

MILITARY SERVICE EMPLOYMENT JOURNAL™

# MSEJ

August 2017

DUTY CALLS-WE DELIVER

Created by CASY & MSCCN

*Summer's Here...  
The Season of Change*



PCSing with a Portable  
Career



The Job Search doesn't  
Occur in a Vacuum



CASY & IBM in  
Poughkeepsie, NY



OVER 3,567 APPLICANTS HIRED IN 2017 AND COUNTING!

# In the Spotlight

RESOURCES YOU CAN USE.



#MILSPOCON

October 5-6, 2017  
Wilmington, North Carolina

***Are you a military spouse entrepreneur?***

Early bird tickets are now on sale for The Milspo Project's #MILSPOCON. The Wilmington, NC event will feature topics to help you grow your business & give you an opportunity to connect with other business owners.

Purchase your ticket at: <https://www.classy.org/wilmington/events/milspocon-2017/e137664>

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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 job search doesn't occur in a vacuum.

By: Jamie Boyle

**When looking for a job, it's easy to focus in on one factor and identify it as THE reason for success or failure.**

We see this often with our job seekers. Some have explained how they'll have no problem getting a federal job because they have veteran's preference. Others will laser in on the fact that they are a military spouse, saying "no one will hire me because I'm a military spouse."

***This focus is limiting, and it can blindside us to the realities of our job search.***

The job search includes many variables, and who you are is only one of them. Working to understand the other variables can give you a better perspective and improve your chances of success in the job market.

Understand the national and international economy.



The United States Department of Labor's Bureau of Labor Statistics puts out a monthly jobs report. While the numbers and information in this report might feel sterile and impersonal, this data is directly connected to employment on the local level. Is the economy growing? Are employers adding jobs? Were there large or small gains in jobs numbers? ***These seemingly distant facts will all trickle down to your job search.***

Additionally, federal policies, global shifts, and international relationships can affect your job prospects. Many of us avoid the news for its negativity, but keeping an eye and an ear on the economy can give you a better understanding of what you are seeing.



## Understand the industry and its outlook.

What's happening in your individual industry directly influences what jobs are available to you and when they may be available. We should all be aware of trends in our industry (to stay marketable and relevant) anyway, but knowing whether automation has led to a decrease in the positions in your field or if a new certification is now required can help you to better



understand how your application will be received.

For some industries, it's important to understand when hiring seasons occur (and to realize that hiring seasons may vary according to geography).

## Understand your local economy and culture.

When I started looking for teaching jobs in South Carolina during my husband's basic training, I was really surprised when I started getting calls immediately and ten at a time. I'm from Pennsylvania, and it's usually hard to find a teaching job in Pittsburgh (or at least it was 12 years ago). Furthermore, Pennsylvania students started school at the end of August, while South Carolina started school in early August.

I was caught entirely by surprise due to my lack of knowledge about the local school culture (its calendar and the teacher shortage the state was experiencing). So, I wasn't prepared to take interview screening calls. I had no idea where I might want to work or how far I might want to commute from the base.



Additionally, understanding the local culture can help you identify companies that are military friendly. We know that many job seekers have experienced unpleasant interviews at times, so it's important to consider what local companies may be committed to hiring military job seekers.

*(continued on next page)*

## Understand the competition.

Admittedly, the competition is part of the local culture and area, but it's helpful to understand not just where you are, but who you're competing with. Do you live in a saturated market where there are more people than jobs? Is there a variety of people in the area, or is it mostly military and locals? Is it a transient population? How educated is the population, and does the local culture include jobs that fit their goals?



Understand how you fit into it all.

With a general understanding of the forces that impact your job search, it's much easier to understand how you fit into the job market. Do you need additional certifications, or do you need to up your game in some other way to be competitive? Can you stay on your chosen career path, or do you need

to adapt it to the available positions in the region? Are you applying to military friendly companies that will welcome you?

Knowledge is power, and the more you know about those other factors, the better you can strategize in your job search.

***It's easy to blame failure or pin success on one factor ("No one hires military spouses around here." "My military experience makes me a shoo-in."), but the job search and the job market are far more complicated than that. Resist the urge to simplify an intricate situation, and learn all you can to find the best solutions to your current employment predicaments.***

# Rec<sup>3</sup>ON

## Your Future for ROTC Cadets





## VISIT MILITARY RECONNECT



To learn how to save for and fund your next great adventure



## HOT JOBS

*for military spouses, caregivers, & dependents*







WANT TO WRITE?

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# MSEJ WRITERS GUILD

Contact Jamie to learn more.

The MSEJ Writers Guild provides military affiliates with experience and training in writing and publishing as well as an outlet through which to publish their work. The Writers Guild achieves this mission through training, mentorship, and participation in the publication of the MSEJ.

Participants will draft, receive feedback on, and edit their own article to be included in future publications. MSEJ staff members will mentor and provide guidance to participants throughout the program as well as during their tenure with the MSEJ.

Writers Guild participants will gain knowledge of nonprofit publishing, work on their writing skills and style, and may publish their work in a national, monthly publication. Participants who successfully complete the program may be asked to serve as volunteer writers for the MSEJ.

# VETERAN

## Success

## Congratulations, Pat!

After working with CASY's Jenna Weakly for one month, Pat accepted a job with FedEx!

Here's what he had to say about the experience:

"I was having trouble figuring out which jobs to apply to and how to cater my resume to meet the job descriptions of each specific job.

I received the following assistance:

- Revamped resume
- Job search assistance
- Mock interview
- Weekly updates and advice

Jenna Weakly assisted me every step of the way and made sure to contact me. Felt like she was invested and enjoyed assisting me in my job search."

***Need Help? Register at <http://casy.us/JobSeekers/index.html>***







# PCS Season: Packing Your Portable Career

By: Amanda Marksmeier



***PCS season is in full swing—another year, another move, and another new town are on the horizon. While service members are busy packing their TA 50, some spouses find themselves doing the same as they pack their career and prepare to move it along with the household goods.***

At the end of a long day of lists and packing, it may feel tempting to throw everything in a box and hope that it makes it to your next duty station.

Unfortunately, the toss and hope method of packing your career could yield even more stress in the long run. During my family's latest PCS, I was working a remote job as a part of a marketing team. Despite the miles we traveled and the chaos of our PCS, I found myself searching for Wi-Fi, using hotel business centers, and even overnighting paperwork!



Working while PCSing can be a challenge, since you still need to ensure your job gets done while balancing your other responsibilities. Whether you're moving your career across county lines, state lines, or even over an ocean, there are steps you can take to make your transition smoother.



## ***Where is the Wi-fi?***

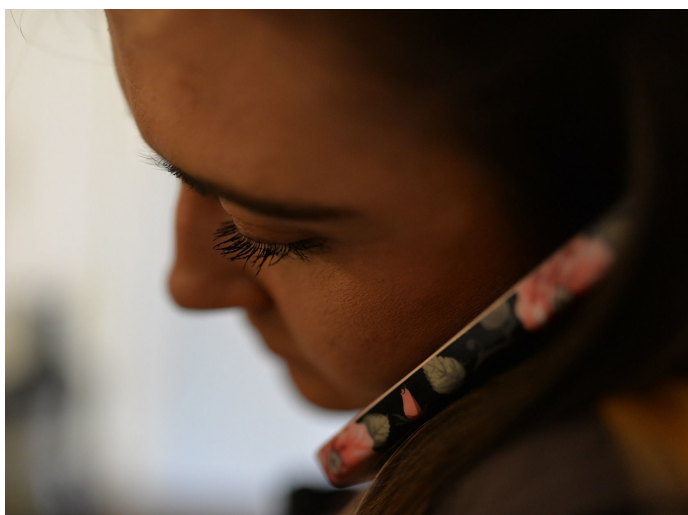
As military families, we've all camped out in an empty house with boxes stacked high and air mattresses in the corner. In an effort to make the unpacking process less painful, we've learned the importance of self-carrying *continued on the next page)*



the right items. When you separate out the items that will travel with you, make sure to include your office necessities. Do you have all your notes? Are there any items you need to do your job no matter where you are located? Will you need a printer? Do you have the power cord for your computer?



Most hotels offer free Wi-Fi for guests, but if your family already has housing you should contact the local internet provider prior to your arrival so that you can set up your service ASAP.



While you're waiting for your Wi-Fi to arrive, consider your options. Are you able to use your phone as a Hotspot? While most coffee houses and fast food restaurants offer free Wi-Fi, you should also check out the local library. Finding free Wi-Fi spots can even give you some quiet time to work away from the moving chaos.

## **Work Calls**

Most remote and virtual jobs come with a lot of conference calls. These calls are usually the only way to share ideas, communicate, and get updates from your coworkers, so they are vital to a successful remote job (even when you're moving).

When making travel plans, try to plan your stops around your work calls. I took one call in the parking lot of a fast food restaurant while the family was inside eating. This allowed me to conduct my job in a quiet environment while also ensuring my family's needs were met. If you've made it to a hotel, maybe send your family to the pool while you catch up on work calls and your email.





## ***Flexibility and Scheduling***

The reason most people want remote jobs is for the flexibility, so don't be afraid to be flexible with your schedule and your abilities during your move. However, the key to having this kind of flexibility while on the move is to be honest with your employer and co-workers before you hit the road. Make

sure that you fully explain what your moving timeline will be like, and that it may be some time before you're completely settled. Remember not everyone is familiar with the military moving process. Work out a schedule that will work for all of you.

As you put this schedule together, keep your lack of a future routine in mind. You may find it easier to work late in the evening or early in the morning, even though your regular hours used to be different.

Above all, be realistic. If you are planning on driving for ten hours, odds are you're not going to work another ten hours once you arrive. Setting a schedule and managing everyone's



expectations is an important step in moving your remote job.



***Moving not only your family but your career can be stressful and downright exhausting. When it comes to preparing your home, it can feel like business as usual—but don't forget the work you need to do to prepare yourself to handle your professional business on the road!***





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.mscn.org/WhoWeAre/MSCCN\\_Leadership.html](http://www.mscn.org/WhoWeAre/MSCCN_Leadership.html) and <http://casy.us/WhoWeAre/Financials.html>



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Job/Targeting Your Resume for  
Maximum Impact /Job Search/  
Resume Assessments**

**CASY & MSCCN offer live and self-paced training.**

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# S P O U S E S U C C E S S

"Action is the foundational key to all success."  
~Pablo Picasso

## Congratulations, Ester!



***After working with MSCCN for 2 months, Ester was hired by Aspirus YMCA in Weston, WI.***

***Hiring Challenge:*** The biggest challenge for me was being secure about the unknowns. I was applying for jobs in a new country, using a language other than my primary language, and with a resume that reflected all of the moves that a military spouse must face.

***Assistance Received:*** I started working with Lina Irizarry De La Cruz at MSCCN about two months before I got hired. She promoted CASY & MSCCN's services at the Esposas Militares Hispanas USA Armed Forces.

I took about 5 different online trainings about resumes, interviews, LinkedIn, and the job search process. The trainings were very detailed and easy to follow. Other than that, the coaching from my employment specialist, Lina, has been vital—not only before I was hired, but after I got a job. Without her, it would have been a much harder process.

***Results of Assistance:*** Thanks to all of the help I received from MSCCN, I now have a job at a great company where there are a lot of possibilities for me to grow professionally within that company.

***Value of Experience:*** It has been a great experience, and I will always be grateful to MSCCN for all of the knowledge, guidance, and support that I received. Working with MSCCN boosted my confidence and dissipated my doubts. I will also be eternally grateful to Esposas Militares Hispanas USA for introducing me to MSCCN.



## *When It's Not Just the Job Market*

**When you're up to your ears in job applications, resume corrections, and employment woes, it can be easy to lose your perspective. Looking for a job can be a lonely process, particularly if you're also missing the community you had where you used to live, or where you used to work.**

By Emilie Duck

These feelings of missing out are only compounded by the stressors of life in the job market. The stress of sending out applications without knowing what the outcome might be, of worrying about financial strain, and of trying to keep the rest of your life in balance while your professional life feels out of control. In the job market, all of the rewards you desire are out there somewhere in your future, and it's up to you to maintain the motivation, the daily scheduling, and the problem-solving attitude required to turn that future into a reality.

### ***But sometimes, you can't.***

Sometimes, you can't write a resume. Sometimes, you can't stand the thought of sitting through another interview and waiting by your phone for yet another week to hear whether or not you got the job.



Sometimes, this attitude sticks around for a weekend. When that's the case, you find yourself ordering pizza, because you certainly aren't doing any dishes (or writing any targeted cover letters, thank you very much). And while you're at it, you're going to binge on Netflix and tell the screen to stop judging you—yes, you are still watching that show, even if you didn't click "next"—while you sit with a pint of ice cream. In case the specifics weren't proof enough, I hear you. I've been there, pajamas and all.

**If you or someone you know is facing a crisis, text to 838255 or call 1-800-273-8255 and press 1 to talk to someone at the Military/Veteran Crisis line.**

*Experiencing job market fatigue is normal. The job market is not a party—there's a reason people are looking to get out of the application madness and into a job.*

***From my seat on the couch (in my pajamas), I'm also here to tell you that there's a real difference between needing to take a time out for a weekend and needing to take time out with a professional.***

Experiencing job market fatigue is normal. The job market is not a party—there's a reason people are looking to get out of the application madness and into a job. Aside from the paycheck, people are looking to get away from the stress and pressures of job applications, resumes, interviews, and follow-up proceedings (and I'm sure you can see why). They want to talk to their loved ones about something other than where they are in the job search, and they'd like to look at their bank accounts without feeling afraid.

But there comes a time when you have to ask yourself if you've moved a step past job market fatigue.

How much time are you spending focusing on the worst case scenario? When something unexpected happens, do you find yourself going down a rabbit hole of what could come next?

Have you noticed moments where you're overwhelmed—when

everything you need to do feels like too much? Do you start to sweat, does your heart rate go up at the thought of what you're going to need to do?

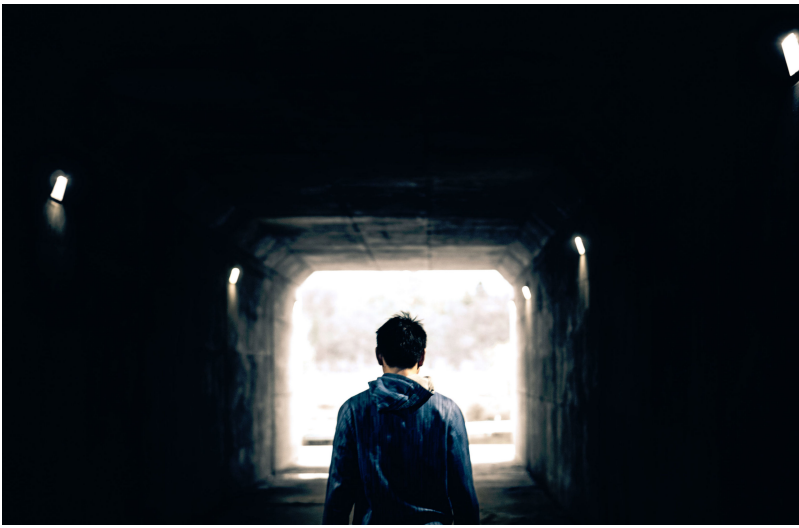
Have you started losing sleep? Can you sleep through the night at all, or do you keep waking up? Do you find yourself staying up until three in the morning, and then dragging through the rest of your day?



When was the last time you really talked to someone you're close to? Not sniping over frustrations, or talking about scheduling for the kids, or listening to them talk about something that matters to them. Do you want to talk, but you can't quite find the words? Or do you not have the energy and motivation to care about getting the words out at all?

(continued on the next page)





Do you feel a knot in your stomach that won't go away? Are you sick more often than usual? Do you have ulcers, or a recent rise in your blood pressure? Headaches for days? Has someone asked you if you're okay? And if they did, would you be truthful if you answered "yes," or would you feel like some part of your daily

life is being impaired by the situation that you're in?

If you've answered "yes" to any or all of these questions, you are not alone.

If you have answered "yes" to any or all of these questions, it may be time to talk to a counselor, therapist, or doctor.

Talking to a health professional is not a practice reserved for the mentally ill, or for those who don't have enough friends and family to listen to their struggles. The stress of a difficult transition (employment or otherwise) can cause physical and mental distress that will only go away if you talk about it with someone who can help you to come up with a plan that will meet your needs—needs that yoga, a balanced diet, running, and trying to sleep aren't healing.

Despite the punchlines you've seen in sitcoms, therapy and counseling don't go on forever. Some clients are able to find the strategies that they need after two or three sessions, while others take a few more. Attending a session with a licensed therapist or counselor isn't the beginning of the end. It's the beginning of finding the strategies you need so that you can sleep, talk to your friends and family, and live the kind of life that brings you joy (as well as a job).

I know how difficult it is to make that call, to even think about finding a therapist in the first place (as though you didn't already have enough to do). But this is one of those calls that will end up helping you to get through the other items on your to-do list without feeling like you're slogging through mud.

If you have a general practitioner, you can start there—ask for a recommendation or a referral. If you'd rather find a therapist, counselor, or mental health professional on your own, try the Psychology Today website;

they have a database of licensed practitioners. Insurance will cover many of the services offered (though you should always check to be sure), and some practitioners offer a sliding payment scale depending on your circumstances.

When you do find someone you want to try, remember that you have a say in who you talk to—you don't have to commit to the first person you try out. If you don't feel comfortable with the first professional you talk to, you're supposed to try again with someone else.

I don't enjoy asking for help. As a general rule, I'm known to do just about anything to avoid asking for something (especially if I feel like I should be able to do it myself). But if you're experiencing this kind of stress and these habit shifts, it's not a matter of asking for something you should be able to do on your own. What you're asking for are the tools to be able to be yourself again in a situation that is out of your control—tools that will help you to be even more resilient and prepared in the future.



## **IBM I2 ANALYST'S NOTEBOOK TRAINING & CASY VETERAN JOB PLACEMENT ASSISTANCE**

### **Why obtain IBM certification?**

Businesses are working to identify where their needs align with veteran skill sets.

One of those areas of promise is Data Analytics. Industry experts predict that businesses will need to hire 190,000 data analysts by the year 2018. Qualified candidates are currently in short supply. The credentials new hires will need align well with a certification exam which IBM recently developed for i2® Analyst's Notebook® software.

**11-15 September  
Houston, Texas**

**18-22 September  
Columbia, Missouri**







By: Amy Rossi

# CASY, IBM, & Dutch

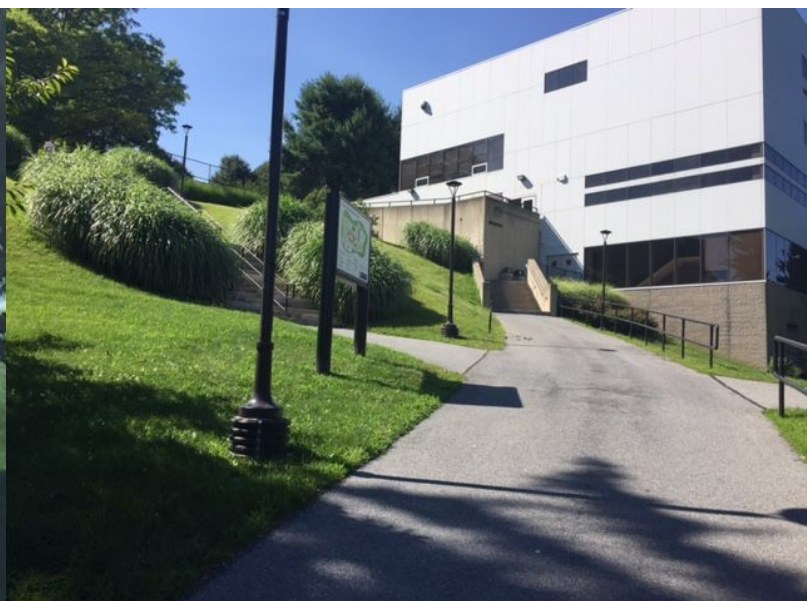
## Bring i2 Analyst

**On July 19, 2017, Director of Training & Communications, Amy Rossi attended a press conference at Dutchess Community College in Poughkeepsie, NY to speak to the new class of IBM i2 students.**

Building on IBM's commitment to hire 2,000 veterans in the US over the next 4 years, leaders from IBM, Dutchess Community College, and Corporate America Supports You (CASY) joined forces on the community college campus.

***The efforts resulted in all 10 students passing the exam to become certified in the use of IBM software (i2)*** widely used by law enforcement, cybersecurity, and national security agencies. Commercial banking and insurance companies also use the software to investigate fraud or other criminal activity.

CASY will work with each of the students to help them pursue new career opportunities.



# Mass Community College

## Training to Poughkeepsie, NY



The training, now in its third year, is part of a Veterans initiative launched by IBM and CASY to help local veterans translate their military experience into high-skilled jobs. The Veteran Employment Accelerator Grant program will provide returning service members with hands-on training, certification, and job placement assistance in the fast-growing tech sector.

A widening gap exists between available, qualified, cybersecurity professionals and unfilled positions. This gap is expected to reach 1.8 million by 2022. Programs designed to build in-demand technology skills are needed to prepare veterans for “new collar” careers — skilled positions, such as data and cybersecurity analysts, positions that require specific skills but not a traditional education.

“IBM’s commitment to helping veterans transition to civilian life will help combat unemployment in the military community,” said Amy Rossi, CASY Co-Founder and Director. “Veterans receive training directly linked to in-demand, skilled jobs. This program supports CASY’s mission, in partnership with IBM to ensure our returning soldiers are career ready.”



The Veterans Employment Initiative is part of IBM’s philanthropic Impact Grants that arm non-profits, government and education institutions with effective tools, skills, and expertise to strengthen their infrastructure, build leadership, and better serve their communities.



# The Good, The Bad, and The Funny

**Just like you and yours, much of our team, made up of military spouses and Veterans, are on the move this summer. We remember the good, the bad, and the funny of our military moves.**

In October 2013, we moved from California to North Carolina. Once we made the long haul from the west coast to the east coast, we learned it would take a month to secure a house. We lived in the hotel for a week, then had to move to beach rentals for a week during thanksgiving (which was nice), then move back to the hotel and move back to beach rentals.



After a month of back and forth, we finally got the call to accept a house. To top it all off, once my husband checked in, he went to the field for three weeks so I was managing it all. It was tough, but made me stronger and I know now that I can handle anything that is thrown at me. You've just got to love the ups and downs of the

military life and learn how to go with the flow, make new friends and laugh to keep it all together.

~Jenna

The moving company told my husband to make sure all appliances were unplugged and ready to go. The moving company placed a code "status unknown" (or something to that effect) on clothes dryer. Clothes dryer is broken in transit. Moving company does not replace dryer because the status was "unknown." Sigh.

~Jamie





From Okinawa to North Carolina. Three kids, two under two. Hotel room for 30 Days...Enough said.

~Lakesha

My husband retired after serving as an Infantryman for 20 years. We knew that an adventure was awaiting, and looked forward to the next chapter; however, we

were nervous because it truly was the unknown. We spent so many years part of a community that understood and embraced our joys, our sorrows, and our hardships.

Our move and drive to Oregon started out on the same day as his retirement ceremony. I recall not sleeping the night before, only to listen to the jets overhead, and artillery in the distance; as this sound was soothing to me and my baby. I recall only the surroundings from his ceremony. I wanted to memorize every tank, every Marine, every part of the amazing community I had called home/family. I knew that in this new chapter, I would not miss deployments, not miss duty, not miss being away for holidays/birthday/milestones. I would miss the structure, the honor, the respect, and the feel of pride I always felt.

I remember backing the car out of our house on base, the house we brought our daughter home to, and knowing that life had forever changed and we were going to as well. It was a relief knowing that my husband made it through countless deployments and came home alive, but I also knew we were facing a new battle ahead. War time took a toll on him over 20 years, and he now had a terminal lung disease from war, that we have to battle. I prayed as I drove through the front gate for God to give us

strength to endure and conquer this next new chapter in our lives. I truly do miss it every single day, but am so happy to be where we now are today.

~Angela





# CASY & MSCCN

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