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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.

Veterans Seeking Jobs In IT and Cybersecurity Cont.

Why IT and cybersecurity are great industries for veterans

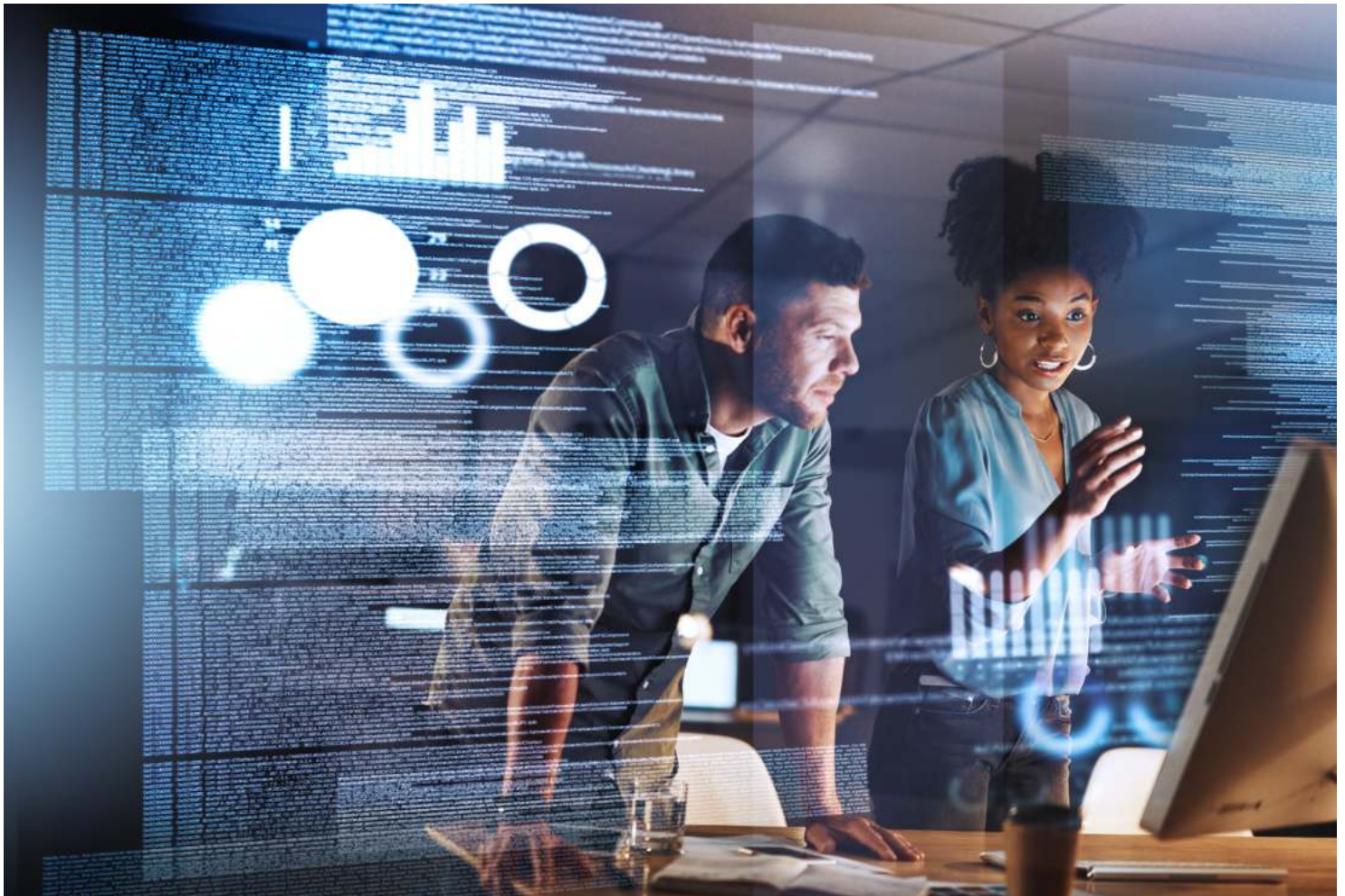
There are many similarities between military service and IT/cybersecurity jobs. Both require discipline, attention to detail, and the ability to work under pressure. Additionally, the demand for IT and cybersecurity professionals is high and continues to grow. These industries offer many opportunities 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.



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Veterans Seeking Jobs In IT 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.

Veterans Seeking Jobs In IT 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.

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PC Professor offers a range of programs designed to prepare students for successful careers in today's job market.

One of the many reasons why PC Professor is an excellent choice for veterans is its commitment to providing education and resources to help students succeed in their careers. The school offers a variety of specialized programs, including: Database Technologies, Cloud Server and Security, Coding, Wireless Technologies, Computer Repair-Security and Digital Media Marketing, each with its own hands-on lab curriculum to quickly learn complex topics. The small class sizes and personalized attention from experienced instructors ensure that students receive the support they need to succeed.

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PC Professor: Your Path to a Successful Computer Career - Ideal for US Military Veterans! Cont.

PC Professor's commitment to its students goes beyond education. The school provides resources to help graduates achieve their career goals, including job placement assistance, career counseling, and a strong network of alumni and employer partnerships. The school also offers continuing education programs to help graduates stay up-to-date with the latest trends in their field.

For veterans, PC Professor has a strong commitment to supporting their transition to civilian life. The school is approved for several VA scholarship programs that may provide funding for tuition and fees, a monthly housing allowance, and even a stipend for books and supplies. The school also maintains partnerships with local employers who are looking to hire veterans and can help connect alumni with these opportunities.

The two campuses are located in Boca Raton and West Palm Beach, Florida, vibrant and growing tech-communities with many job opportunities in the technology sector. The South Florida locations are home to many high-tech companies with a presence in South Florida including Microsoft, Citrix, and Motorola, making it an ideal location for students looking to launch a career in Information Technology.



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HOW WOMEN DECIDE WHEN IT'S TIME TO LEAVE THE MILITARY

The decision to leave the military is a significant one, and for women, it can be especially complex. Women in the military may have unique challenges and considerations when it comes to deciding when to transition out of their service. In this article, we'll discuss some of the factors that women in the military may consider when deciding when it's time to leave.



Career goals: One of the primary factors that women in the military consider when deciding to leave is their career goals. Women may feel that they have reached a plateau in their military career or that they have accomplished what they set out to do. They may also have aspirations that they feel they can only achieve outside of the military.

Personal life: Another factor that may influence a woman's decision to leave the military is their personal life. Women in the military may have family obligations, such as caring for children or elderly parents, that they find difficult to balance with their military career. They may also be seeking a better work-life balance, which can be challenging in the military.

Mental and physical health: Women in the military may also decide to leave due to mental or physical health concerns. They may have sustained injuries or developed health conditions during their service that make it difficult to continue. Additionally, they may experience mental health issues, such as PTSD or anxiety, that are exacerbated by their military service.

Discrimination and harassment: Unfortunately, women in the military may also experience discrimination or harassment, which can make their service more difficult. They may face sexism, harassment, or other forms of discrimination that create a hostile work environment. These experiences can lead women to feel that it is time to leave the military.



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How Women Decide When it's Time to Leave The Military Cont.

Women Transitioning out

Once a woman has decided to leave the military, the transition into civilian life can be challenging. Fortunately, there are many resources available to help with the transition, such as the Department of Veterans Affairs, which offers a range of services and benefits to help veterans transition into civilian life. It's essential to start planning early and to be proactive about networking and seeking out job opportunities. Some initial steps to take include:

Initial steps to look for starting a new career:

- **Assess your skills and experience:** One of the first steps to take when transitioning out of the military is to assess your skills and experience. Many of the skills and experiences gained in the military are transferable to civilian careers, such as leadership, teamwork, and problem-solving. Identifying these skills and experiences can help you determine what types of careers may be a good fit for you.
- **Research potential careers:** Once you have assessed your skills and experience, the next step is to research potential careers. There are many resources available to help with this, such as online job boards, career fairs, and professional organizations. It's essential to consider factors such as job availability, salary, and job growth when researching potential careers.
- **Network with others:** Networking is an essential part of the job search process, and it's especially crucial for those transitioning out of the military. There are many ways to network, such as attending career fairs, joining professional organizations, and connecting with former colleagues. Building a network of contacts can help you learn about job opportunities and connect with people who can provide advice and support during the job search process.
- **Education and training:** Consider pursuing additional education or training to enhance job opportunities and demonstrate a commitment to professional growth.
- **Update your resume:** Your resume is your marketing tool and should be tailored to the types of jobs you are applying for. When updating your resume, it's essential to highlight your transferable skills and experiences and show how they can be applied in a civilian setting. You may also want to consider working with a professional resume writer who can help you craft a strong and effective resume.

Leaving the military can be a challenging decision for women, but it can also be an opportunity for growth and a chance to pursue new career goals. It's important to consider the various factors that may influence the decision to leave and to take proactive steps towards transitioning into civilian life. With preparation and planning, women can successfully navigate this transition and find fulfilling civilian careers.

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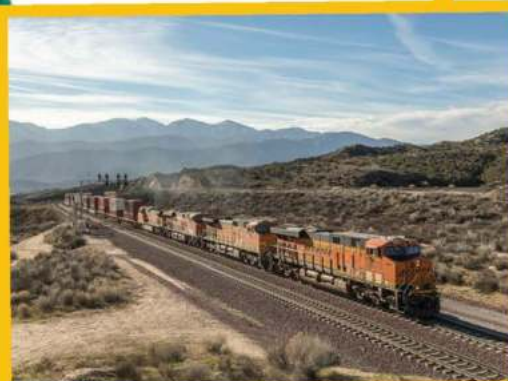
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CRACKING THE CODE: INSIDER TIPS FOR LANDING YOUR NEXT JOB

Employers often suggest that veteran job seekers keep certain tips in mind while positioning themselves for recruiters and hiring professionals. These tips can increase your chances of securing a job that is suited to your skills and experience:

Emphasize and quantify your essential skills.

Employers value the soft skills that you have gained during your military career. Skills such as leadership, the ability to handle stress, adaptability to change, professionalism, and strong work ethics are all measurable and important to employers. Specify your experiences and skills, both hard and soft skills, and quantify the accomplishments that resulted from those skills.

Look beyond the job description.

While job descriptions often list preferred and required qualifications and skills, consider applying even if you don't possess all the required skills. Highlight how your experience is directly relevant to the job's requirements, and don't forget that many employers are dropping degree requirements.

Your resume is a marketing document.

Don't list every single thing you know how to do on your resume. Instead, use it as a tool to showcase your highlights, successes, and what makes you a good fit for the position. Your resume is also a marketing document, so review the job description as such.



Cracking the Code: Insider Tips for Landing Your Next Job Cont.

Leverage social media.

Your LinkedIn profile is a great tool to showcase who you are, what you care about, where you can offer value to others, and why you chose your career path. Employers often use social media to see a more holistic view of who you are and what you offer. Additionally, connect with your dream employers on social media to learn more about their organization and what they value and promote.

Be professional yet relatable.

Flex to the needs of the hiring professional. If they sign their email with their first name, feel free to address them by their first name. Building rapport can go a long way in showing your professionalism.

Ask questions if onboarding instructions aren't clear.

Some companies may have unique onboarding processes for prior military talent. If you find yourself stuck, ask clarifying questions and seek solutions.

Beware of imposter syndrome.

It's normal to question whether you belong in a situation or have what it takes to succeed. If you find yourself questioning your validity or worthiness in the job, talk to a friend, mentor, or your manager. Your employer wants you to succeed and will likely help you access resources to build your confidence.

Leverage your network.

Veterans have a vast network of people they served with, formed a community with, and worked with. Enlist your network to showcase your strengths and value proposition – online and in person. When others highlight your strengths, employers take notice.

Communicate that you can lead and follow.

Employers look for those who possess leadership qualities but also need people who can follow directions. It's best to find someone who can be agile enough to lead when needed or work in a support role when called for. Share examples from your military career where you've been both a leader and a follower.

Show your human side.

Employers want to know that they're working with a human being with goals, dreams, and vulnerabilities. Share what you care about and want in your career; this is how others can help you. Be open about your values and how they align with the company's values. Employers appreciate it when job seekers highlight their skills and accomplishments, while also showing their human side. By keeping these tips in mind, you'll be well on your way to securing your dream job.



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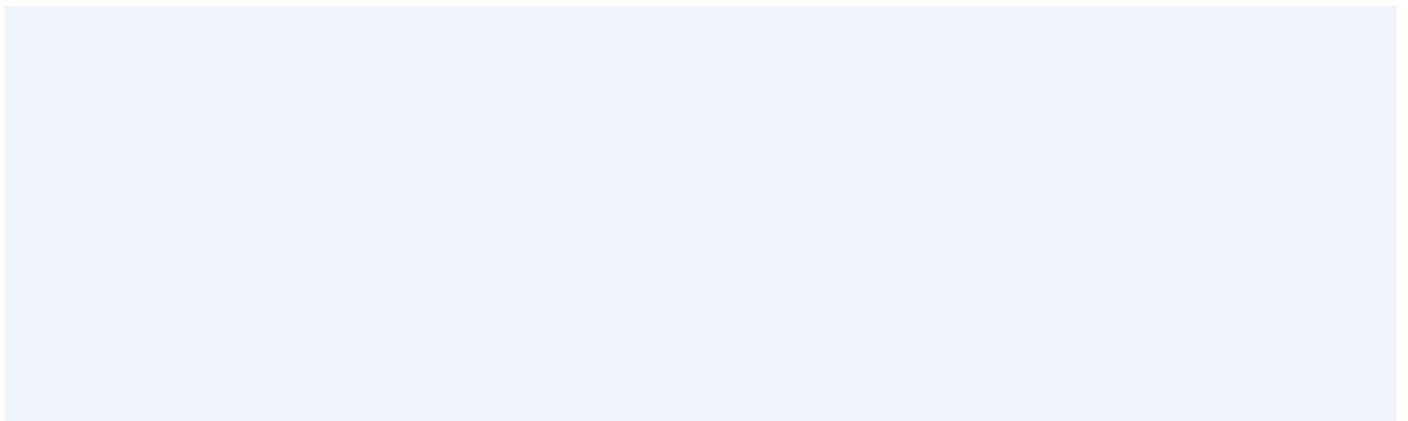
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WOMEN IN LAW ENFORCEMENT

Law enforcement is a vital profession in our society, responsible for maintaining law and order, protecting citizens, and preventing crime. Unfortunately, women have been historically underrepresented in law enforcement, with only a small percentage of the total workforce made up of women.

This is a problem that needs to be addressed. According to a report by the Bureau of Justice Statistics, as of 2016, only 12.7% of full-time sworn law enforcement officers in the United States were women. This is a relatively low percentage, considering the significant role law enforcement plays in society. It is essential to increase this percentage to ensure that law enforcement is representative of the diverse communities it serves.

African American women are particularly underrepresented in law enforcement. According to the same report by the Bureau of Justice Statistics, only 3.4% of full-time sworn law enforcement officers were African American women. This is a concerning statistic, as it means that the experiences and perspectives of African American women are not adequately represented in law enforcement.

Having more women officers in law enforcement can bring several benefits to the profession and society as a whole. Here are some additional reasons why women officers are needed:

- **Women officers are less likely to use excessive force:** Studies have shown that women officers are less likely to use excessive force than their male counterparts. Women officers tend to use communication and de-escalation techniques to resolve conflicts, which can lead to better outcomes and fewer use-of-force incidents.
- **Women officers are skilled at addressing violence against women and sex crimes:** Women officers bring a unique perspective to the job and are often better equipped to address violence against women and sex crimes. Women victims of crime may feel more comfortable and supported by female officers, which can lead to more successful investigations and prosecutions.
- **Women officers may help improve police-community relations:** Having more women officers in law enforcement can help improve police-community relations. Women officers may be more approachable and relatable to members of the community, particularly women and children. This can help build trust between law enforcement and the community, which is essential for effective policing.
- **Women officers have superior problem-solving skills:** Studies have shown that women officers have superior problem-solving skills than their male counterparts. Women officers tend to be more collaborative and empathetic, which can lead to more effective problem-solving in complex situations.

Challenges Faced by Women in Law Enforcement

Women in law enforcement face several challenges that their male counterparts may not experience. One of the most significant challenges is gender bias and discrimination. Female officers may be subject to stereotypes and biases from their colleagues and the community they serve, which can affect their job performance and career advancement opportunities. Additionally, female officers may face harassment and inappropriate behavior from their colleagues, which can create a hostile work environment.



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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.

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- Comprehensive medical, dental, and vision insurance plans
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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 is to assist qualified applicants in transitioning from military to civilian careers with the County of San Diego.



Women In Law Enforcement Cont.

Women being underrepresented in police work can be attributed to several factors. These include:

- **Women are not applying:** One reason why women may be underrepresented in law enforcement is that they are not applying for police positions. This may be due to a lack of interest or awareness of the opportunities available in law enforcement.
- **Women are not being hired:** Even when women do apply for police positions, they may face barriers to employment. Bias and discrimination during the hiring process can make it difficult for women to be selected for law enforcement positions.
- **Women are not remaining in police positions:** Once women are hired, they may face additional barriers to retention. Gender bias and discrimination can make it difficult for women to advance in their careers or to feel supported and valued by their colleagues.
- **Physical demands of the job:** Some women may find the physical demands of law enforcement work to be challenging, which can make it difficult for them to remain in police positions.
- **Hostile work environment:** Women may also experience a hostile work environment in law enforcement, which can create a challenging and unpleasant work environment. This can make it difficult for women to remain in law enforcement positions long-term.

Many women who enter law enforcement leave the profession prematurely. One of the main reasons for this is the lack of support and opportunities for career advancement. Female officers may feel isolated and unsupported by their male colleagues, which can lead to feelings of burnout and frustration. Additionally, many female officers report that they do not receive the same opportunities for career advancement as their male counterparts. We need more women, especially African American women, in law enforcement. Increasing the representation of women in law enforcement can bring many benefits, such as increased diversity, improved community relations, and better outcomes for victims of crime.

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HOW TO SUCCESSFULLY 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.





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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.

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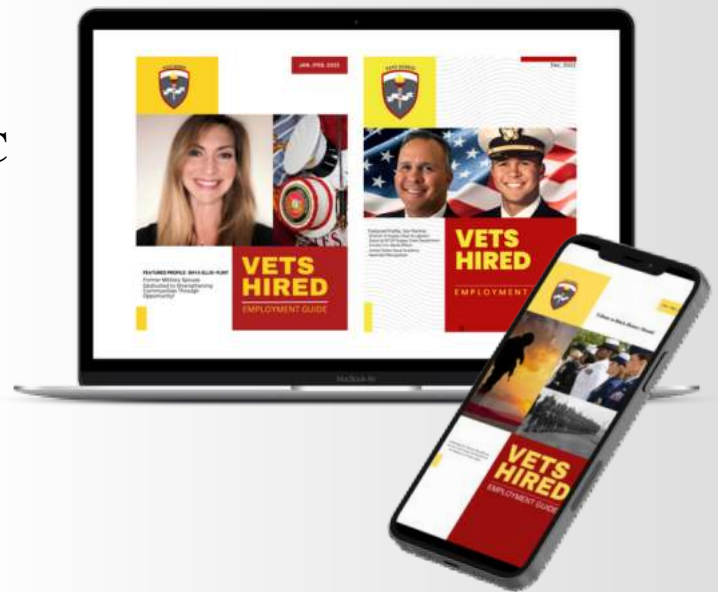
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