giving me the insight to dissect a job description and to tailor my resume for each job I was applying for.

Playing Dress Up: Trying Careers on for Size

Sometimes, figuring out what you want to do with your life is half the battle. The other half is getting the chance to try that career on, to see if you can do it well and if you even enjoy it. One of the best things that you can do to help your military kid with this dilemma is to encourage them to pursue pre-career experiences like job shadowing and internships.



By: Emilie Duck

Although your child may have a summer job or even a part time job during the school year, internships and job shadowing provide something that these jobs cannot. While a part-time (or full time) job can give your teen a sense of responsibility, a paycheck, and increased work experience, unless your child wants to continue in that field long-term, it will not help them envision their future career.



By experiencing the daily grind of a position, young people can make more informed choices when it comes to their education (and its expense), training they may need, and which jobs to pursue. If they know the job they want is worth it, they'll be able to push through the difficulties of calculus to get to med school, and the hefty reading list of an English major to become a writer.

This kind of career exploration helps young people to pursue options that consider financial stability as well as personal fulfillment, while building a valuable career network at an early age.

Job Shadowing: What is it, and how does it happen?

While internships are generally for students who are sixteen or older, job shadowing can begin as early as middle school—especially if you take advantage of your community connections. Although it may sound odd to think of a twelve-year-old trying out engineering, publishing, or medicine, if you have family friends, colleagues, or relatives who work in these fields, your child could easily shadow them for a few days to see what these jobs are really like.



In an ideal job shadowing scenario, your child will follow an adult who works in a profession that they find attractive and interesting. These professions can range from artists to executives, attorneys to auto repair technicians, and anywhere in between. As your child shadows this career professional, they should ask questions about the best parts (and worst parts) of the job, the information that this individual wished they had known before striking out in this career.



If you are fortunate enough to live in a town with a **4-H club**, your child may have the opportunity to shadow someone from their community who holds a job that they find interesting. In addition to giving students job shadowing opportunities in middle school, 4-H also gives valuable instruction regarding professionalization and thinking about possible careers.

How do I find a good internship for my child?

While this may feel like something you should be doing, this is actually a task for your child. Searching for an internship is not unlike searching for a job, a skill they'll need. However, you can help them develop criteria for their internship programs so that they apply wisely, and end up in the best possible situation for their career goals.

Some internships are exclusively offered to high school students, while others are targeted toward college students or recent college graduates. When it comes to finding an internship, it's crucial that your child begin the search early; some are only available within a specific age window. Internships also tend to be defined by time of year. Some last for the summer, while others take place during the school year, and are incorporated into a student's existing schedule.

While some internships do come with a stipend, others are unpaid. ***Only your child can determine which option best fits their interests, finances, and responsibilities.*** Regardless of the internship your child pursues, they should begin their application process by crafting a targeted resume.



If your child is wondering where their internship research should begin, consider the following:

1. Check your school district. Some districts and schools already have well-developed internship programs (or they may be interested in developing one). If your school has an internship program, check on any prerequisites you may need to be eligible to participate.

2. Check your college network. Professors who share your research interests may be looking for someone to help with research, your study abroad office may offer programs with a work/study component.

3. Look at government agencies and national parks. These agencies and parks often have internships that will take you through an entire summer, earning you experiences you couldn't get anywhere else.

4. Express interest within your personal network. Sometimes a friend or colleague will know about a position before it's available. If you've worked as a volunteer, ask if the organization has an internship (or if they'd like to develop one).

5. Check specific company websites. If you are interested in a profession with recognizable brand leaders (e.g. publishers, businesses), check their websites for employment opportunities—they often offer internships in these sections.

6. Try service-based learning. Organizations like AmeriCorps, MentorUp, and Learn and Serve America may have options that fit in with your career aspirations.

7. Check out organizations interested in military youth. Navy MWR FFR, the Military Extension Internship Program (MEIP), the federal Pathways Program, Project Y.E.S!, and the Coast Guard MWR Internship program are all interested in helping military kids find their place in the (career) world.

At CASY & MSCCN, we know it can be a challenge to figure out what you want to be when you grow up; many of us are still undergoing our own career evolutions. Building a community and trying on careers at an early age can help to keep some curiosity and joy in the job search process—something that we could all use, kid and adult alike.





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- **DO YOU WANT TO KEEP YOUR SKILLS FRESH AND GAIN NEW ONES?**

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HOT JOBS

for military spouses, caregivers, & dependents



HOT JOBS are updated weekly.



The PCS Job Search: It's Not Just for Adults

By: Amanda Marksmeier



My daughter stood in our kitchen, tears streaming down her face. We'd just received PCS orders, and she was devastated. Yesterday, she was focused on graduating from high school, acceptance to a local college, and a promotion at work. Today, a single piece of paper changed everything.



Watching her go through this process wasn't entirely unfamiliar; but I was used to thinking about my job changing, not hers.

When we dust off our resumes during a PCS, our teens must learn to follow suit. As spouses, we have experience when it comes to leaving a job we love, searching for something new in an unfamiliar place. As parents, we can use these skills to help our kids face the PCS job search with courage.

Acceptance

It's natural to grieve a difficult PCS move. For teens, it can be particularly challenging to leave a job they love, especially if it's their first job.

In my daughter's case, having a good source of motivation was vital to her accepting her new path. Since she started working at age fifteen, she had grown accustomed to having her own money and paying a few of her own bills; she saw having a new job as essential to accommodating her wants and needs. For your teen, the motivation may be different, but motivation itself is key to getting the ball rolling.





Making a Plan

To help your older kids make their PCS employment plan, begin by sharing your plan and how you created it. Then they can brainstorm what their plans should look like based on their experience level.

For my daughter, one of the first elements of her plan was notifying her

current employer. She gave this timeline a lot of thought; she wanted to give notice early enough for them to find a replacement, but she also wanted to spend time with her friends before leaving.

Gathering Resources

After she gave her notice, my daughter moved on to step two of her plan: obtaining references for her next job. Since she was a valued employee, her manager was glad to provide her with a reference. She also obtained references from a family friend she'd assisted and past babysitting clients.



When it comes to collecting references, remind your teen of work they've done in the past, and that it's always better to ask first, then list someone as a reference.

For my daughter, obtaining these references was doubly important; she intended to move back to the area, and would need contacts in that job market.

With any PCS, we never know if our kids will return to an area, so it's important to encourage them to maintain their connections.



Targeted Résumés

As she crafted her résumé, I encouraged my daughter to think about the responsibilities she had at her current job. She walked herself through a normal shift, and wrote down everything she did to ensure she didn't miss anything. She also included her volunteer experiences and extra-curricular activities. ***For teens, these***



activities can include résumé-worthy, marketable skills. They also demonstrate an ability to successfully follow through on multiple commitments without letting any of them slide.

She then created résumés targeted to different types of jobs. For daycare positions, she included her babysitting

experience and volunteer work at the youth center. For food service applications, she listed her duties at a local sandwich shop.

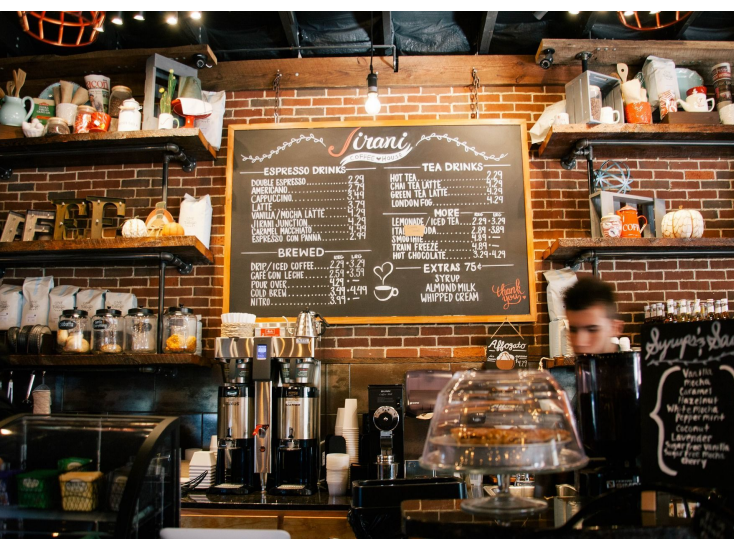
She also created a folder where she could keep copies of her résumé, diploma, and reference letters. This folder went into the “important papers” box, which we hand-carried. This organization system made it less stressful for her to apply to jobs and prepare for interviews while we moved.

Settling In (Again)

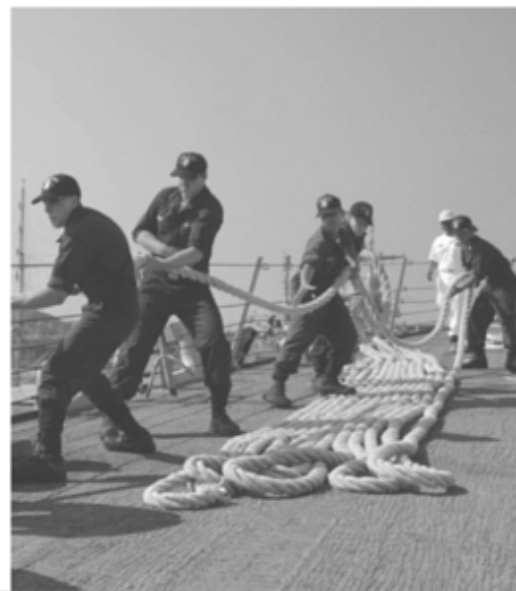
My daughter followed her employment plan, and it paid off. A few weeks after our move, she had two job offers; having a new job went a long way toward helping her feel settled in our new home.



Service members and spouses choose this military life; however, our children do not get to make this choice, and this lifestyle that can often feel out of their control.



When we teach our teens good work practices and how to look for new jobs, we’re teaching them to create order out of chaos, creating the best of things out of the unknown. These are skills that will empower them to feel in charge of their own destiny, long into adulthood.



Veterans & Transitioning Military Members

Learn about CASY's Hot Jobs

HOT JOBS are updated weekly.

CASY MSCCN are highly-vetted, results driven non-profits that put donor dollars to work for the Military and Veteran Communities.

Learn about our fiscal responsibility at http://www.msccn.org/WhoWeAre/MSCCN_Leadership.html and <http://casy.us/WhoWeAre/Financials.html>



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Military Youth Success

In the past year, CASY & MSCCN have helped 41 Military Youth secure professional opportunities.

They have secured part-time positions, full-time positions, and internships.

They have been hired in advertising, sales, education, healthcare, hospitality, technology, and other fields.

Employment Specialists provided them support with job search design, resume development, and interview preparation.

We are proud of these young jobseekers and their success.

MSCCN will continue to be here to support our military kids as they grow with their own dreams, goals, and futures.

Know a military kid who needs job seeker assistance? We're here.

Asking Your Kids What They Want to be When They Grow Up

By: Jamie Boyle

"What do you want to be when you grow up?"



It's a question that befuddles many adults, and one we even joke about, "Hmmm...I still don't know what I want to be when I grow up." It's a question I find younger children are enthusiastic about answering, "Princess. Doctor. Firefighter. Baseball Player. Ballerina." But as our children grow older though, it becomes a more serious question—one that sometimes elicits shrugged shoulders, incomplete answers, and the plain old "I don't know."

That question—What do you want to be when you grow up—needs to be a jumping off point for career exploration, reality checks, and self-growth.

I've been teaching college for a little over 11 years now, and I've spent much of that time working with first year students.

I know many driven students who knew exactly what they wanted; I know others who took a more

exploratory approach to college; and I know many who just flat out didn't know what they wanted to do. I know students who don't belong in college, not because they aren't smart enough, but because college does not provide a path to what they really want to do.

And many of those smart, capable students waste a bit of time and money as a result of uncertainty in their options.

So, that question—What do you want to be when you grow up—needs to be a jumping off point for career exploration, reality checks, and self-growth.



Identify interests.

Is your child aware of their interests and how they might translate to a job or career? They can list out interests, or take an interests index quiz.

Researching potential careers allows kids to better position themselves when it comes to understanding what courses to take, whether they need to attend college, and so on.

Face the realities.

That initial research and self-reflection also allows our children to consider the costs of specific careers. The number one career dream I see changing in the first year of college is medical doctor. Does your child want to go to school for ten years? Do they want to work 12 hour shifts?

Looking into the requirements of specific career fields is an important step for high school students to take before they've selected schools or imagine their futures. But internet research alone won't help them fully make a decision.



Explore.

Job shadowing and internships in high school arm our kids with experiences to help them determine whether they truly want to go down a certain career path.

Accept change.

At fifteen, our children may want to be accountants; at nineteen, they may discover a love of writing. We have to be open to the idea of change for our kids. In the meantime, we also need to engage them in conversations and activities that allow them to explore their future so that they can grow into the successful adults they are destined to be.



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