

July /August 2023



MAYOR  
*Farrah N. Khan*



## Farrah N. Khan

Mayor of the City of Irvine, California, one of the fastest growing cities in the nation, home to the best parks in the country, known for being a safe and welcoming place for our families, veterans, outdoor enthusiasts, and more. There's a lot going on in Irvine, and this Mayor stays on top of it all.

# VETS HIRED

EMPLOYMENT GUIDE

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## OVER 154 CURRENT OPENINGS

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- LUEG PROGRAM MANAGER \$106,995.20 - \$227,094.40 Annually
- MAIL PROCESSING TECHNICIAN \$36,857.60 - \$45,281.60 Annually
- MAIL PROCESSOR \$35,048.00 - \$43,035.20 Annually
- MANAGER, PROBATION FISCAL, AND INFORMATION SERVICES \$93,641.60 - \$183,268.80 Annually
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# BUILDING A REWARDING CAREER IN SALES, BUSINESS DEVELOPMENT, AND ACCOUNT MANAGEMENT

A career in sales, business development, and account management offers exciting opportunities for professionals from diverse backgrounds, including veterans, civilians, minorities, and people of color. These roles play a pivotal role in driving business growth, establishing strong client relationships, and achieving revenue targets

## **CAREER OPPORTUNITIES:**

### **Sales Representative:**

Sales representatives are responsible for promoting and selling products or services to potential clients. They may work in various industries, including technology, healthcare, finance, and consumer goods. Sales representatives often work on commission, making their earning potential highly lucrative.

### **Business Development Manager:**

Business development managers focus on identifying new business opportunities, forming strategic partnerships, and expanding the company's market presence. They work closely with sales and marketing teams to drive revenue growth and achieve business objectives.

### **Account Manager:**

Account managers are responsible for nurturing and maintaining relationships with existing clients. They serve as the primary point of contact, addressing client needs, ensuring customer satisfaction, and exploring opportunities for upselling or cross-selling products and services.



# 2023 Military, Civilian, and Diversity Cybersecurity and Sales Professional Career Fair!

**THURSDAY,  
AUGUST 17, 2023  
11am - 1pm**

**VIRTUAL CAREER FAIR  
5pm - 7pm**

## 2023 Military, Civilian, and Diversity, Cybersecurity and Sales Professional Career Fair!

Double Tree by Hilton, Mission Valley , CA 7450 Hazard Center Dr, San Diego, CA 92108

**30+ COMPANIES EXPECTED TO ATTEND!!**

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- Insurance Agencies
- Real Estate
- FinTech
- Solar & Renewable Energy
- Banking
- Staffing
- Medical Devices
- Pharmaceutical
- Ecommerce
- Manufacturing

### A Cybersecurity & Professional Sales Career Fair!

- Cyber security / IT jobs
- Cyber Security Sales Professionals
- Business Development Professionals
- Sales Professionals
- Account Executives
- Account Managers
- Sales Associates
- Sales Directors
- Sales Managers
- Real Estate Agents
- Sales Specialists / Sales Consultants
- Customer Service Representatives
- Prospectors

## A Hybrid Event

**Dress to Impress!**  
We Look forward to a successful event  
and encourage your participation



**Go to go to [www.VetsHired.us](http://www.VetsHired.us) for more details.  
Call 619-277-9099**

## **OPPORTUNITIES FOR VETERANS, CIVILIANS, MINORITIES, AND PEOPLE OF COLOR**

### **Veterans:**

Veterans bring valuable skills to sales, business development, and account management roles, such as leadership, discipline, and adaptability. Many companies actively seek to hire veterans and provide specialized training programs to help them transition into civilian careers successfully.

### **Civilians:**

Civilians with strong communication, negotiation, and relationship-building skills are well-suited for these roles. Companies often look for candidates with a customer-centric approach and a track record of achieving sales targets or business growth.

### **Minorities and People of Color:**

Diversity and inclusion are critical factors in modern workplaces. Many companies prioritize hiring individuals from diverse backgrounds, including minorities and people of color, to foster a culture of inclusion and innovation. Candidates with multilingual skills may have an advantage in reaching diverse customer segments.





## **PAY AND JOB REQUIREMENTS:**

The earning potential in sales, business development, and account management can vary depending on factors such as industry, location, experience, and performance.

### **Sales Representative:**

The pay for sales representatives varies widely depending on the industry and the commission structure. On average, sales representatives earn around \$60,000 to \$80,000 annually. Some entry-level positions may have lower base salaries but offer higher commissions to incentivize performance.

**Requirements:** A high school diploma or equivalent is the minimum requirement for most sales representative roles. However, a bachelor's degree may be preferred, especially in technical industries. Strong communication, persuasion, and negotiation skills are essential.

### **Business Development Manager:**

The salary of business development managers can range from \$70,000 to \$120,000 or more, depending on the size and industry of the company. Many positions also offer performance-based bonuses.

**Requirements:** Business development managers typically need a bachelor's degree in business, marketing, or a related field. They should have a proven track record of successful business development, strong analytical skills, and the ability to identify and capitalize on market opportunities.

### **Account Manager:**

Account managers earn an average salary of \$60,000 to \$90,000 per year, with potential for additional bonuses and incentives based on performance.

**Requirements:** Account managers often require a bachelor's degree in business, marketing, or a related field. Excellent interpersonal skills, customer service experience, and the ability to manage multiple client accounts are essential.



*We Are*

# HIRING

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## STRATEGIES FOR SUCCESS

**Continuous Learning:** Sales and business development are dynamic fields that require ongoing learning and adaptation. Stay updated on industry trends, attend relevant workshops or training programs, and seek mentorship to enhance your skills and knowledge.

**Networking:** Build a strong professional network by attending industry events, joining relevant associations or organizations, and utilizing online platforms like LinkedIn. Networking can lead to valuable connections, mentorship opportunities, and potential job leads.

**Results-Driven Approach:** Success in sales and business development roles often depends on measurable results. Set clear goals, track your progress, and consistently strive to exceed targets. Demonstrating a track record of success can open doors to advancement and higher-level opportunities.

## HOW TO AVAIL CAREER OPPORTUNITIES

**Education and Training:** Obtaining relevant education and training is crucial for success in these roles. Pursue a degree in business, marketing, or a related field, and consider enrolling in sales training programs or workshops to enhance your skills.

**Networking:** Build a strong professional network by attending industry events, joining relevant associations, and connecting with professionals in the field. Networking can lead to job opportunities and mentorship from experienced professionals.

**Job Search Platforms:** Utilize online job search platforms, company websites, and professional networking sites to explore available positions. Tailor your resume and cover letter to highlight relevant skills and experiences.

**Diversity and Inclusion Programs:** Research companies that prioritize diversity and inclusion. These organizations often have specific initiatives and programs to attract and support individuals from diverse backgrounds. Look for employers that value diversity and offer equal opportunities for career growth.



By leveraging their unique experiences and skills, individuals can pursue rewarding careers in sales, business development, and account management while contributing to the growth and success of their organizations.



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- Shift Times Available: 7am - 3:30pm; 3pm-11:30pm; 11pm-7:30am

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EQUAL OPPORTUNITY EMPLOYER



# MAYOR FARRAH N. KHAN



**I have served as Mayor for the City of Irvine since 2020 and was re-elected as Mayor in 2022 to serve my second term. I am the 23rd Mayor of Irvine and the first woman of color elected in the City's history.**

**I grew up in northern California and began my career in the biotech and innovation industry as a regulatory affairs manager focusing on streamlining complex products and international research. My family and I moved to Irvine in 2004, where my two sons have had the privilege of attending Irvine public schools since kindergarten. My husband and I also serve as Legacy Partners with the Irvine Public Schools Foundation.**

**Service has always been a priority in my life. I have volunteered my time as a PTA President, Board Member, and School Site Council for my children's elementary, middle and high schools.**

**I founded a children's group, First Drops that brought parents and children to serve together, feeding the homeless, collecting and distributing coats, and so much more. I was activated to run for City Council in 2016 after understanding the needs of the community and observing that our representatives at the time were not taking the necessary actions.**

**This transition wasn't easy, as I was told that I was unelectable because of who I was and my name. That in itself confirmed that service comes from our intentions to do good in our communities, regardless of where we come from or what are names are.**

**Featured Profile : Mayor Farrah N. Khan Cont.**

Seven years later, I am focused on ensuring that the City of Irvine is a leader throughout Orange County and California when it comes to innovation and technology, maintaining a safe environment and fiscal stability, combating climate change, and protecting the health and wellness of Irvine's diverse communities including our veterans. During my two year term as City Councilmember (2018-2020), I initiated and passed the city-wide ban on smoking in public places, initiated the Climate Action and Adaptation Plan, initiated the Transit Vision Study, supported the One Irvine program to rejuvenate older neighborhoods, and established OC's first Community Choice Energy (CCE) agency OC Power Authority. I also served on the Boards of the Irvine Community Land Trust, OC Mosquito and Vector Control, Irvine Barclay Theatre, and OC Library District.



In my first term as Mayor (2020-2022), I initiated several new strategies leading to Irvine becoming the first City in Orange County to spearhead COVID-19 Vaccination Clinics in local neighborhoods and senior centers, established the COVID-19 Task Force and the Business Reopening Task Force with industry experts. In addition, I passed HERO pay for frontline grocery workers, created a new committee focused on Diversity, Equity & Inclusion (which led to the City celebrating Mid-Autumn Festival, Juneteenth, Fiesta en Irvine, and Pride in Irvine for the first time in its history), I also spearheaded the Be Well OC mobile response for mental health calls, established the Innovation Council, supported the development of the Veteran's Cemetery in Anaheim, and adopted a resolution with strategies to support achieving carbon neutrality by 2030.

During these two years, I also established Irvine as a major city by highlighting its programs and services, which brought U.S. President Biden, U.S. Secretary of Health & Human Services Xavier Becerra, U.S. Secretary of Labor Marty Walsh, and CA Infrastructure Director – former Mayor of LA Antonio Villaraigosa to Irvine. I served on the Boards of Transportation Corridor Agency, OC Power Authority, and Irvine Barclay Theatre.

**Featured Profile : Mayor Farrah N. Khan Cont.**

**In my second term as Mayor, I have made progress on the Transit Vision Study with the approval of the Transit Pilot program with a dedicated route to begin later in 2023, I introduced the E-Bike ordinance with IPD, introduced the Eviction Diversion Pilot Program, and supported more affordable housing and extension of expiring HUD units throughout the city.**

**I also spearheaded and approved a Community Workforce Agreement (emphasizing local hire with an emphasis on Veterans and apprenticeship opportunities) and ensured that the city prioritize businesses owned by minorities and veterans. For the remainder of my term, I continue to work on finding solutions for homelessness, housing, energy efficiency, social connections, and economic development. I currently serve on the Boards of OC Transportation Authority, Transportation Corridor Agency, OC Sanitation District, and Irvine Barclay Theatre and I represent the city on the CA Big City Mayors coalition, League of CA Cities, and US Conference of Mayors.**

**I am committed to bringing more equitable opportunities for all Irvine residents, but right now I would like to focus on our veteran community. I recognize the immense sacrifice veterans have made; these courageous men and women have willingly placed themselves in harm's way, enduring physical and emotional hardships during their service. By acknowledging their sacrifices, we demonstrate our gratitude and respect for their dedication to safeguarding our freedoms. By actively supporting veterans, we honor their sacrifice and ensure that their efforts are not forgotten.**







MAYOR  
*Farrakhan N. Khan*



# VETERAN CAREER FAIR IN NOVEMBER 2023

Vets Hired is looking forward to hosting the 2023 City of Irvine,  
Veteran Career Fair in November 2023



**Featured Profile : Mayor Farrah N. Khan Cont.**

In 2007, the City of Irvine officially adopted a Marine battalion from Camp Pendleton to make a difference in the lives of our military personnel and their families. The Irvine 2/11 Marine Adoption Committee is made up entirely by volunteers who have dedicated their time and resources for the sole purpose of providing valuable programs and generous financial and fundraising support to the 2nd Battalion, 11th Marines with 1st Marine Division. The Committee hosts a series of annual events and programs that include “welcome home” and “deployment” care packages, a bedding drive, baby shower drive, holiday toy drive, Sponsor-A-Marine program, and seasonal and holiday events. Their selfless service and tireless efforts have made a significant impact, ensuring that the service and sacrifices of 2/11 Marines and their families are appreciated and honored. I recently nominated the Irvine 2/11 Marine Adoption Committee for their work and they were recognized as 2023 Orange County Hero by American Red Cross for their Service to the Armed Forces.

Supporting veterans includes providing them with the necessary resources and opportunities to thrive. Housing, employment, and transportation are essential components of ensuring their well-being. The City of Irvine plays a vital role in delivering these services through our commitment to plan for more affordable housing, job fairs and priority hiring, and through our TRIPs transportation services. We also continue to collaborate with our state and federal partners, local nonprofits, and community organizations to support our veterans to reintegrate successfully into civilian life.

Thank you to Oran Brown and so many others at Vets Hired for their tireless efforts to support our veterans, active duty and military spouses with finding employment opportunities that fit their needs. Employers should recognize the valuable skills veterans bring to the workforce, such as leadership, discipline, and adaptability. Initiatives promoting the hiring of veterans, mentorship programs, and tailored job fairs can help bridge the gap between military service and civilian employment. I am looking forward to hosting a Vets Hired Career Fair in Irvine later this year. As Mayor, it is my responsibility to open the doors and build a more inclusive environment for our veterans to thrive.



# HOW EFFECTIVE NETWORKING HELPS VETERANS THRIVE IN THEIR CAREERS

Transitioning from military service to civilian life can present various challenges for veterans, including finding meaningful employment and building successful careers. However, by leveraging the power of networking, veterans can unlock numerous opportunities and significantly enhance their professional prospects. Networking provides a pathway to connect with industry professionals, gain access to job opportunities, receive mentorship and guidance, and build a strong support system



## UNDERSTANDING NETWORKING:

Networking is the practice of building relationships and connections with professionals in your industry or desired field. It involves actively engaging with individuals who share similar interests, experiences, or career aspirations. Networking is not just about exchanging business cards or connecting on social media; it is about cultivating genuine connections, fostering trust, and mutually benefiting from those relationships.

## **BENEFITS OF NETWORKING FOR VETERANS**

### **Expanding Job Opportunities:**

Networking opens doors to a wider range of job opportunities for veterans. By tapping into their professional connections, veterans can gain access to unadvertised positions and the hidden job market. Many companies prefer to hire through referrals and personal recommendations, and networking allows veterans to be in the right place at the right time. These connections can inform veterans about job openings that align with their skills and interests, giving them a competitive advantage in the job search process.

### **Mentorship and Guidance:**

One of the key benefits of networking for veterans is the opportunity to connect with experienced professionals who can provide valuable mentorship and guidance. Mentors offer insights into specific industries, share their own career experiences, and help veterans navigate challenges they may encounter. They can provide advice on career advancement strategies, offer industry-specific knowledge, and help veterans set realistic goals for their professional development. Mentorship relationships formed through networking can be instrumental in shaping a veteran's career trajectory.

### **Skill Development and Learning:**

Networking events, industry conferences, and professional associations are excellent avenues for veterans to develop new skills and expand their knowledge. By actively participating in these activities, veterans can attend workshops, seminars, and training programs that enhance their expertise. Engaging with professionals in their desired fields enables veterans to stay updated with the latest industry trends, gain valuable insights, and broaden their skill set. The knowledge gained through networking can give veterans a competitive edge in the job market and increase their overall marketability.

### **Building a Professional Reputation:**

Networking allows veterans to establish and enhance their professional reputation within their chosen industries. By actively participating in industry discussions, attending events, and sharing their expertise, veterans can position themselves as valuable contributors. By consistently engaging with professionals, veterans can build relationships, showcase their skills, and establish themselves as knowledgeable and reliable individuals. A positive professional reputation can lead to opportunities for career advancement, promotions, and recognition within their respective fields.



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or

(619)424-4425

## **BENEFITS OF NETWORKING FOR VETERANS**

### **Access to Resources and Support:**

Networking connects veterans with a wide range of resources and support systems tailored to their needs. There are numerous organizations, communities, and groups specifically dedicated to supporting veteran professionals. These networks provide access to job boards, career counseling, educational opportunities, and other resources that can aid in the career development of veterans. By tapping into these networks, veterans can find valuable support and guidance throughout their professional journey.

### **Entrepreneurial Opportunities:**

For veterans aspiring to become entrepreneurs, networking is particularly valuable. By connecting with successful entrepreneurs, investors, and business leaders, veterans can gain insights into the world of entrepreneurship. Networking provides opportunities to find potential partners, collaborators, and mentors who can guide them in starting and growing their own businesses. These connections can also offer access to funding opportunities and industry-specific knowledge that can prove vital in the entrepreneurial journey.

### **Overcoming Transition Challenges:**

Transitioning from military service to civilian careers can be a daunting experience for veterans. Networking provides them with a supportive community of individuals who have gone through similar transitions. Through networking, veterans can share their experiences, exchange advice, and receive emotional support from others who understand their unique challenges. Networking serves as a bridge to the civilian world, helping veterans navigate the transition with greater ease and confidence.



## HOW TO START NETWORKING

**Define Your Goals:** Determine your career objectives and identify the industries or fields you wish to pursue. Clarifying your goals will help you focus your networking efforts effectively.

**Leverage Existing Connections:** Begin by reaching out to your existing network, including fellow veterans, colleagues, friends, and family members. Inform them about your career aspirations and ask if they can introduce you to professionals in your desired field.

**Attend Industry Events:** Attend conferences, seminars, and industry-specific events to meet professionals from your target field. Engage in conversations, ask insightful questions, and actively participate in discussions to make a positive impression.

**Utilize Online Platforms:** Create a professional presence on platforms like LinkedIn to connect with professionals in your industry. Join relevant groups, participate in discussions, and showcase your skills and experiences.

**Seek Mentorship:** Approach experienced professionals in your field and request their guidance and mentorship. Look for mentorship programs or organizations that specifically cater to veterans' needs.

**Volunteer and Join Associations:** Volunteering for causes aligned with your interests or joining professional associations can provide networking opportunities while allowing you to contribute to your community and build your skills.

**Maintain and Nurture Relationships:** Networking is an ongoing process, and it's essential to maintain and nurture the relationships you build. Keep in touch with your contacts, offer support when possible, and be open to reciprocating their assistance.



# Equal Opportunity Employment Statement



## Chula Vista Police

Is an equal opportunity employer. All aspects of employment including the decision to hire, promote, discipline, or discharge, will be based on merit, competence, performance, and business needs. We do not discriminate on the basis of race, color, religion, marital status, age, national origin, ancestry, physical or mental disability, medical condition, pregnancy, genetic information, gender, sexual orientation, gender identity or expression, veteran status, or any other status protected under federal, state, or local law.”

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Click the following link for job opportunities:  
<https://www.cdcr.ca.gov/por/>





# VETERANS SEEKING JOBS IN IT AND CYBERSECURITY

Transitioning from military service to civilian life can be a daunting task, especially when it comes to finding employment. However, the IT and cybersecurity industries are great options for veterans looking to start their civilian careers. In this article, we will explore the potential of these industries for veterans, the challenges they may face, and the resources available to help them succeed.

The average pay and benefits for veterans working in the field of IT and cybersecurity will depend on several factors, including their level of experience, the company they work for, their job title, and the location of the job. That being said, according to the Bureau of Labor Statistics (BLS), the median annual wage for computer and information technology occupations was \$93,250 in May 2020. The BLS also reports that the median annual wage for information security analysts, which is a common job title in cybersecurity, was \$103,590 in May 2020.



In addition to competitive salaries, many companies that hire veterans in IT and cybersecurity offer a range of benefits, such as:

**Health insurance:** Many companies offer comprehensive health insurance plans that cover medical, dental, and vision expenses.

**Retirement benefits:** Many companies offer retirement benefits such as 401(k) plans or pensions.

**Tuition assistance:** Some companies offer tuition assistance or reimbursement for veterans pursuing additional education or certifications.

**Flexible work arrangements:** Many companies offer flexible work arrangements, such as telecommuting or flexible schedules, which can be beneficial for veterans who may have caregiving responsibilities or other commitments.

**Professional development opportunities:** Many companies offer opportunities for professional development, including training, certification programs, and mentorship, which can help veterans advance in their careers.

**Veterans-specific benefits:** Some companies may offer specific benefits for veterans, such as military leave, support groups, or special accommodations for service-connected disabilities.

## **WHY IT AND CYBERSECURITY ARE GREAT INDUSTRIES FOR VETERANS**

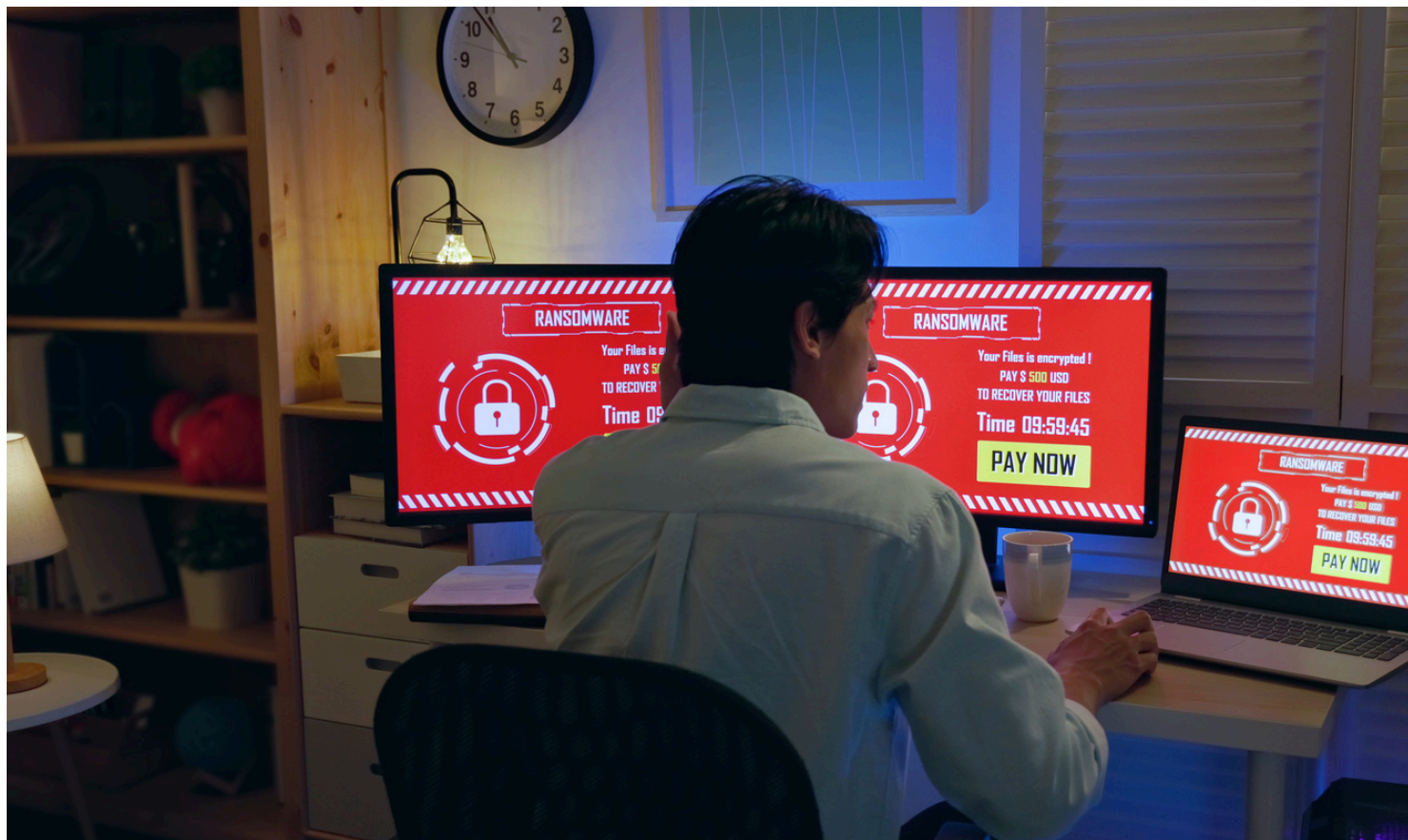
There are many similarities between military service and IT/cybersecurity jobs. Both require discipline, attention to detail, and the ability to work under pressure. Additionally, the demand for IT and cybersecurity professionals is high and continues to grow. These industries offer many opportunities for career growth and advancement, as well as a variety of job roles and specialties. Certifications and training programs are also available to help veterans transition into IT and cybersecurity careers.

## **CHALLENGES FACED BY VETERANS SEEKING IT/CYBERSECURITY JOBS**

Veterans may encounter several obstacles when searching for IT and cybersecurity jobs. One of the most significant challenges is a lack of relevant work experience or civilian networks. Another challenge is translating military skills and experience into relevant IT and cybersecurity qualifications and achievements on a resume. Networking and building relationships with industry professionals and organizations are essential for veterans to overcome these challenges.

## **RESOURCES AVAILABLE FOR VETERANS SEEKING IT/CYBERSECURITY JOBS**

Several programs and organizations specifically support veterans in their job search, such as Hire Heroes USA and the Veterans Affairs' VA for Vets program. Job fairs, career training programs, and other resources can connect veterans with IT and cybersecurity job opportunities. Financial assistance programs are also available for veterans pursuing IT and cybersecurity education or certifications



**JOB SEEKERS MARK YOUR CALENDAR!**

# STAFFORD, VA JOB FAIR THURSDAY, JULY 20

**FOCUS - LAW ENFORCEMENT & CYBER SECURITY**



Hosted by Cyber Bytes Foundation

## IN-PERSON 10 AM - 3 PM / Happy Hour/Networking @ 3PM

Quantico Corporate Center, 1010 Corporate Drive 22554 (located in the heart of America's governing body, next to the Quantico Marine Base)

- Register online and post/link resume to event - <https://www.JobZoneOnline.com>
- Bring copies of your resume. Dress professionally, business casual or military uniform.
- Information on training and certifications will be available: (e.g., A+, Security+, Network+ and other IT training).
- Doctor Frederick White, Director of the Cyber Bytes Academy, will be speaking at the opening of the event.
- Take advantage of FREE Résumé reviews.in-person from 10 AM - 3 PM.

## VIRTUAL 11 AM - 2 PM ET

<https://pvapi.premiervirtual.com/s/WzKkK8>

Copy URL in browser or scan QR code below and connect with companies online.

- Training video (accessible from the Job Seeker dashboard).
- 1-on-1 chats ... Talk directly with recruiters.
- Video chats (optional).
- Take advantage of FREE Résumé reviews - The Résumé Xpert
- Optional - Request an appointment online- [Phyllis\\_houston@msn.com](mailto:Phyllis_houston@msn.com).



**Attend both in-person and virtual (online) job fairs to connect with ALL companies. Partial companies include -**

### VIRTUAL

- IOMAXIS
- Resource Management Concepts (RMC)
- The Re\$ume Xpert (RESUME REVIEW)

### IN-PERSON

- Abile Group
- Advanced Management Strategies Group (AMSG)
- BillGoldenJobs.com/Intelligence Careers
- Personal and Professional Development Programs/Transition Assistance (TAP)-Quantico

Continue to re-visit the website ([www.JobZoneOnline.com](http://www.JobZoneOnline.com)) for company updates and new announcements.

For more information, contact: Oran Brown, Vets Hired  
for more details 619-277-9099 or Email us [Ceo@vetshired.com](mailto:Ceo@vetshired.com).

Veterans seeking jobs in Information Technology and Cybersecurity Cont.

**Programs available that can help veterans seeking jobs in IT and cybersecurity include:**

**VA for Vets:** This program, run by the Department of Veterans Affairs, provides veterans with resources and tools to help them find employment, including job search assistance and career coaching.

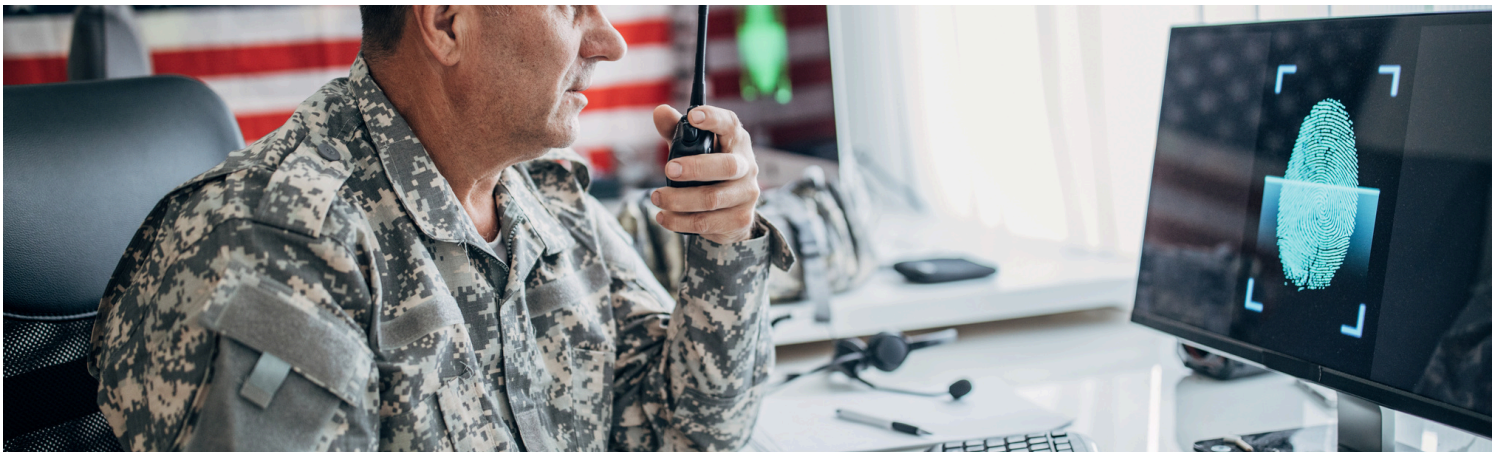
**Hire Heroes USA:** This nonprofit organization offers free career coaching and job search assistance to transitioning service members, veterans, and military spouses. They have a specific program called "Warrior Integration Program" which helps veterans and their spouses prepare for and find careers in the technology industry, including IT and cybersecurity.

**CyberVets USA:** This program, run by the Virginia-based nonprofit, MACH37 Cyber Accelerator, provides free cybersecurity training and certification to veterans and military spouses, with the goal of helping them find employment in the cybersecurity industry.

**Onward to Opportunity:** This program, run by Syracuse University in partnership with the Institute for Veterans and Military Families, provides veterans and their families with training and certification in a variety of industries, including IT and cybersecurity.

**Microsoft Software & Systems Academy:** This program, run by Microsoft, provides transitioning service members and veterans with training and certification in IT and cybersecurity, as well as job placement assistance.

These are just a few examples of the many programs available to help veterans seeking jobs in IT and cybersecurity. By taking advantage of these resources, veterans can gain the skills and certifications needed to successfully transition into civilian careers in these high-demand industries.



Many veterans have successfully transitioned into IT and cybersecurity careers. For example, some veterans have used their experience in the military to excel in cybersecurity roles such as security analysts, cybersecurity consultants, and cybersecurity managers. These veterans often possess the discipline, attention to detail, and the ability to work under pressure necessary for success in the field.

# BNSF RAILWAY IS HIRING VETERANS!



## TRANSITIONING MILITARY JOBS AT BNSF

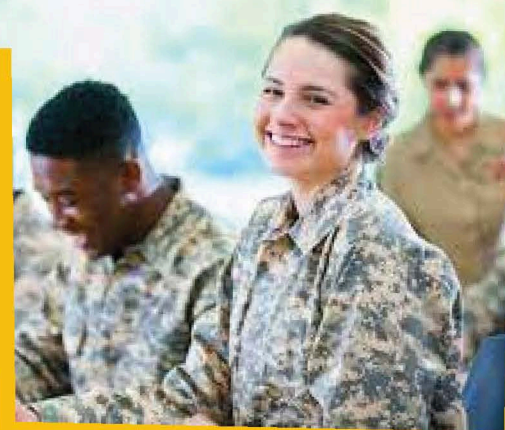
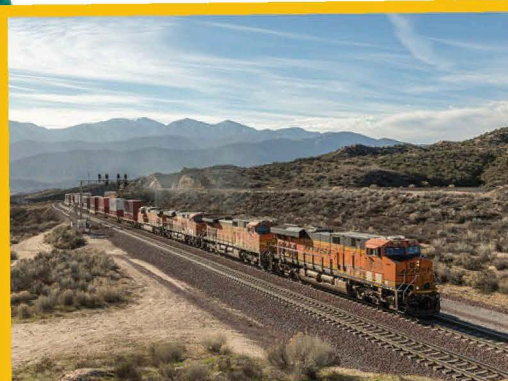
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Veterans seeking jobs in Information Technology and Cybersecurity Cont.

**There are many companies that actively seek to hire veterans and offer support and resources to help them transition into careers in IT and cybersecurity. Here are some examples:**

**Amazon:** Amazon has committed to hiring 25,000 veterans and military spouses by 2021 and offers a Military Apprenticeship program to help veterans gain skills and certifications in IT.

**Cisco:** Cisco has a dedicated Veterans Program that provides veterans with networking and cybersecurity training, as well as mentorship and job placement assistance.

**IBM:** IBM has a Veterans Employment Initiative that provides veterans with free training and certification in software development, data analytics, cybersecurity, and more.

**Microsoft:** Microsoft offers a Software & Systems Academy that provides training and certification in IT and cybersecurity to transitioning service members and veterans.

**Dell:** Dell has a Veterans Advancement Program that provides veterans with career training and development opportunities in IT, cybersecurity, and other fields.

**Booz Allen Hamilton:** Booz Allen Hamilton has a veteran hiring initiative that actively recruits veterans for positions in IT and cybersecurity, and offers training and professional development opportunities.

**Google:** Google has a Veterans Network and offers a Veterans Apprenticeship program to help veterans gain experience and skills in IT.

**Verizon:** Verizon has a dedicated Military Recruitment team and offers training and development opportunities in IT and cybersecurity.

**Oracle:** Oracle has a Veterans Program that provides veterans with training and certification in various IT fields, including database administration and cybersecurity.

**General Electric (GE):** GE has a Veterans Network and a Veterans in Tech program that provides veterans with training and job placement opportunities in IT and cybersecurity.

**AT&T:** AT&T has a Veterans talent acquisition team that actively recruits veterans and offers training and development opportunities in IT and cybersecurity.

**Hewlett Packard Enterprise (HPE):** HPE has a Veterans Program that provides veterans with training and job placement assistance in various IT fields, including cybersecurity.

IT and cybersecurity industries are great options for veterans looking to start their civilian careers. These industries offer many opportunities for career growth and advancement. However, veterans may face challenges when searching for jobs. Fortunately, several resources are available to help veterans overcome these challenges and succeed in their job search. With the right skills and training, veterans can find fulfilling and well-paying careers in IT and cybersecurity.

# THE POWER OF MENTORSHIP: VETERANS GUIDING THE NEXT GENERATION



Mentorship is a powerful tool that has the potential to shape lives, careers, and futures. When veterans step forward to guide and mentor the next generation, a unique bond is formed, bridging the gap between experiences gained through military service and the challenges faced by young individuals entering the professional world.

## THE VALUE OF VETERAN MENTORSHIP

Veterans bring a wealth of experience, skills, and values acquired through their service in the armed forces. This knowledge, combined with their personal growth and development during their military careers, positions veterans as exceptional mentors. They possess unique insights into leadership, discipline, resilience, adaptability, teamwork, and problem-solving, which are valuable attributes sought after by young individuals entering various professional fields.

When veterans serve as mentors, they can guide mentees through the challenges and uncertainties of their careers, offering a perspective enriched by their military background. Veterans can share lessons learned, provide practical advice, and help mentees develop essential skills such as goal setting, time management, and effective communication. By leveraging their experience, veterans can inspire and motivate mentees to reach their full potential.

Transitioning from military service to civilian life can be a challenging and uncertain journey, especially when it comes to defining the best career opportunities. However, veterans possess a wealth of knowledge, skills, and experiences that can significantly benefit the next generation. Through the power of mentorship, veterans can guide and support individuals in their career transition, helping them navigate the complexities of the civilian workforce and discover the best paths for their professional growth

## **FINDING THE RIGHT MENTORS**

**Finding mentors who align with your career aspirations and can provide meaningful guidance is essential. Here are some strategies to help you find the right mentors:**

- 1. Network Within Veteran Communities:** Start by reaching out to veteran organizations, associations, or networking groups. These communities often have mentorship programs specifically designed to connect veterans with mentors who understand their unique experiences.
- 2. Leverage Alumni Networks:** If you attended a military academy or participated in specialized training programs, explore alumni networks to connect with veterans who have successfully transitioned into civilian careers. These individuals can serve as valuable mentors.
- 3. Attend Industry Events:** Attend conferences, seminars, and networking events related to your desired career field. Engage in conversations and seek out veterans who have established themselves in those industries. They may be willing to share their experiences and offer mentorship.
- 4. Utilize Online Platforms:** Utilize professional networking platforms like LinkedIn to identify veterans who are working in your target industries. Connect with them, express your interest in their career journey, and inquire about the possibility of mentorship.

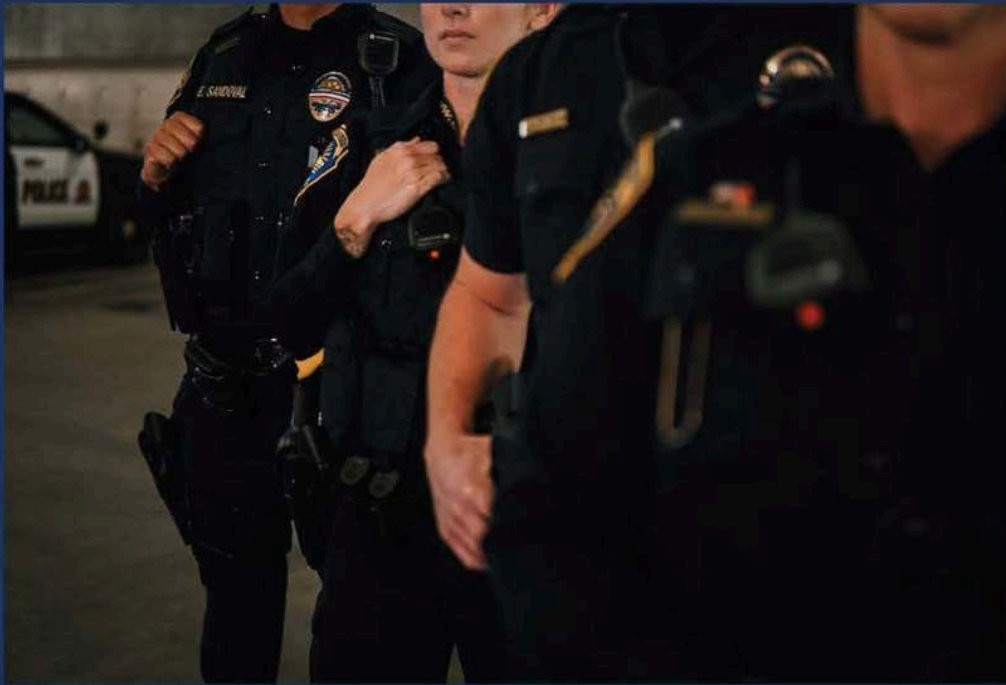


**Mentorship is a powerful tool that veterans can utilize to guide and support the next generation in their career transition. By sharing their knowledge, experiences, and networks, veterans can help mentees define their career paths, overcome challenges, and succeed in the civilian workforce.**





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## **REACHING OUT TO POTENTIAL MENTORS:**

Approaching potential mentors requires tact and preparation. Here are some steps to consider:

**Research the Mentor:** Before reaching out, gather information about the mentor's background, accomplishments, and areas of expertise. This research will enable you to tailor your outreach effectively and demonstrate your genuine interest.

**Craft a Personalized Message:** Write a concise and thoughtful message introducing yourself and explaining why you admire the mentor's achievements. Highlight your career aspirations and express your desire to learn from their experiences as a mentor.

**Be Respectful of Their Time:** Mentors are often busy professionals. Clearly communicate your expectations regarding the time commitment and frequency of interactions, and assure them that you value and respect their time.

**Offer Value:** When reaching out to potential mentors, emphasize what you can bring to the table as well. Highlight any relevant skills, experiences, or knowledge that may be of interest to the mentor. Demonstrating your willingness to contribute and add value to the relationship can make your request more appealing.

**Be Genuine and Authentic:** Authenticity is key when reaching out to potential mentors. Be sincere in expressing why you specifically want them as your mentor and how their guidance aligns with your goals. Authenticity builds trust and increases the likelihood of a positive response.

**Follow-Up:** If you don't receive an immediate response, don't be discouraged. Follow up with a polite and friendly message, reiterating your interest and expressing gratitude for their consideration. Persistence and genuine enthusiasm can make a difference in capturing the attention of busy professionals.

**Respect Boundaries:** If a potential mentor declines your request or does not respond, respect their decision and move on. Not everyone will be available or willing to mentor, and that's perfectly fine. Keep searching for mentors who are a good fit for your career goals and values.



# JOIN OUR TEAM!



## Job Opportunities



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[www.sandiegocounty.gov/content/sdc/hr/  
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## Employee Resource Group



The County's Valor Employee Resource Group has a Mission to drive and support organization and individual growth through a network of colleagues leveraging their collective range of skills, talents, and diverse perspectives while being a resource to veterans and the County of San Diego.

## Benefits

The County of San Diego offers an excellent benefits package that includes:

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- Deferred 401a and 457 retirement plans

For additional lists of qualifying benefits, please go to [Employee Benefits \(sandiegocounty.gov\)](http://Employee Benefits (sandiegocounty.gov))

## Veteran's Preference

The County of San Diego offers preferential credits for military service to assist qualified applicants in transitioning from military to civilian careers with the County of San Diego.



# VOLUNTEER AND NON-PROFIT OPPORTUNITIES FOR VETERANS

Many veterans seek a sense of purpose and fulfillment beyond their military careers. Engaging in volunteer and non-profit opportunities offers a meaningful way for veterans to continue serving their communities, make a positive impact, and find a sense of purpose.

## **VOLUNTEER OPPORTUNITIES FOR VETERANS:**

**a) Veteran-Specific Organizations:** Many non-profit organizations focus specifically on supporting veterans and their families. These organizations often have volunteer programs tailored to address the unique needs and challenges faced by veterans. Opportunities may include mentoring fellow veterans, assisting with job placement, supporting mental health initiatives, or organizing community events.

**b) Community Service:** Veterans can contribute their skills and expertise to a wide range of community service activities. They can engage in projects such as disaster relief efforts, environmental conservation initiatives, youth mentoring programs, or providing assistance to homeless individuals. These activities allow veterans to continue their service while positively impacting their communities.

**c) Skills-Based Volunteering:** Veterans possess a diverse set of skills acquired during their military service. These skills, such as leadership, teamwork, problem-solving, and project management, can be invaluable to non-profit organizations. Veterans can volunteer their expertise by serving on boards, offering strategic guidance, providing training and workshops, or assisting with organizational development.





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## **NON-PROFIT EMPLOYMENT OPPORTUNITIES FOR VETERANS:**

- a) Program Management:** Veterans' experience in planning and executing complex operations makes them well-suited for program management roles within non-profit organizations. They can oversee initiatives, coordinate resources, monitor progress, and ensure the successful implementation of projects.
- b) Fundraising and Development:** Veterans' strong communication and networking skills can be harnessed in fundraising and development positions. They can contribute to securing financial resources, building relationships with donors, organizing fundraising events, and developing strategic fundraising plans.
- c) Operations and Logistics:** Veterans' expertise in logistics and operations management can be invaluable in non-profit organizations. They can support efficient day-to-day operations, optimize processes, manage volunteers, and coordinate logistical aspects of programs and events.
- d) Advocacy and Policy:** Veterans are well-versed in navigating complex systems and advocating for causes. They can contribute to non-profit organizations by engaging in advocacy efforts, shaping policies, and representing the organization's interests in governmental and community settings.

## **FINDING VOLUNTEER AND NON-PROFIT OPPORTUNITIES:**

- 1. Research and Self-Reflection:** Start by reflecting on your interests, values, and causes that resonate with you. Research non-profit organizations that align with your passions and goals. Consider areas such as education, healthcare, environmental conservation, veteran support, or community development.
- 2. Reach Out to Veteran-Specific Organizations:** Many non-profit organizations specifically cater to veterans and offer volunteer opportunities tailored to their unique needs and experiences. Explore organizations like Team Rubicon, The Mission Continues, or local veteran assistance programs to find opportunities that resonate with you.
- 3. Utilize Online Platforms:** Numerous websites and online platforms specialize in connecting volunteers with non-profit organizations. Websites like VolunteerMatch, Idealist, and All for Good provide comprehensive databases of volunteer opportunities searchable by location and interest.
- 4. Local Community Engagement:** Engage with your local community by attending community events, joining local civic organizations, or reaching out to local non-profits directly. These grassroots connections can lead to meaningful volunteer opportunities within your immediate area.

**Volunteering and non-profit opportunities offer veterans a pathway to continue their service, make a difference in their communities, and find fulfillment in their civilian lives. From volunteering with veteran-specific organizations to pursuing employment in the non-profit sector, veterans bring a unique set of skills, experiences, and values that can positively impact organizations and causes. By embracing these opportunities, veterans can find new avenues to contribute, grow personally and professionally, and continue their journey of service beyond the military.**



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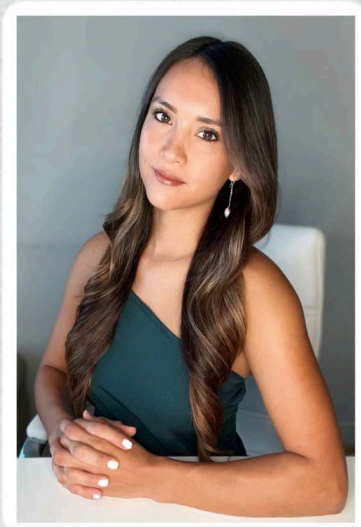
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