

Sept / Oct 2023



Duty, Dedication, and Valor: Celebrating Law Enforcement Excellence



A tribute to the resilience, professionalism, and unwavering dedication that law enforcement officers display in the face of adversity, embodying the very essence of excellence in their vital roles within society.

VETS HIRED

EMPLOYMENT GUIDE

SAN DIEGO COUNTY PROBATION DEPARTMENT

<https://www.governmentjobs.com>



OVER 154 CURRENT OPENINGS

- HUMAN SERVICES PROGRAM MANAGER \$82,014.40 - \$112,819.20 Annually
- JUNIOR REAL PROPERTY AGENT \$46,904.00 - \$57,657.60 Annually
- 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
- MANAGER, PROBATION PROGRAM PLANNING \$98,800.00 - \$120,099.20 Annually
- PARK PROJECT MANAGER \$80,600.00 - \$102,876.80 Annually



INTERESTED? APPLY TODAY!

Gulfstream™

A GENERAL DYNAMICS COMPANY



For 65 years, military veterans have been valuable and influential members of our team. The qualities that make the Gulfstream team great are second nature for those who have worn a military uniform.

We invite you to continue a career with purpose at Gulfstream. Find your new adventure at careers.gulfstream.com.

Gulfstream, an equal opportunity employer, is committed to diversity and inclusion in its workplace.

TABLE OF CONTENTS

Navigating Differences Between Military and Civilian Workplaces	06
Duty, Dedication, and Valor: Celebrating Law Enforcement Excellence	11
Unveiling the Advantages of Virtual Career Fairs	16
Veterans Contributing to National Safety	23
Professional Development for Veterans: Courses, Certifications, and Training	29
Soft Skills for Success: Communication, Leadership, and Collaboration	33

**OUR MISSION IS TO HELP 1,000 VETERANS
LAND JOBS DAILY, COME JOIN US!**

www.VetsHired.us



CDCR

www.JoinCDCR.com



Thank you for your service

Continue serving with
a career at CDCR

Navigating Differences Between Military and Civilian Workplaces



Transitioning from military service to civilian employment is a significant life change that many veterans undertake. While the skills and discipline gained in the military are invaluable, it's essential to acknowledge that military and civilian workplaces operate in distinct ways. Understanding and navigating these differences are crucial for a successful transition. In this article, we will explore key aspects that differentiate military and civilian workplaces and provide insights into how veterans can adapt effectively.

CHAIN OF COMMAND VS. HIERARCHY

Transitioning from military service to a civilian career can be both exciting and challenging, and one of the most noticeable disparities lies in the organizational structure and leadership styles. In the military, operations are meticulously governed by a rigid chain of command. Service members are acutely aware of their rank, as well as the ranks of those above and below them. Orders are issued from the top, and adherence is expected without question, ensuring rapid decision-making and a clear hierarchy of authority.

On the flip side, civilian workplaces typically adopt a more flexible hierarchy. While there is a leadership structure in place, it is not as strictly enforced as in the military. Job titles and roles can vary widely, and communication often flows in multiple directions, including horizontally. Decision-making processes may involve collaborative discussions, consensus-building, and input from various team members.

These disparities in the chain of command versus hierarchy represent fundamental distinctions between military and civilian work environments. Understanding these distinctions is pivotal for veterans transitioning into civilian careers, as it enables them to adapt effectively to the new setting.

COMMUNICATION STYLES:

Communication styles represent a crucial aspect of the contrast between military and civilian workplaces. In the military, formal language and stringent protocols are the norm. Clear and concise communication is imperative, and there is little room for ambiguity. Rank and hierarchy heavily influence the way messages are conveyed, with a strict adherence to respectful address and formal salutations.

In stark contrast, civilian workplaces often embrace a more relaxed and casual approach to communication. Colleagues frequently address each other by their first names, and conversations can take on a conversational tone. While this informal style can promote open dialogue and camaraderie, it can also be an adjustment for veterans accustomed to the structured and formal nature of military communication. Understanding these differences in communication styles is pivotal for veterans navigating the transition, as it enables them to strike a balance between the two worlds effectively.

LEADERSHIP EXPECTATIONS:

Leadership expectations and the degree of flexibility are paramount distinctions that veterans, especially those with leadership backgrounds, should be attuned to when transitioning from the military to civilian workplaces. In the military, leadership is often characterized by a command-and-control approach, where orders are followed without question. However, veterans stepping into civilian leadership roles may encounter a shift in expectations. Civilian workplaces prioritize collaboration, empathy, and team-building skills. Effective leaders here are those who can foster a culture of teamwork and engage with their teams on a personal level, which can differ significantly from the hierarchical leadership structure of the military.

FLEXIBILITY:

Furthermore, the level of flexibility in task completion is another vital factor to consider. Military personnel are meticulously trained to adhere to orders with precision, leaving little room for individual discretion. In contrast, civilians often enjoy more autonomy in determining how they accomplish their tasks. This flexibility can be liberating but also necessitates a shift in mindset for veterans transitioning to civilian roles. Adapting to a more flexible work environment can require veterans to take initiative and make independent decisions, which may contrast with their military training but can ultimately be a rewarding aspect of civilian employment. Understanding these variations in leadership expectations and flexibility is essential for a smooth transition into the civilian workforce.



We Are

HIRING

CALIFORNIA COAST CREDIT UNION KEEPS
ITS MEMBERS' BEST INTERESTS IN MIND WITH
TOOLS & RESOURCES TO MANAGE MONEY

JOIN OUR TEAM

<https://www.calcoastcu.org/about-us/careers/>

WORK CULTURE:

Work culture varies significantly between military and civilian environments. The military often promotes values like discipline, loyalty, and camaraderie. Civilian workplaces may have their own unique cultures, which veterans should learn to understand and adapt to for a smooth integration.

WORK-LIFE BALANCE:

Balancing work and personal life can be different in civilian careers, and veterans may need to adjust their expectations and time management skills to maintain a healthy work-life balance.



NAVIGATING THE TRANSITION:

Self-Awareness: Veterans should recognize their own communication and leadership styles and be prepared to adapt them to the civilian workplace.

Seek Mentorship: Finding a mentor who has successfully transitioned from the military to a civilian career can provide invaluable guidance and insights.

Soft Skills Development: Focus on developing soft skills such as teamwork, adaptability, and effective communication, which are highly valued in civilian workplaces.

Training and Education: Consider enrolling in transition programs or courses that can help bridge the gap between military and civilian work cultures.

Understanding the differences between the military's chain of command and civilian workplace hierarchies is crucial for veterans transitioning to civilian careers. While the transition may pose challenges, veterans bring unique skills and perspectives that can be assets in civilian workplaces. By acknowledging and adapting to these differences, veterans can successfully navigate the path to a fulfilling civilian career.




SDPD

ONE TEAM. ONE MISSION.

NOW HIRING

APPLY NOW AND JOIN OUR TEAM



For more information visit

www.joinSDPDnow.com

or email us at SDPDrecruiting@pd.sandiego.gov





Duty, Dedication, and Valor: Celebrating Law Enforcement Excellence

Law enforcement agencies are the backbone of society, ensuring the safety and security of our communities. These agencies encompass a wide range of organizations, each with its own mission, jurisdiction, and unique responsibilities. From city streets to federal agencies, law enforcement officers dedicate their lives to serving and protecting their communities.

These agencies serves as the cornerstone of societal stability and safety. Its importance is multifaceted, encompassing the maintenance of public safety through crime deterrence and swift emergency response. Equally vital is the enforcement of laws and regulations, ensuring that individuals adhere to the rules established by society, thus upholding the rule of law. Beyond these duties, law enforcement agencies investigate crimes, protect the rights of individuals, and foster positive community relationships, emphasizing trust and cooperation.

They also contribute to national security efforts, engage in crime prevention education, and provide conflict resolution in the face of tensions. In essence, law enforcement is indispensable for maintaining order, justice, and the well-being of individuals and communities.

Law enforcement agencies are government organizations responsible for maintaining order, enforcing laws, and protecting citizens. These agencies can be categorized into federal, state, and local levels, each with distinct roles and jurisdictions.

SOME OF THE CAREER PROSPECTS WITHIN LAW ENFORCEMENT

Police Officer: Police officers are responsible for patrolling neighborhoods, responding to emergency calls, investigating crimes, and maintaining order. They play a vital role in ensuring public safety.

Detective: Detectives are specialized officers who investigate complex crimes, gather evidence, interview witnesses, and solve cases. They often work in units dedicated to specific types of crime, such as homicide or narcotics.

State Trooper: State troopers primarily focus on enforcing traffic laws, ensuring highway safety, and responding to accidents. They may also handle criminal investigations and provide assistance during emergencies.

Federal Agent: Federal agencies like the FBI, DEA, ATF, and Secret Service employ special agents to investigate federal crimes, including terrorism, cybercrime, drug trafficking, and counterintelligence.

Border Patrol Agent: Border patrol agents protect the nation's borders, preventing illegal immigration, drug smuggling, and human trafficking. They work along the borders and checkpoints.

Correctional Officer: Correctional officers oversee individuals who are incarcerated in jails and prisons, ensuring their safety and security while in custody.

Probation Officer: Probation officers work with individuals who have been placed on probation or parole, helping them reintegrate into society and ensuring they follow court-ordered conditions.

Forensic Scientist: Forensic scientists use scientific methods to analyze evidence from crime scenes. They play a crucial role in solving crimes by examining DNA, fingerprints, and other forensic evidence.

Criminal Profiler: Criminal profilers, often associated with the FBI's Behavioral Analysis Unit, analyze crime patterns and offender behavior to create profiles that aid in solving complex cases.

K-9 Handler: K-9 handlers work with trained police dogs to assist in various law enforcement tasks, including tracking suspects, searching for drugs, and providing crowd control.

Community Policing Officer: Community policing officers build positive relationships with the community, address neighborhood issues, and collaborate with residents to prevent crime.

Emergency Management Specialist: These specialists coordinate responses to natural disasters, emergencies, and crises, ensuring that resources and aid reach affected areas promptly.

Cybercrime Investigator: With the rise of digital crime, cybercrime investigators focus on tracking and apprehending individuals involved in online fraud, hacking, and cyberattacks.

**JOIN
OUR
TEAM!**



Job Opportunities



*Scan QR Code
to learn more
about County of
San Diego job
opportunities*

www.sandiegocounty.gov/content/sdc/hr/VeteransResources.html

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:

- Paid vacation, sick leave, and holidays
- Comprehensive medical, dental, and vision insurance plans
- 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.



PURSUING A CAREER IN LAW ENFORCEMENT:

For those aspiring to embark on a career in law enforcement, here are the key steps to consider:

Education: While a high school diploma is the minimum requirement for many law enforcement positions, an increasing number of agencies prefer candidates with at least some college education, if not a bachelor's degree in criminal justice or a related field.

Training Academy: All aspiring law enforcement officers must complete a training academy program, which typically lasts several months. Training includes coursework in criminal law, firearms proficiency, physical fitness, and tactics.

Background Check: Candidates undergo a thorough background check, including criminal and financial history, as well as personal references.

Physical Fitness: Physical fitness tests are common to ensure candidates are capable of meeting the physical demands of the job.

Written and Oral Examinations: Applicants may need to pass written and oral examinations to assess their knowledge, communication skills, and critical thinking abilities.

Job-Specific Training: After being hired, officers often receive specialized training in areas such as forensic science, crisis negotiation, or drug enforcement, depending on their agency and role.

PAY STRUCTURE AND BENEFITS:

Law enforcement officers are compensated for their demanding work. Pay structures vary based on factors such as location, agency, and rank. Generally, law enforcement careers offer competitive salaries, along with benefits like health insurance, retirement plans, and paid leave.

Entry-Level Officer: Average Annual Salary: \$48,000 - \$65,000 (varies by location).

Benefits: Health and dental insurance, retirement plans, paid vacation, and sick leave.

Experienced Officers: With several years of experience, officers can earn significantly higher salaries, often exceeding \$80,000 annually.

Specialized Units and Ranks: Advancement to specialized units (e.g., SWAT, K-9) or higher ranks (e.g., detective, sergeant) can lead to increased pay and responsibility.

Law enforcement is a vital and honorable profession, requiring individuals with a strong sense of duty and dedication to preserving the safety and well-being of their communities. With the right education, training, and commitment, anyone can embark on a fulfilling career in law enforcement, contributing to the excellence and integrity of these agencies while protecting the foundations of our society.

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.”

Apply today:
www.chulavistapd.org

California Department Of Corrections

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.”

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



Unveiling the Advantages of Virtual Career Fairs



In today's rapidly evolving job market, the way we connect job seekers and employers has undergone a significant transformation. The emergence of virtual career fairs has revolutionized the job-seeking process, offering a multitude of advantages that extend beyond traditional in-person events.

Virtual career fairs are a testament to the power of technology in shaping the future of employment. They not only bridge geographical divides but also provide cost-effective, convenient, and accessible platforms for job seekers and employers alike. Let's delve into these advantages and understand why virtual career fairs have become the preferred choice for talent acquisition and job hunting in today's digital age.

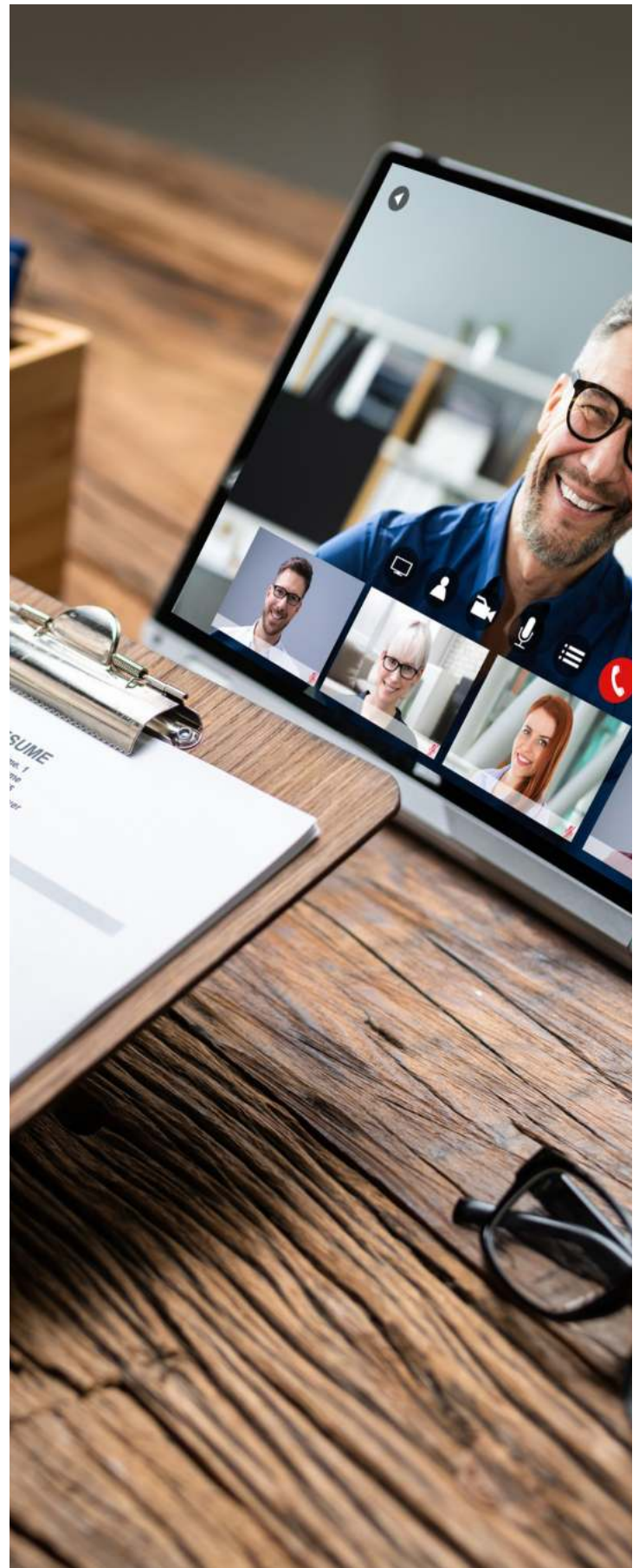
Unveiling the Advantages of Virtual Career Fairs Cont.

Accessibility: Virtual career fairs are accessible to a wider audience, breaking down geographical barriers for both job seekers and employers.

Virtual career fairs are a game-changer when it comes to accessibility. By shifting the job-seeking process online, they break down geographical barriers that have long hindered many job seekers and employers. This shift means that a talented professional living in a small town can connect with a multinational corporation based in a major city just as easily as someone residing in the same city. A study conducted by the International Labour Organization found that virtual career fairs increased the likelihood of job seekers finding employment opportunities outside their local area by over 60%. This newfound accessibility not only broadens the horizons for job seekers but also enables companies to tap into a much larger talent pool.

Cost-Efficiency: They are cost-effective for both organizers and attendees, eliminating the need for travel, printed materials, and venue expenses.

The cost-efficiency of virtual career fairs is undeniable. Traditional job fairs often come with significant expenses, including venue rentals, printed promotional materials, and travel costs for both job seekers and recruiters. In contrast, virtual career fairs eliminate these financial burdens. The National Association of Colleges and Employers reports that companies can save up to 75% of their recruiting budget by participating in virtual career fairs. This financial relief extends to job seekers who no longer need to budget for travel, accommodation, or even professional attire, making job hunting more financially accessible for all.





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





Convenience: Job seekers can participate from the comfort of their homes, reducing the stress and time associated with traditional job fairs.

One of the standout advantages of virtual career fairs is the unparalleled convenience they offer. Job seekers can participate in these events from the comfort of their own homes, eliminating the need for stressful commutes, time-consuming lines, and crowded venues associated with traditional job fairs. A survey conducted by a leading job search platform found that 89% of participants in virtual career fairs cited convenience as a key factor in their decision to attend. This convenience extends to employers as well, who can engage with potential candidates without the need for elaborate booth setups or long days away from the office. Ultimately, the convenience factor not only saves time but also reduces the stress and anxiety often associated with job searching, leading to more positive and fruitful interactions for all involved.

Global Reach: Employers can connect with candidates from around the world, increasing the chances of finding the perfect fit for their organization.

Virtual career fairs break down international barriers, allowing employers to cast a wider net in their search for talent. Whether a company is based in New York, London, or Singapore, they can tap into a global talent pool. This level of access is particularly crucial in industries with specialized skill requirements or talent shortages. For instance, a tech startup in Berlin seeking a rare AI expert can connect with a qualified candidate in Beijing without the need for costly and time-consuming international recruitment efforts. Statistics reveal that companies that leverage global virtual career fairs report a significant increase in the diversity and quality of their candidate pool.

LOEWS
HOTELS

NOW HIRING

JOIN OUR TEAM

We have opportunities for you to learn the unique Loews approach to hospitality, grow a purposeful career and belong to a family.

- Restaurant Managers
- Quality Managers
- Full Time Cooks
- Banquet Setups
- Seasonal Cooks
- Seasonal Servers

APPLY HERE

loewshotels.com/careers



CONTACT:

Nicole.Longchamp@LoewsHotels.com

or

(619)424-4425

Reduced Bias: Virtual fairs can minimize biases related to physical appearance or first impressions, focusing on qualifications and skills.

In the world of virtual career fairs, it's not about how you look but what you bring to the table. Traditional job fairs can be rife with biases related to physical appearance, gender, or even clothing choices. Virtual fairs, on the other hand, level the playing field. Recruiters assess candidates based on their qualifications, skills, and experience, reducing the influence of unconscious biases. A study conducted by a leading HR consultancy found that virtual recruitment processes, including career fairs, reduced gender and ethnic bias in hiring decisions by as much as 50%. This shift towards a more equitable recruitment process benefits both job seekers and employers, promoting diversity and inclusion in the workplace.

Resource Availability: Attendees have access to resources such as webinars, resume workshops, and career advice sessions during virtual career fairs.

Virtual career fairs are not just about job postings and interviews; they offer a treasure trove of resources. Attendees can participate in webinars hosted by industry experts, fine-tune their resumes through workshops, and gain valuable career insights in advice sessions. For instance, a recent virtual healthcare career fair included webinars on emerging trends in telemedicine and workshops on crafting a standout nursing resume. These resources empower job seekers to enhance their skills, stay updated on industry developments, and present themselves more effectively to employers. This holistic approach to career development distinguishes virtual fairs as not only recruitment hubs but also educational platforms.

Follow-up Opportunities: The digital format makes it easier for both job seekers and employers to follow up after initial interactions.

Closing the loop after initial interactions is a breeze in the digital realm of virtual career fairs. Job seekers can send follow-up emails or messages to recruiters with a simple click, keeping the conversation alive. Employers can easily revisit candidate profiles and notes from their interactions, streamlining the decision-making process. In a survey of HR professionals, it was found that 85% of them considered the ability to efficiently follow up with candidates as a significant advantage of virtual career fairs. This streamlined follow-up process not only saves time but also enhances communication, leading to more successful hires and job placements.

As we explore each of these advantages in depth, it becomes evident that virtual career fairs are not merely a trend but a transformative force in the modern job market. They enhance accessibility, reduce costs, offer unparalleled convenience, and promote fairness in hiring practices, all while providing valuable resources and opportunities for job seekers and employers. In an era defined by digital innovation, virtual career fairs represent a pivotal step forward in the evolution of employment connections.



**WE HERE AT
COCA-COLA
VALUE
MILITARY,
EQUITY AND
INCLUSION!**

Veterans Apply Today!
www.coca-colacompany.com/careers



VETERANS CONTRIBUTING TO NATIONAL SAFETY

As veterans transition from military service to civilian life, their impact on national safety remains profound. The skills, experience, and unwavering commitment developed during their time in uniform make veterans valuable contributors to various sectors, including emergency services, cybersecurity, and disaster response.

EMERGENCY SERVICES AND FIRST RESPONDERS

Veterans are a natural fit for careers in emergency services and first responder roles. Their military training equips them with essential skills in crisis management, medical aid, and coordination. According to the U.S. Bureau of Labor Statistics, the demand for emergency medical technicians (EMTs) and paramedics is expected to grow by 6% from 2020 to 2030. Veterans' experience in high-pressure situations positions them as ideal candidates to fill these roles, ensuring rapid and effective responses to emergencies.

CYBERSECURITY AND NATIONAL DEFENSE

In an era characterized by cyber threats and digital warfare, veterans with backgrounds in cybersecurity are instrumental in safeguarding national safety. A report by the U.S. Chamber of Commerce Foundation found that veterans' military experience and security clearances make them highly sought after in the cybersecurity field. Veterans often transition into roles as information security analysts, helping protect critical infrastructure, government agencies, and private enterprises from cyberattacks.



NOW HIRING



WE'RE
LOOKING FOR:

ENTRY LEVEL
RECRUITS

POLICE
DISPATCHERS

COMMUNITY
SERVICES
OFFICER

Scan Here



Contact: Joincvpd@chulavistapd.org
or
619-585-5652



DISASTER RESPONSE AND HUMANITARIAN AID

When natural disasters strike, veterans' adaptability and crisis management skills are indispensable. Organizations like Team Rubicon, founded by military veterans, mobilize experienced volunteers to provide disaster relief and humanitarian aid. According to a report by the National Center for Disaster Philanthropy, veterans' expertise in logistics, medical care, and leadership enhances the effectiveness of disaster response efforts, aiding communities in their recovery.



LAW ENFORCEMENT AND HOMELAND SECURITY

Veterans' sense of duty and commitment to safety align seamlessly with careers in law enforcement and homeland security. Data from the U.S. Department of Labor indicates that veterans make up a significant portion of the law enforcement workforce. Their training in risk assessment, strategic planning, and crisis resolution equips them to tackle complex security challenges, ranging from counterterrorism to border security.

INTELLIGENCE AND NATIONAL SECURITY AGENCIES

Intelligence agencies play a pivotal role in protecting national safety, and veterans with security clearances often find their skills in high demand. A report by the Institute for Veterans and Military Families notes that veterans' experiences in intelligence, analysis, and surveillance are assets for agencies like the CIA, NSA, and FBI. Their contributions are integral to identifying and mitigating threats to national security.

STATISTICAL INSIGHTS

To provide a statistically accurate perspective on veterans' contributions to national safety, consider the following data points:

According to the U.S. Department of Veterans Affairs, as of 2020, there were approximately 18.2 million veterans in the United States, representing a vast pool of potential talent for national safety roles.

A study by the National Bureau of Economic Research found that veterans who served during the post-9/11 era are more likely to enter careers in protective services, such as law enforcement and firefighting, compared to non-veterans.

The Department of Defense Cyber Strategy outlines the critical role of veterans in cybersecurity, as they possess the skills and experience to protect national interests in the digital realm.

The Federal Emergency Management Agency (FEMA) actively collaborates with veterans through initiatives like the FEMA Corps program, leveraging their expertise in disaster response and recovery.



As our nation's protectors and defenders, veterans continue to play an integral role in ensuring national safety across diverse domains. Their transition to civilian careers enriches various sectors, providing a wealth of skills, experience, and commitment to safeguarding our communities. The statistical evidence underscores the significance of veterans' contributions, highlighting their essential role in bolstering the safety and security of our nation. As veterans continue to serve their country in new capacities, their unwavering dedication remains a source of strength and resilience for the United States, both in times of peace and in moments of crisis.

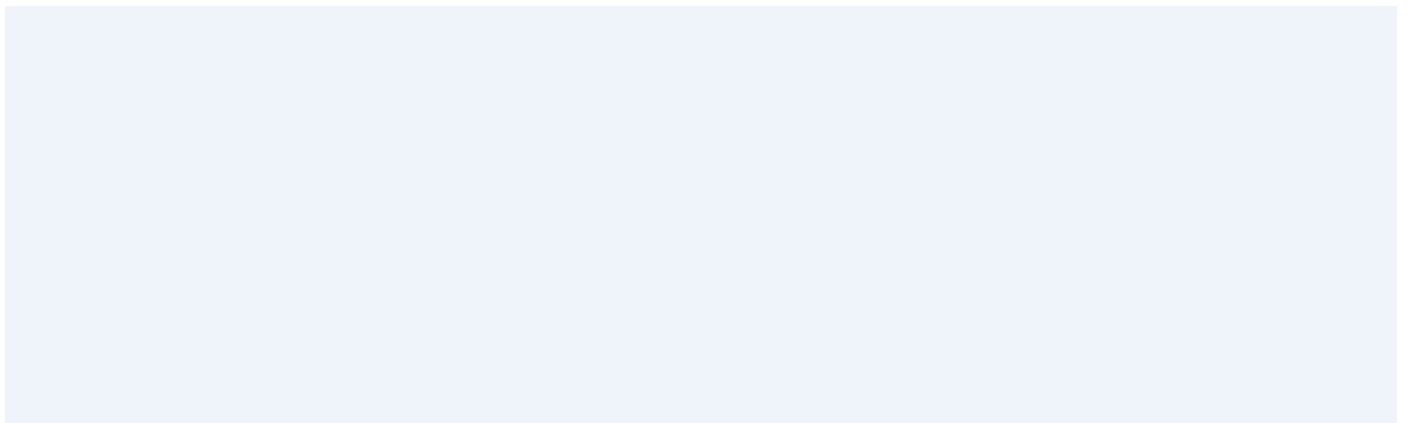
JOIN OUR TEAM OF CAREGIVERS

Hiring EMTs, Paramedics, Support Service Representatives and Wheelchair/Shuttle Drivers in San Diego, CA

American Medical Response (AMR), is America's leading provider of medical transportation, with more than 28,000 Paramedics, EMTs, RNs and other professionals transporting more than 4.8 million patients nationwide each year in critical, emergency and non-emergency situations. AMR is a part of the Global Medical Response (GMR) family of solutions. GMR is the industry-leading air, ground, specialty and residential fire services, and managed medical transportation organization.

We offer a comprehensive benefits package and have open positions at every skill-level and sign-on bonuses based on desired role. When you join AMR, an entire world of opportunities opens up to you across a spectrum of EMS careers.

BENEFITS OF JOINING OUR TEAM



BNSF RAILWAY IS HIRING VETERANS!



TRANSITIONING MILITARY JOBS AT BNSF

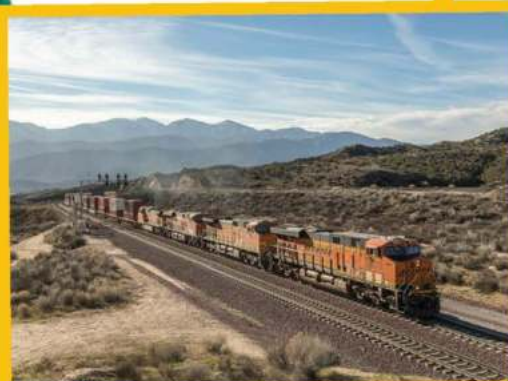
<https://jobs.bnsf.com/us/en/home>



- 1. Experienced First Line Supervisor**
- 2. Dispatcher Trainee**
- 3. Special Agent**
- 4. Track Maintenance**
- 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.



PROFESSIONAL DEVELOPMENT FOR VETERANS: COURSES, CERTIFICATIONS, AND TRAINING



Transitioning from a military career to civilian life can be a challenging and pivotal moment for veterans. It often involves a significant shift in roles, responsibilities, and skills. Fortunately, there are numerous courses, certifications, and training opportunities available to help veterans make a successful transition and continue to grow in their professional lives.

TRANSITION ASSISTANCE PROGRAMS:

Many governments, including the United States, offer Transition Assistance Programs (TAP) designed specifically for veterans. These programs provide comprehensive training in resume building, interview skills, and job search strategies. The U.S. Department of Veterans Affairs (VA) and the Department of Defense offer TAP workshops to help veterans navigate the civilian job market successfully.

VETERAN-FOCUSED BUSINESS COURSES:

For veterans interested in entrepreneurship, there are specialized business courses tailored to their needs. Programs like the Entrepreneurship Bootcamp for Veterans (EBV) and the Veteran Entrepreneur Portal (VEP) offer training in business planning, financing, and operations. These courses empower veterans to start and manage their businesses effectively.

CERTIFICATIONS FOR IN-DEMAND CAREERS:

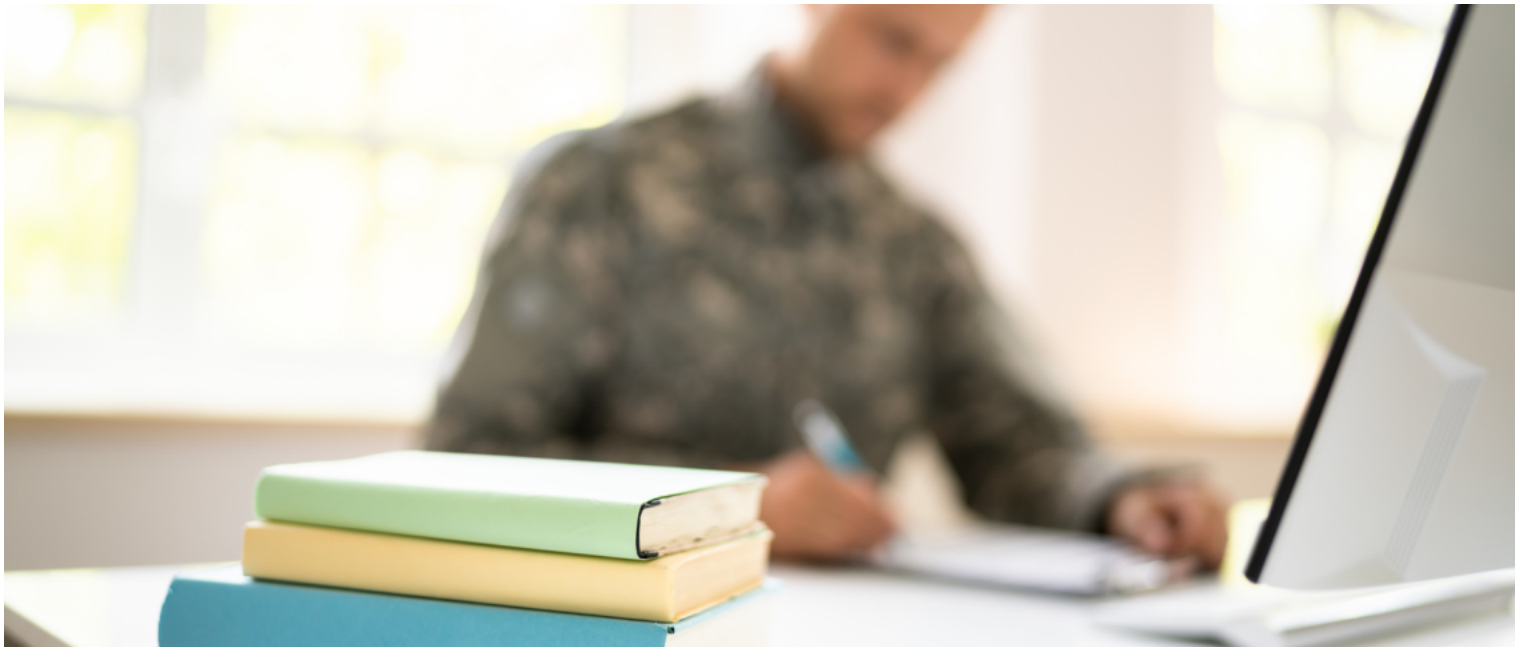
Several certifications are highly sought after in the civilian job market. Veterans can leverage their military experience and training to earn certifications in fields such as:

Project Management: The Project Management Professional (PMP) certification is widely recognized and can open doors in various industries.

Information Technology: CompTIA certifications, including A+, Network+, and Security+, are valuable in the IT sector.

Healthcare: Veterans can pursue certifications like Certified Nursing Assistant (CNA) or Certified Medical Assistant (CMA) to enter the healthcare field.

Human Resources: The Society for Human Resource Management (SHRM) offers certifications for HR professionals.



EDUCATIONAL OPPORTUNITIES:

Many veterans choose to pursue higher education as part of their professional development. The GI Bill, for example, provides financial support for veterans to attend college or vocational schools. Institutions like Syracuse University's Institute for Veterans and Military Families (IVMF) offer specialized education and entrepreneurship programs.

ON-THE-JOB TRAINING AND APPRENTICESHIPS:

Veterans can access apprenticeship programs to gain hands-on experience in various industries. The Department of Labor's (DOL) Veterans' Employment and Training Service (VETS) connects veterans with apprenticeship opportunities, allowing them to learn while earning a paycheck.



The Next Chapter of Your Journey Starts Now

Transitioning out of the military? We are here for you to help you move forward in your career. Contact us today to learn about exciting job opportunities!



We are a diverse, high-performing organization that treats our clients as partners, our team as family, and security as our passion.



Competitive Pay

We value our employees and believe competitive pay is integral to their success



Development

Comprehensive training and career development, plus discounts on higher education



Health Care

Opportunities for medical, dental, holidays, vacation, sick pay, and 401 (k) retirement plan

Details

We want you to join our team! Now hiring active and ex-military personnel in the San Diego area. Guard Card sponsorship available!

Why Choose Us?

Inter-Con is more than a company, it's an alumni base. We believe in positioning the right people in the right place to help them achieve their long-term aspirations for career growth. Your career success drives our success.

Contact Us Today! ▶

Opportunities available across the country, just ask!

Call : 626-535-7652

Email : JPartida@icsecurity.com

INDUSTRY-SPECIFIC TRAINING:

Specific industries often offer training programs tailored to veterans. For example, the Manufacturing Institute's Heroes MAKE America program provides training in advanced manufacturing skills, while the American Welding Society offers welding training for veterans interested in the welding profession.

MENTORSHIP PROGRAMS:

Mentorship can be a valuable aspect of professional development. Organizations like American Corporate Partners (ACP) match veterans with mentors in various industries, providing guidance and networking opportunities.

CAREER COUNSELING AND NETWORKING:

Career counseling services can help veterans identify their strengths and career goals. Additionally, veterans' organizations and job fairs offer networking opportunities, connecting veterans with potential employers and peers.

FINANCIAL LITERACY AND PERSONAL DEVELOPMENT:

Financial stability and personal growth are essential aspects of professional development. Courses on financial literacy, time management, and leadership can contribute significantly to veterans' success in civilian careers.

ONLINE RESOURCES:

Many online platforms offer free or affordable courses and resources. Websites like Coursera, LinkedIn Learning, and edX provide a wide range of courses on topics from leadership to coding, allowing veterans to upskill at their own pace.



Professional development for veterans is a vital aspect of their transition to civilian life. The courses, certifications, and training opportunities available are diverse and cater to various career interests. Whether veterans are looking to enter new fields, advance in their current careers, or start their businesses, there are ample resources and support systems in place to help them achieve their professional goals. As veterans embark on their post-military journeys, these opportunities serve as valuable stepping stones toward a successful and fulfilling civilian career.



SOFT SKILLS FOR SUCCESS

In today's dynamic and interconnected professional landscape, the ability to excel goes beyond technical proficiency alone. Soft skills have emerged as the linchpin of professional achievement, with communication, leadership, and collaboration standing out as the three pillars upon which career success is built.

COMMUNICATION: THE ART OF CONNECTION

Effective communication is the cornerstone of success in any field. It encompasses verbal, non-verbal, and written skills, all of which are essential for conveying ideas, building relationships, and resolving conflicts. In fact, a study by the National Association of Colleges and Employers found that "communication skills" consistently rank among the top attributes employers seek in new hires.

Practical Application: Consider a project manager who must convey a complex strategy to their team. They must communicate clearly to ensure everyone understands their role, the project's goals, and the timeline. Miscommunication can lead to costly delays or misunderstandings. Good communicators foster a collaborative environment, boost team morale, and inspire trust.

LEADERSHIP: GUIDING THE WAY

Leadership is not limited to those in managerial roles. It is a skill that anyone can develop to influence, motivate, and guide others toward shared goals. In a survey conducted by LinkedIn, 57% of respondents considered soft skills, including leadership, to be more important than technical skills.

Practical Application: Imagine an employee who, though not a manager, steps up to lead a challenging project. Their leadership skills enable them to inspire their colleagues, delegate tasks effectively, and navigate through obstacles. Effective leaders empower their teams to achieve outstanding results.

WE ARE HIRING



WESTERN REGION DETENTION FACILITY - SAN DIEGO, CA

Western Region Detention Facility would like you to join our TEAM!
WE ARE HIRING...

MEDICAL POSITIONS:

HEALTH SERVICES ADMINISTRATOR - \$115,000.00 yr.

- ELIGIBLE FOR UP TO 5% ANNUAL BONUS
- RELOCATION ASSISTANCE AVAILABLE

RN's (F/T, P/T/PER-DIEM) - PAY RATE: \$53.22 hr. + \$4.23 hr. H&W*

- HIRING BONUS: \$2,000.00 (FULL-TIME ONLY)
- Shift Times Available: 7am - 3:30pm; 3pm-11:30pm; 11pm-7:30am

LPN's - (F/T, P/T/PER DIEM) \$38.22hr. + \$4.23 hr. H&W*

- HIRING BONUS: \$2,000.00 (FULL-TIME ONLY)
- Shift Times Available: 7am - 3:30pm; 3pm-11:30pm; 11pm-7:30am

FOOD SERVICE POSITIONS:

FOOD SERVICE WORKERS (F/T) \$15.45 hr. + \$4.23 hr. H&W*

COOKS (FULL-TIME) \$19.93 hr. + \$4.23 hr. H&W*

*Health & Welfare Benefit Rate per hour on all hours paid up to 40 hours per week and not to exceed 2,080 hours per year.

GEO'S GENEROUS BENEFIT PACKAGE INCLUDES:

- Medical/Dental/Vision Insurance
- Paid Time off (PTO)
- 401(k) Retirement Plan
- Basic Life Insurance & Tuition Reimbursement
- Paid Holidays... and much more!

To APPLY for MEDICAL POSITIONS -
Contact THAIS DIAS: 561-999-5831 or
tdias@geogroup.com

To APPLY for FOOD SERVICE/COOK -
Contact AVIS SHY: 561-430-6487 or
ashy@geogroup.com

APPLY ONLINE jobs.geogroup.com

EQUAL OPPORTUNITY EMPLOYER



COLLABORATION: THE POWER OF TEAMWORK

In today's global economy, collaboration is the driving force behind innovation and problem-solving. As businesses expand their operations across borders and cultures, the ability to work seamlessly with diverse teams becomes increasingly critical. A survey by PwC revealed that 86% of CEOs believe that a lack of collaboration is a significant problem within their organizations.

Practical Application: Picture a multinational corporation developing a groundbreaking product. Effective collaboration ensures that teams in different time zones and cultures work together harmoniously. When employees share ideas, resources, and expertise, the result is a more innovative and competitive organization.



In today's competitive job market, soft skills are the differentiators that set individuals apart. Communication, leadership, and collaboration form a trifecta of abilities that propel careers forward. They enable professionals to convey their ideas effectively, guide teams toward success, and work harmoniously in diverse environments.

To truly excel in your career, invest in developing and honing these skills. Take communication courses, seek out leadership opportunities, and actively engage in collaborative projects. By doing so, you'll not only boost your employability but also contribute to a more positive and productive work environment, benefiting both yourself and your organization.

In this era where change is constant, soft skills remain timeless, serving as a beacon of adaptability and resilience in an ever-evolving workforce. Whether you're a recent graduate, a mid-career professional, or a seasoned executive, cultivating these soft skills is your key to unlocking the door to personal and professional success.



California National Guard wants to recruit, YOU!

Hired 25 Active Duty and Military Spouses
www.ANG.gov/careers

2023 Affirmative Action / EEO Announcements Vets Hired

Is committed to a diverse and inclusive workplace. We do not discriminate based on race, color, religion, or belief, national, social, or ethnic origin, sex (including pregnancy), age, physical, mental, or sensory disability, HIV Status, sexual orientation, gender identity, and/or expression, marital, civil union or domestic partnership status, past or present military service, family medical history or genetic information, family or parental status.

Click the following link for job opportunities:
[Military Veteran Jobs - Vets Hired \(careerwebsite.com\)](http://careerwebsite.com)



Vets Hired Dedicated to helping 1,000 Veterans Land Jobs Every Month!

www.VetsHired.Us

HAROSKY HOMES



LEIAN HAROSKY

OWNER/ HAROSKY HOMES LLC

EXPERT REALTOR, PRINCIPLE BROKER BASED OUT OF HAWAII

VA CERTIFIED EDUCATOR/SUBJECT MATTER EXPERT

(808)421-7767

**DOD SKILLBRIDGE PROGRAM OFFERED
FOR TRANSITIONING SERVICE MEMBERS
WHO ARE INTERESTED IN REAL ESTATE &
VA EDUCATION ON HOW TO MAXIMIZE VA
LOAN AND BUILD YOUR WEALTH**



Here at Harosky Homes we want each of our clients to have the best home buying experience ! Our team is with you every step of the way, and are always readily available to meet any of your needs.



WE SUPPORT ALL ACTIVE DUTY & RETIRED SERVICE MEMBERS



BENECIA GUTIERREZ

EXPERT REALTOR, CA

LICENSE: DRE#02194941

CALL OR EMAIL TODAY
FOR MORE INFORMATION
AND OPPORTUNITIES

(619)897-7400

BENECIA@HAROSKYHOMESCALIFORNIA.NET

If you are a transitioning service member and have interest in Real Estate, VA Loan, or building wealth within the real estate community feel free to reach out for more information and apply for Harosky Homes Skillbridge program.



Dedicated Virtual Corporate Career Fairs!

Let Vets Hired Facilitate your Corporate Virtual Career Fair

Here below you can find some of our features and benefits:

- Customized event building
- Branded virtual stands with interactive features
- Customized networking lounge/tables
- 1-on-1 unlimited online video meetings
- Group video calls
- Appointment module
- Video conferencing & live streaming sessions

Contact Vets Hired Today For Details

619-277-9099

CEO@VetsHired.us

www.VetsHired.us



**Pride Industries has over
200 openings, nationwide.**



**APPLY
TODAY!**

PRIDE Industries

P: (916) 225-7951

frank.goehringer@prideindustries.com

PRIDEIndustries.com

**Creating employment for people
with disabilities**

www.VetsHired.us

EVERY COMPANY NEEDS A VIDEO TO SHARE IT'S COMMITMENT TO MILITARY, DIVER- SITY AND INCLUSION!



We offer the following services:

- Complete video production services
- Social media distribution sharing

Video Distribution Outlets Include:

- Your virtual booth at Hybrid and Virtual Career Fairs
- Military Inclusion website one year
- LinkedIn groups
- Facebook groups
- Veteran outreach organizations
- Mass emailed through our email database to thousands of veterans, active duty a military spouses

Get started today, call 619-277-9099

www.VetsHired.us

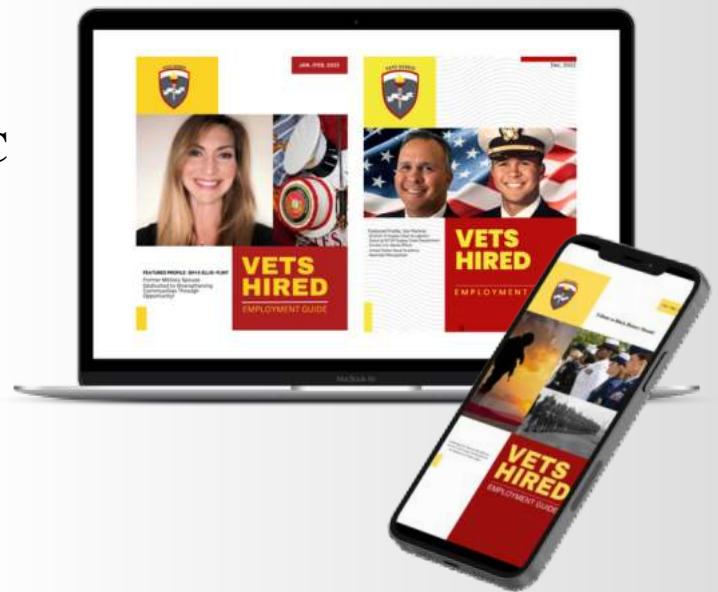
VETS HIRED EMPLOYMENT GUIDE

Circulation, Distribution, and Social Media Connections

VHEG, is emailed to over 125,000 Veterans, Active Duty and Military spouses, monthly! Come join us, advertise today!

Targeted Cities Include:

- San Diego County
- Sacramento, CA
- 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
- Miami, FL
- 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
- Columbia, SC



VETS HIRED EMPLOYMENT GUIDE

Let us know if you recently hired a veteran, plan on hiring a veteran or need help hiring Veterans!

Subscribe and join our mailing list today!

ADVERTISE TODAY!

Send us an email to CEO@VetsHired.us

VETS HIRED

EMPLOYMENT GUIDE



SUPPORTING THOSE WHO SERVED!

www.VetsHired.us

