



Featured Profile: Jon Perkins

- Director of Supply Chain & Logistics
- Stood up \$71M Supply Chain Department
- Former U.S. Naval Officer,
- United States Naval Academy
- Nashville Metropolitan

VETS HIRED

EMPLOYMENT GUIDE

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December 15, 2022

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Virtual Event:
3pm- 6pm**

**Some companies
have made a
commitment to
hiring on
the spot!**



ARE MANUFACTURING JOBS COMING BACK TO AMERICA

The manufacturing industry is one of the highest-paying industries in America. If you are planning a career in manufacturing, then you must understand that companies need people with special skills, and veterans are not left behind. If a veteran can get hands-on experience in his or her area of expertise like mechanics or electronics, they can easily land a job in the manufacturing unit without any further training. The sector has been suffering from a decline in demand for goods over the last few years due to a number of factors including changing consumer preferences and globalization. These factors have led to an unemployment rate of 9.7% among veterans who are looking for work in this area according to data from the Bureau of Labor Statistics (BLS).

As an entry-level employee, you could be earning between \$15-\$19 per hour; this number increases as your experience level increases and/or if you have specialized training or certifications. With so much demand for skilled workers in this field, there is no shortage of candidates qualified for entry-level positions at companies across all industries—including manufacturing plants!

There is no doubt that manufacturing is one of America's strongest industries today with many companies thriving due to their ability to create high-quality products while keeping costs low enough so as not only to remain competitive but also able to provide jobs for future generations who may want those same types of careers someday!

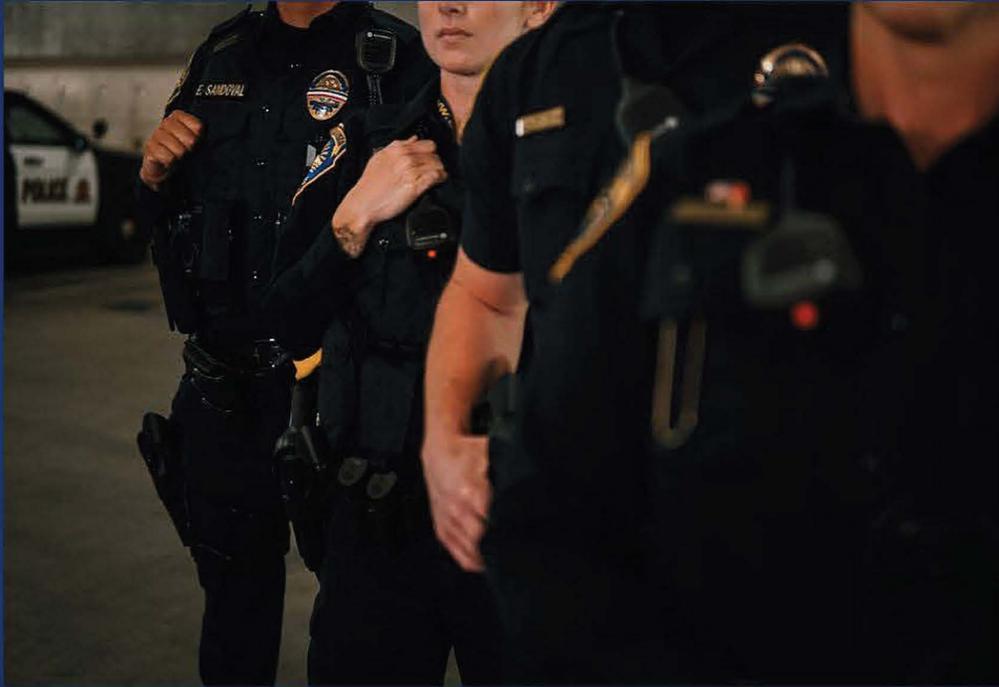
Veterans are given preference over civilians because they have already served their country, and it's expected that they will serve it again when necessary.

Veterans have a good chance of landing a job in this sector because there are many companies looking for employees who have served their country and now want to contribute back through volunteerism or active service as part of their duty. Fortunately, there are organizations like the Wounded Warrior Project (WWP) and the US Chamber of Commerce which help connect veterans with opportunities that will help them get over their past experiences and better themselves as individuals moving forward.

The number of manufacturing jobs has been on the rise since 2010 and is expected to increase by 7% by 2026, according to the Bureau of Labor Statistics (BLS).



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Job Seeker of the Month



Jon Perkins, MBA, LSSBB

LinkedIn Profile:

<https://www.linkedin.com/in/jonperkins97>

I am located in the Greater Nashville, TN area. After moving 10 total times in my life, I desire to keep my family rooted and 'based' and not relocate for a job; however, I am fully aware that travel increases with this type of role. I am able to travel up to approximately 50% total (i.e. 12 to 15 days per month). If there are urgent issues to be handled, the need to travel comes with the need for the business and will get where the issue is to keep the process moving.

What do I want to be when I grow up?

I strive to become senior Supply Chain/Operations Leader that instills and utilizes a Continuous Improvement culture to be better than the previous hour, shift, and/or work day every day.

Workplace Experiences:

- 25 years of servant leadership as a military officer, within multiple Fortune 40 organizations and Start-Up Pharmaceutical Manufacturer**
- A Certified Lean and Six Sigma Black Belt with a process improvement urgency**
- A continuous learner, coach, and advocate for Voice of the Employee (VOE) and Voice of the Customer (VOC)**
- Led up to 350+ direct and indirect employees at one time**
- Designed and built revenue generating service offerings and led transformations and optimizations of existing supply chain networks and processes adding \$100M in profit at Fortune 40 organizations (Dell, Cardinal Health, Express Scripts, and Hospital Corporation of America).**
- Built the full Supply Chain Department at start up manufacturer Civica Rx; built \$71M P&L department responsible for Supplier/Vendor management, forecasting, demand planning, procurement/purchasing, through delivery of orders to customers managing our 3PL provider. Supported \$110M in sales per month after 2.5 years.**
- Eagle Scout and first person in my family to attend a 4-year college (United States Naval Academy) or earn a Masters' Degree (MBA from University of Tennessee at Knoxville).**



Why should someone offer me a job?

I can add value to any organization immediately through my process oriented mind, my years of experience moving to different roles, internally and externally, exercising transferrable skills while learning new processes and perspectives on how to operate a business, use of my 25 years of applicable direct and indirect leadership capabilities--led Sailors, Marines, Soldiers, and Airmen; led front-line manufacturing and pick-pack-ship civilian employees; led senior Military Officers and company employees across multiple industries organizations.

I have the ability to immerse myself in the operation and learn the process, learn the people, and understand the levers that can be moved to improve. ENGAGE the employee and the process to know the issues and successes across the entire value stream.

I fully understand that the customer has the answer to a business being successful and the only way to engage and know what customers want is to ask, engage, and create a culture that enables creativity and innovation...not just internally, but during the conversation with Customers (internally and externally). I am cross-functional and collaborative--ALL initiatives impact the entire value stream of processes. To ensure that the entire value stream is ok with the impact of an improvement, buy in, and cooperation in the effort allows for the best solution.

What is the biggest thing you took away from serving in the military?

What true Teamwork and Camaraderie looks like, leadership flexibility--any person or situation, operating in ANY duty or task, and ownership/accountability. These traits are essential to ensuring success in ANY organization.

Do you give back to the community or volunteer your time?:

I am currently a board member at Nurture the Next in Nashville. Nurture the Next's mission is to create a future for children and families filled with promise and prosperity. We strive to see ALL children in Tennessee thrive in safe, stable, and nurturing families and communities.

I serve as a coach and mentor for a High School program I helped create 30 years ago--Minority Achievement Committee (MAC) Scholars. The goal is to see African-American males support each other in, and outside of, the classroom. To support these young men become better citizens and more productive in our society. Provide an example to these young men that it is ok to do well in school and go to college and be somebody.

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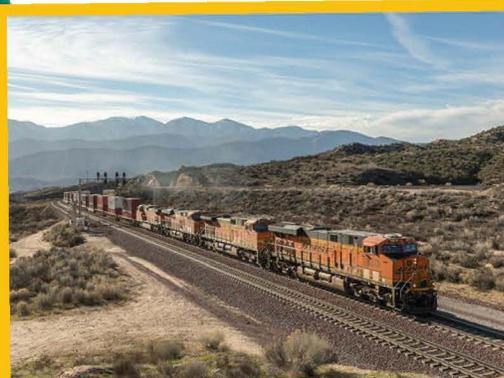
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- 5. Electrician Diesel Engine 1**

We have over 120 positions across 28 states from Illinois to California.

Each position has a different qualification but for our EFLS program we're looking for service members and veterans with leadership experience.





A Guide to Hiring Veterans

If you have a business and are looking to hire, you should consider tapping into the veteran talent pool to find talent that could benefit your business greatly. Post your job listings on [Vets Hired](#) to find the best candidates!

PREPARATORY STEPS

Before considering bringing a new employee into the fold, you need to think about the type of business structure you want to go with. Once you've decided on this, other preliminary steps to take care of to ensure your business is on the right path include applying for an Employer Identification Number (or EIN).

Having an EIN is critical for many purposes, such as allowing you to open up a business bank account as well as enabling you to file your payroll taxes much more easily throughout the year or as and when required by the IRS.

If your business is an LLC, applying for an EIN is a much simpler task as it is included in the services offered by a formation service when they file your business on your behalf.

WHY HIRE VETERANS?

If you have looked and looked and haven't been able to source the talent you need for your business, then hiring a veteran may just be the next logical step for you at this stage. Veterans are often highly experienced individuals in their own right, with a lot of transferable talents they can bring to the table.

You're also far more likely to find a leader in the veteran talent pool if you are looking for quality candidates to help manage your business in the future.

FINDING WHO YOU NEED

Veterans usually have a specific skill set; the key is finding how these skills can be applied to your business. Once you've got a clear idea of the type of skill set you need, you can start narrowing down your options regarding talents and experience that will suit the vacancy in question.

WHERE TO FIND A SUITABLE CANDIDATE?

You might not necessarily find an ex-veteran on your typical job boards. Instead, you may have to extend your search to look at job board sites specifically for veterans seeking access to commercial jobs.

Also, you can search for veteran related terms on the internet to source sites that may assist you in the hiring process, such as VA for vets and military.com. Alternatively, you can advertise your job posting on sites specifically catered to helping veterans source work, such as the National Veterans Foundation and the Hire Veterans website.



Are you an active or passive job seeker within the Supply Chain and Logistics Industry?

Email your military and professional photo, bio and resume for immediate consideration of being featured on the cover of
Vets Hired Employment Guide

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• CIAT Overview Brochure & Career-Readiness Methodology CIAT has a unique approach to earning a four year degree and has been recognized in our award-winning Cybersecurity Bachelor's Degree. Students are prepared to earn industry-recognized certifications including CompTIA ITF+, Network+, Security+, Amazon Web Services, Microsoft Azure, Linux+, and more.

Students have the opportunity to earn up to 16 industry certifications – we cover all the certification costs with unlimited attempts on most exams. We have found that the most efficient way to help students build IT careers is to help them get certified, immediately opening up new opportunities with employment. Below are some of our degree options.

- Applied Bachelor's Degree in Software Development**
- Applied Bachelor's Degree in Data Analytics**
- Applied Bachelor's Degree in Cybersecurity**

<https://www.ciat.edu/resources/>



Screen potential candidates.

Once you find a few suitable candidates for the role, you may need to do some further screening to decipher whether what they are looking for meets your requirements and vice versa.

Incentives for hiring veterans.

Apart from gaining access to incredible talent, you can also benefit from certain incentives when hiring veterans.

One of these is a tax break known as the Work Opportunity Tax Credit. Other benefits include training subsidies and salary reimbursements.

How to make your workplace more accommodating.

Once you've found your ideal hire, you may need to make certain adjustments to your hiring and work policy to allow for flexible and remote work, as well as provide access to counseling and training programs to employees who may need this.

Other things you can do to ensure that the communication process is more streamlined can include creating a handbook for employees to refer back to if they need a refresher on company policies.

This is where using a PDF conversion tool can come in handy if your PDF handbook has many pages that require edits from time to time.

With this tool, you can convert your PDF document into Word format and make the necessary changes more easily than if you were to edit the PDF documents themselves. Once done with the edits, all you need to do is save it back into PDF format and go from there.

These are just a few of the steps you may want to consider if hiring a veteran has sparked your interest. Furthermore, it may end up being one of the best decisions you ever made simply because you chose to look outside the conventional hiring process.

Contributing writer:
Lexie Dy



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MAKING A SUCCESSFUL TRANSITION FROM ACTIVE DUTY TO CIVILIAN LIFE

When you transition from the military to civilian life, there are many challenges that you will face. One of those challenges is finding employment. There are many jobs available in the civilian sector, but they can be difficult to find because of your military experience and training. If you want to succeed at finding a job after leaving active-duty military service, here are some tips on how best to approach this process:

Plan Your Transition

If you're planning to transition, there are some things you should know before you begin. The time frame for your transition is important in determining how much planning is needed. For example, if someone plans on leaving the military within six months of graduating from college and want to work as a teacher in their new state, then they don't need to worry about getting any certifications or licenses when they get there because no one will care whether or not they have them by then.

However, if someone wants to move across the country with their spouse and kids so that his/her job offers better pay (or simply because he/she loves living in Los Angeles), then he/she probably needs more time than six months until his/her old paycheck stops coming in each month—and maybe even longer since many companies offer bonuses after being employed for at least one year.

Do Your Research

When you're looking to transition from military to civilian life, it's important to do your research. There are many resources available in the community that can help you find employment and settle into a new career.

Local Resources:

The most obvious place for this information is online—and there are some great tools out there for finding jobs! If you're not sure where to start, try searching "military job search" on Google or LinkedIn. You'll have access to thousands of listings, including those from local companies that hire veterans every day.

Local Job Market:

Another place where you can get this kind of information is through networking events like networking parties or meetups organized by military communities (like ours). These events give veterans an opportunity not only to learn more about their new careers but also to make connections with other people who might be able to help them get started on their journey.

Community Resources:

Finally, local organizations dedicated specifically toward helping transitioning service members succeed after leaving active duty include Veterans' Employment Center (VEC), Military OneSource's Transition Assistance Program (TAP), US Department of Defense Transition Assistance Program (DOD TAP), etc., so contact these groups directly if necessary, before going anywhere else!

Network, network, network

Networking is a skill that can be learned and applied to your career. You don't need to be at the same level of success as someone who has already been successful with networking, but you do want to begin learning how it works and how you can use it in order to advance your own career.

Networking is not just about getting a job; it's also about building relationships with people who can help you in your career. In fact, some studies show that employees who network more often are more likely to find jobs than those who don't network at all! The key here is determining what type of networking will work best for YOU—whether it's attending events or going out on informational interviews (IIs).

The best way to ensure that you're successful in your transition is by learning about how social media networking works, how it can be used as part of your resume and LinkedIn profile, and what tools you need in order to post on LinkedIn effectively.

Demonstrate your skills with a resume and LinkedIn profile

- Have a resume.
- Use LinkedIn to find job opportunities, or search for veterans-friendly employers who are hiring.

SAN DIEGO COUNTY PROBATION DEPARTMENT

<https://www.governmentjobs.com>

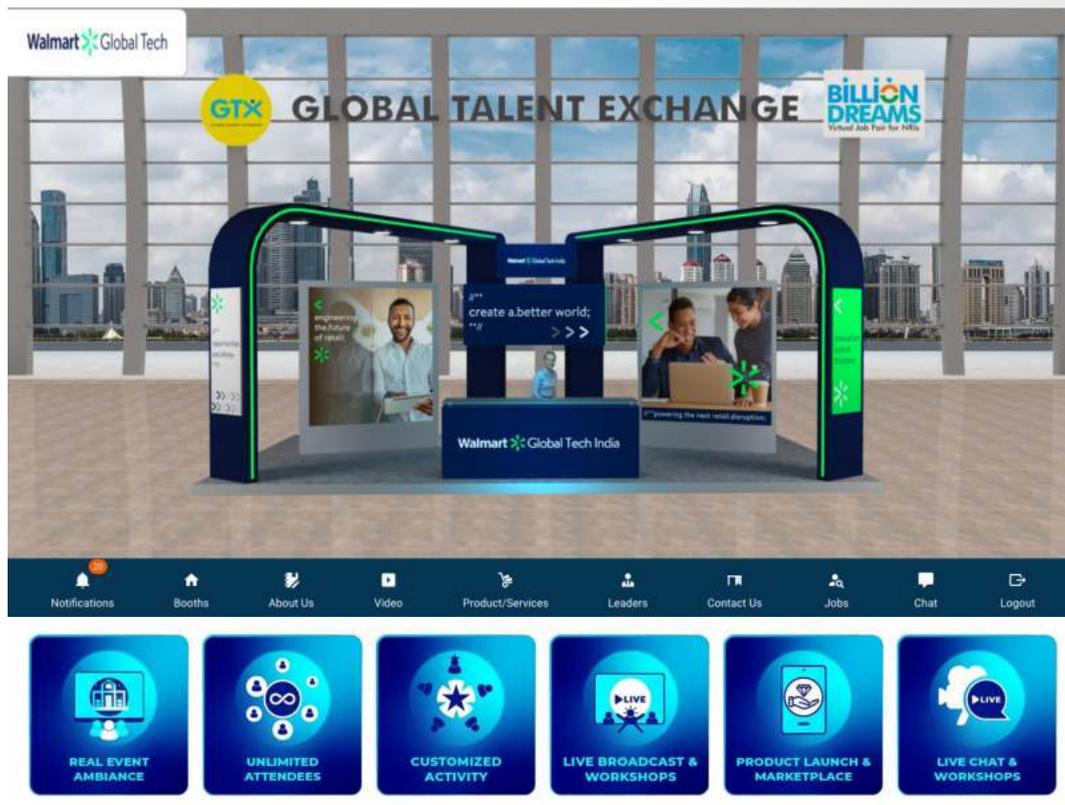


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- MAIL PROCESSING TECHNICIAN \$36,857.60 - \$45,281.60 Annually
- MAIL PROCESSOR \$35,048.00 - \$43,035.20 Annually
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CAREER OPTIONS FOR FORMER MILITARY MEMBERS

The US Department of Veteran Affairs is a federal agency that provides health care and benefits to those who have been honorably discharged from the military. The VA provides benefits to veterans through its healthcare system, employment services, education program, and vocational rehabilitation efforts.

If you've served in the military, you may have been hit with a large degree of uncertainty. You might not know where to go next, or what your next career step should be. Just like many civilians who don't serve in the armed forces, however, it's possible to find a job that works for your interests and skills without having to go through the tough process of transitioning from active duty. Whether you're looking for a new career path or just something different to do with this time in your life, here are some options the following careers are likely to be in high demand in 2022:

CYBERSECURITY

This is one of the fastest-growing fields in the U.S., and there are plenty of opportunities for veterans to learn new skills while working toward a degree or certification program at a community college or university.

LOGISTICS AND SUPPLY CHAIN MANAGEMENT

This field has experienced steady growth over recent years, which means it's an excellent choice for people who want something more stable than cyber security but don't necessarily want to take on full-time jobs with benefits or retirement plans (and may need flexible hours).

Civil engineering/road design/construction management/environmental remediation services (engineering). These occupations require you to work with other people on projects that benefit society as a whole—and often involve building things like roads or bridges!

CAREERS IN CYBERSECURITY

Cybersecurity is a growing field and the demand for cybersecurity skills is expected to increase. According to the Bureau of Labor Statistics, the median salary for cybersecurity jobs was \$100,770 as of May 2019. The BLS also reports that there were over 236,000 cybersecurity job openings in 2018 alone!

This means there are plenty of opportunities for former military members looking to enter this industry. In addition to enjoying great benefits such as paid vacation time and health insurance coverage, many companies offer tuition reimbursement programs that can help you further your education so that you can land an even better position than what you have now or even start your own business down the road.

CAREERS IN LOGISTICS AND SUPPLY CHAIN MANAGEMENT

Logistics and supply chain management is the process of moving goods from one location to another. Logistics jobs are growing in popularity because they require employees to think critically, make decisions quickly, and solve problems daily.

To be successful at logistics work, you'll need strong analytical skills that allow you to analyze data and make decisions based on that information. You'll also need computer skills (especially if you want to do more complex things), patience (because sometimes it takes longer than expected), teamwork skills (you probably won't be working alone), high energy levels (you'll need them during long days spent traveling around the country or world), attention to detail (since there's no room for mistakes when working with large amounts of products).

CAREERS IN CIVIL ENGINEERING

Civil engineers are responsible for designing, building, and maintaining structures that ensure the safety of people and property. The career options in civil engineering include: Civil Engineering Technicians (CETs) work with structural engineers to inspect and maintain buildings. They may also be involved in construction projects or maintenance tasks.



Defense industry jobs can be very lucrative

The defense industry is a large and diverse industry that provides products and services to the United States Department of Defense (DoD). The DoD estimates that there are over 300,000 people employed in the US defense industry, working in more than 500 companies and organizations. These businesses range from small firms that specialize in research and development or contract manufacturing, to Fortune 100 corporations that produce everything from aircraft carriers to submarines. The defense industry is a very lucrative field for former military members in the USA. It provides the best career opportunities with high salaries and excellent benefits.

Veteran Employees and Defense Industry Jobs. As a veteran, you may have many skills that are sought after by employers. You're familiar with the military's values and mission, which makes it easier to work with others in an environment where your colleagues are also veterans. Your work ethic is strong, as well as your sense of teamwork and communication skills.

You also have good problem-solving abilities that come from having been trained in leadership roles under stressful conditions (i.e., combat). This means that when faced with a difficult situation or challenge at work or school—such as dealing with budget cuts due to government austerity measures—you know how to find solutions quickly so that everyone stays focused on the task at hand rather than feeling overwhelmed by stressors such as money troubles affecting their livelihoods!

Finally, there's nothing wrong with being able to be paid based on performance either because this allows employees who perform well during tough times to earn more money than those who do not perform up until then--making them feel even better about doing their jobs well."

Top Companies



Boeing Co. (Boeing)

Boeing is an American multinational corporation that designs, manufactures, and sells airplanes, rotorcraft, rockets, and missiles worldwide. It was founded in 1916 by William E. Boeing with his brothers Orville and Fredrick. Boeing has more than 120,000 employees around the world. With a net income of \$32 billion in 2015, it is one of the largest global aircraft manufacturers.

LOCKHEED MARTIN



Lockheed Martin

Lockheed Martin is the largest defense contractor in the world, with over 100,000 employees worldwide. Located in Bethesda, Maryland, their headquarters are also located there. The company has been around for over 60 years and was founded by Allan Van Kaufmann Jr., who wanted to create a company that would be able to compete with Boeing (which he thought would be its main competitor). Lockheed Martin's main focus is on weapons systems such as F-35 fighter jets; however, they also make tanks and ships for military use as well as drones for surveillance purposes.



Raytheon

Raytheon is a global security company that delivers solutions to customers in more than 80 countries. With more than 100,000 employees, Raytheon is one of the largest employers in the United States. The company's products and services include radar systems; missile systems; cybersecurity technologies; command, control, communications, and intelligence (C4I); sensor systems; battle management command and control platforms; electronic warfare capabilities; air traffic management solutions and services as well as homeland security solutions across government agencies at all levels throughout North America & Europe.

GENERAL DYNAMICS

General Dynamics

General Dynamics is a global aerospace and defense technology company. It employs more than 65,000 people worldwide with 11,000 in the United States alone. General Dynamics was founded in 1915 as American Marmon & Company by William A. White, who had been president of the National Cash Register Company since 1901. In 1936 it merged with Curtis-Wright Corporation to form Curtiss-Wright Corporation; then in 1950, it merged with Chance Vought Aircraft Corporation to form what is now known as Boeing Commercial Airplanes Inc., which later became known as The Boeing Company (BC). General Dynamics has many different divisions including Land Systems Division (LSD), Mission Systems & Sensors Division (MSSD), and Space & Intelligence Systems Division (SIDS).

NORTHROP GRUMMAN

Northrop Grumman

Northrop Grumman is one of the largest defense contractors in the world, and it's headquartered in West Falls Church, Virginia. The company has offices and operations around the globe. Northrop Grumman produces many different types of aircraft like drones, fighter jets, and bombers for both military and commercial purposes (such as passenger planes). With such a wide range of products on offer, it's no wonder that the company has an impressive reputation for producing high-quality products at affordable prices! BAE Systems Inc.





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SEEKING A CAREER IN THE SUPPLY CHAIN AND LOGISTICS INDUSTRY

The supply chain and logistics industry are one of the fastest-growing industries in the United States. This is because many companies need to ship goods from one place to another, which requires good planning and execution by an efficient team.

To encourage veterans to seek employment in the logistics sector, one of the largest logistics companies i.e. Schneider has taken an initiative and launched a Scholarship program for military veterans, their spouses, and children. Since the year 2008, more than \$2 million has been awarded to over 800 Logistics Management & Engineering students through this program.

Jobs for veterans in the supply chain industry according to data from The Department of Veterans Affairs and Bureau of Labor Statistics are supply chain management positions which are one of the fast-growing industries with over 126,000 jobs available for veterans.

And when you consider that there are currently more than 200,000 veterans working in America's manufacturing sector—and many more who have been out of work for years after returning home from service—you can see why there's such a demand for job opportunities within this field.

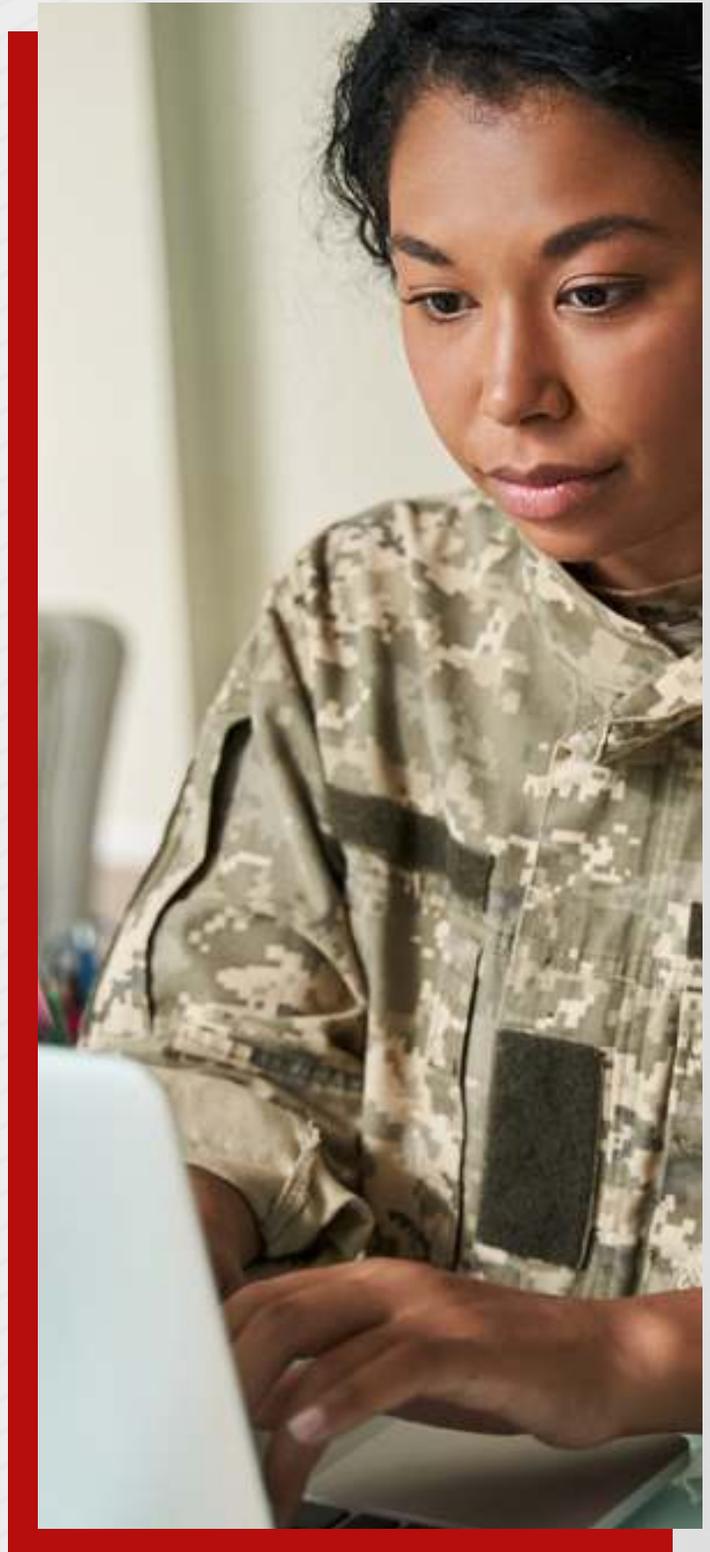
Essential skills required in the supply chain industry include strong communication skills, good analytical skills, decision-making and problem-solving abilities are essential for success in this industry. In addition, strong time management skills, teamwork, and leadership abilities are essential. Certificate courses on logistics: These courses cover topics like warehouse management systems, inventory control systems, etc., which help them understand how best practices can be applied to enhance productivity within organizations regardless of size or industry segmentation.



**Vets Hired Direct
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Page 31

Best Cities for Veterans Seeking Employment in Supply Chain and Logistics Industry

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As a veteran in this field, you can feel confident that you will be able to find employment because there are many opportunities out there. Supply Chain Management is an exciting and rewarding career choice that allows you to work in a fast-paced environment where your skills will be put to use immediately while also offering flexible hours so that you can manage your personal life as well as work-life balance needs (i.e., spouse/family).

Atlanta, GA

The logistics and supply chain industry is booming in Atlanta. Many employers have opened up offices in the city to take advantage of its growing economy and talented workforce. Atlanta, Georgia is the capital of Georgia and the most populous city in the U.S. state of Georgia. Atlanta is the cultural and economic center of the Atlanta metropolitan area, home to 5.8 million people and the ninth largest metropolitan area in the United States.

Houston, TX

The Houston region has a large number of logistics companies that employ veterans as well as other job seekers. This makes it one of the best places for veterans to find employment if they want an opportunity with a company that can help them grow their careers or advance their skillset through training programs offered by these organizations. The fourth-largest city in the United States and the largest in Texas, Houston has a diverse economy with a strong energy sector. As such, it's an excellent place to work if you want to be part of a large group of people who understand how the supply chain works. The Port of Houston is one of the busiest ports in the world—it handles about 20% of U.S.-bound container traffic each year—and there are many opportunities for career growth within this industry as well as other related industries such as logistics or transportation management (which include both trucking companies).

Dallas, TX

Dallas is the fifth largest city in the United States and has a population of 1.3 million people. The area was first settled by American Indians, who called it 'Das-Ha', which means "A Place Where We Go Hunting". Today, Dallas is known as one of America's most diverse cities with more than 300 languages spoken by its residents.

Dallas/Fort Worth Metroplex Area

This area includes two main cities: Dallas-Fort Worth (DFW) and Arlington/Arlington Heights (AAH). Both DFW and AAH have strong markets for transportation jobs within their respective regions; however, each city is unique in terms of what type of work opportunities are available there so it's important for anyone looking into relocation options when deciding where they want to go may want to consider either option instead before making any final decisions about where exactly this career path would take him/her after graduation day comes around next summertime!

The Dallas Metropolitan Statistical Area (MSA)

Includes twelve counties including Collin County and Rockwall County as well as smaller communities like Plano and Carrollton that make up this urban center. It's also home to many large corporations like ExxonMobil Corp., Southwest Airlines Company Inc., Texas Instruments Incorporated, and Ameriprise Financial Services Incorporated among others so plenty is going on here!

San Diego, CA

San Diego is a great place to live, work, and play. It's one of the top cities in the country for veterans and has a large veteran population that makes it an ideal place for supply chain and logistics professionals to find employment.

San Diego is home to many military bases, including Miramar Marine Corps Air Station (MCAS), Camp Pendleton Marine Corp Base (MCCP), and Naval Base San Diego (NBSD). Many other employers in this industry rely on these bases as part of their operations — from defense contractors like Northrop Grumman Corporation or Lockheed Martin Corporation; to healthcare providers such as Scripps Clinic La Jolla; or even financial institutions such as Wells Fargo Bank – all have a significant presence here in Southern California where they can benefit from having access to talented veterans who have recently served our country abroad.

There are sample opportunities for ex-military professionals in Supply Chain & Logistics industry. You can get started by taking up a certificate course as per your interest and expertise. There are ample opportunities for ex-military professionals in Supply Chain & Logistics industry. You can get started by taking up a certificate course as per your interest and expertise.

The list of certificate courses available in the supply chain and logistics industry is given below:

Certificate Courses on Supply Chain

These courses cover topics like statistics, operations research, inventory management, etc. These courses have an objective to provide the knowledge needed by the students to become proficient in applying concepts learned during their undergraduate program or Master's degree program (if applicable).

Certificate Courses on Logistics

These courses cover topics like warehouse management systems, inventory control systems, etc., which help them understand how best practices can be applied to enhance productivity within organizations regardless of size or industry segmentation.

If you are an ex-military serviceman or woman who is looking for a career in the supply chain and logistics industry, then you have come to the right place. The job market in this industry is growing fast and there are ample opportunities for veterans to get started. You can start your career by taking up a certificate course as per your interest and expertise.

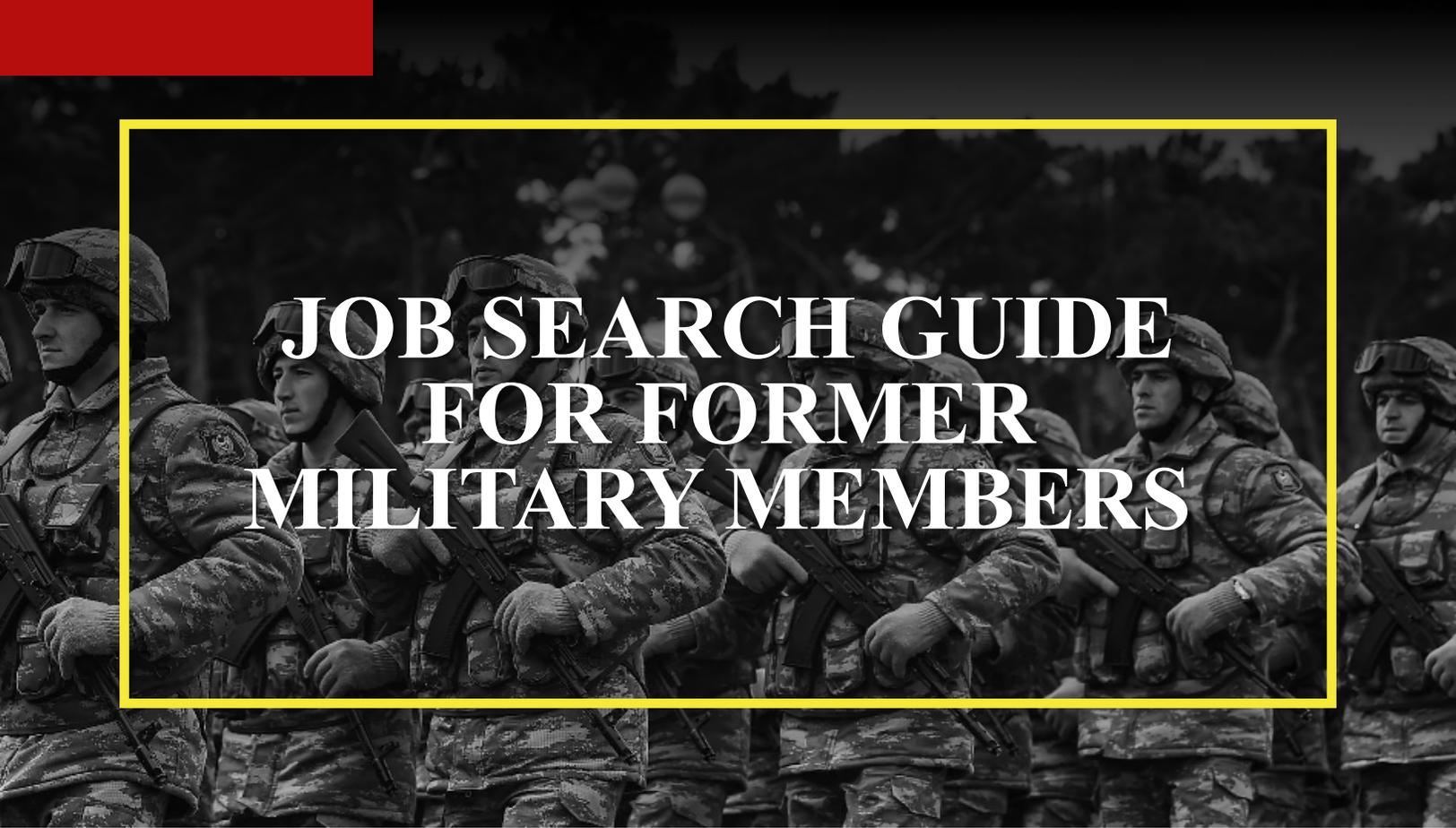
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JOB SEARCH GUIDE FOR FORMER MILITARY MEMBERS

It's not always easy to get a job after coming out of the army but there are many resources available that can help. Here are some tips on how to get started:

- **Start with a job search.**
- **Research job openings that match your skill set and experience, then apply for those jobs.**
- **Follow up on your application by sending thank you emails and follow-up calls to the hiring manager if possible. It's important to let people know what they can expect from you as soon as possible so you don't get left behind in the new position of employment!**

Prepare yourself for the interview process by asking questions like:

"What do I need to know before an interview?" or "How long will it take me?" These types of questions help put candidates at ease during their first encounter with employers who may have little prior knowledge about military personnel transitioning back into civilian life after serving overseas tours (or even one tour). They also show how eager candidates are about wanting this opportunity—which makes them more attractive candidates than those who expect everything handed down from above without ever having worked hard themselves first!

Things you need to know:

The transition from a military to a civilian career can be challenging because it's different from what you've been used to in the past. You'll have to learn new skills, work with different people and face challenges that may not have been present before your time on active duty. However, there are ways that former servicemen and women can make this transition easier by using their skills as part of new jobs or business opportunities as well as networking with other veterans who have done so successfully before them!

There are many federal government positions available at all levels including state agencies (such as state police departments), county sheriff departments, etc...There are also many private sector companies willing to provide employment opportunities within those same industries such as banking institutions where they offer excellent benefits packages along with great paychecks based upon experience level achieved during employment tenure periods spent working within these areas instead!



MILITARY JOB SEARCH WEBSITES

There are a number of military job search websites that you can use to help with your job search. The following three sites are some of the most popular:

- **Vets Hired**
- **Careerjet**
- **Monster**
- **Indeed**

The best way to find a job after coming out of the military is through online job search sites like LinkedIn or Monster. These websites have thousands of jobs available, so you should be able to find one that suits your skill set and location fairly easily. You could also try using Google's advanced search options (advanced queries), which will help you narrow down your choices even further by showing related queries such as "military leaders" or "military careers."

The transition from military to civilian career. You are now a civilian and have a lot of experience. You need to find a job that will be a good fit for you, but it can be difficult to figure out how to do this when you don't know what type of career path you want or what skills are needed by employers.

The first step in transitioning from military service is planning ahead so that you can ensure success when applying for jobs and interviewing with companies. To prepare yourself for this process:

- **Research different types of careers available in your area**
- **Identify which industries interest you most (or least)**
- **Determine which skill set makes sense for each role**



FEDERAL JOBS FOR FORMER MILITARY MEMBERS

If you are a former military member and want to get a federal job, there are two main ways:

- The first is through Veterans Affairs (VA). The VA offers three different paths for veterans seeking employment in the federal government.
- The first path is called the "Veteran Preference Program" or VPP. It allows veterans who have served at least 90 days after September 11th, 2001, and were discharged under honorable conditions to apply directly to their state department of labor for jobs within their region of residence.
- The second path is called VETS-ICT/Hire Our Heroes (VETS-ICT/Hire Our Heroes), which provides funding for employers who hire veterans in high-growth occupations across all 50 states. This program is only available if your state has implemented it into its own legislation; however, most states have already done so by now!

You may be surprised by some of the things you will have to do to find a job after leaving the military, but don't let anyone tell you that it's easy. The best way to prepare yourself for this journey is by being honest with yourself about what kind of job fits your skills and experience.

If there are any gaps in your resume, focus on filling them before applying for jobs—and never assume that just because someone says they want veterans on their team means they really do! We hope this information will help make your transition easier!





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- San Diego County
- North County
- Camp Pendleton
- Carlsbad, CA
- Irvine, CA
- Orange County, CA
- Inland Empire, CA
- Temecula, CA
- Riverside, CA
- Los Angeles, CA
- Long Beach, CA
- Oakland, CA
- San Jose, CA
- Torrance, CA
- Fontana, CA
- San Francisco, CA
- Stockton, CA
- Tampa, FL
- Orlando, FL
- Philadelphia PA
- Jacksonville, NC
- Jacksonville, FL
- Dallas
- Tx, Orlando
- FL
- Austin, TX
- Atlanta, GA
- Houston, Tx
- Irvine, Ca
- Phoenix, AZ
- Tucson, AZ

Organizations Include:

- Veterans Administration
- Career Centers
- Educational Institutions and colleges
- LVER Reps.
- DVOP Reps.
- Veteran Organizations
- Faith based Organizations
- Military bases
- Hybrid Veteran Career Fairs attendees
- Virtual Career Fairs attendees
- In-person Veteran Career Fairs attendees
- LinkedIn Military audience of over 17,000
- Face Book
- Applicant Tracking System and Job boards

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