

Feb. / March 2024



TRANSFORMING LIVES AND COMMUNITIES

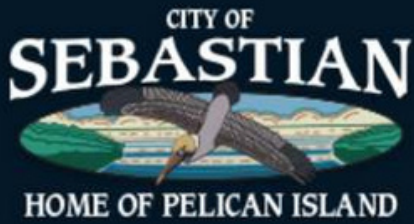


ALAMEDA
COUNTY
PROBATION
DEPARTMENT

Our mission is to support and restore communities by providing compassionate supervision and accountability to justice-involved youth and adults, and to provide preventive and rehabilitative services through evidence-based practices and collaborative partnerships.

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EMPLOYMENT GUIDE



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Phone: 772-388-8222

Or visit: www.cityofsebastian.org

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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.

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.



BLACK HISTORY MONTH : REMEMBERING THOSE WHO SERVED

This Black History Month, we are reminded of the profound words of Congressman Charles B. Rangel, who stated, "Honoring the sacrifices many have made for our country in the name of freedom and democracy is the very foundation of Veterans Day."

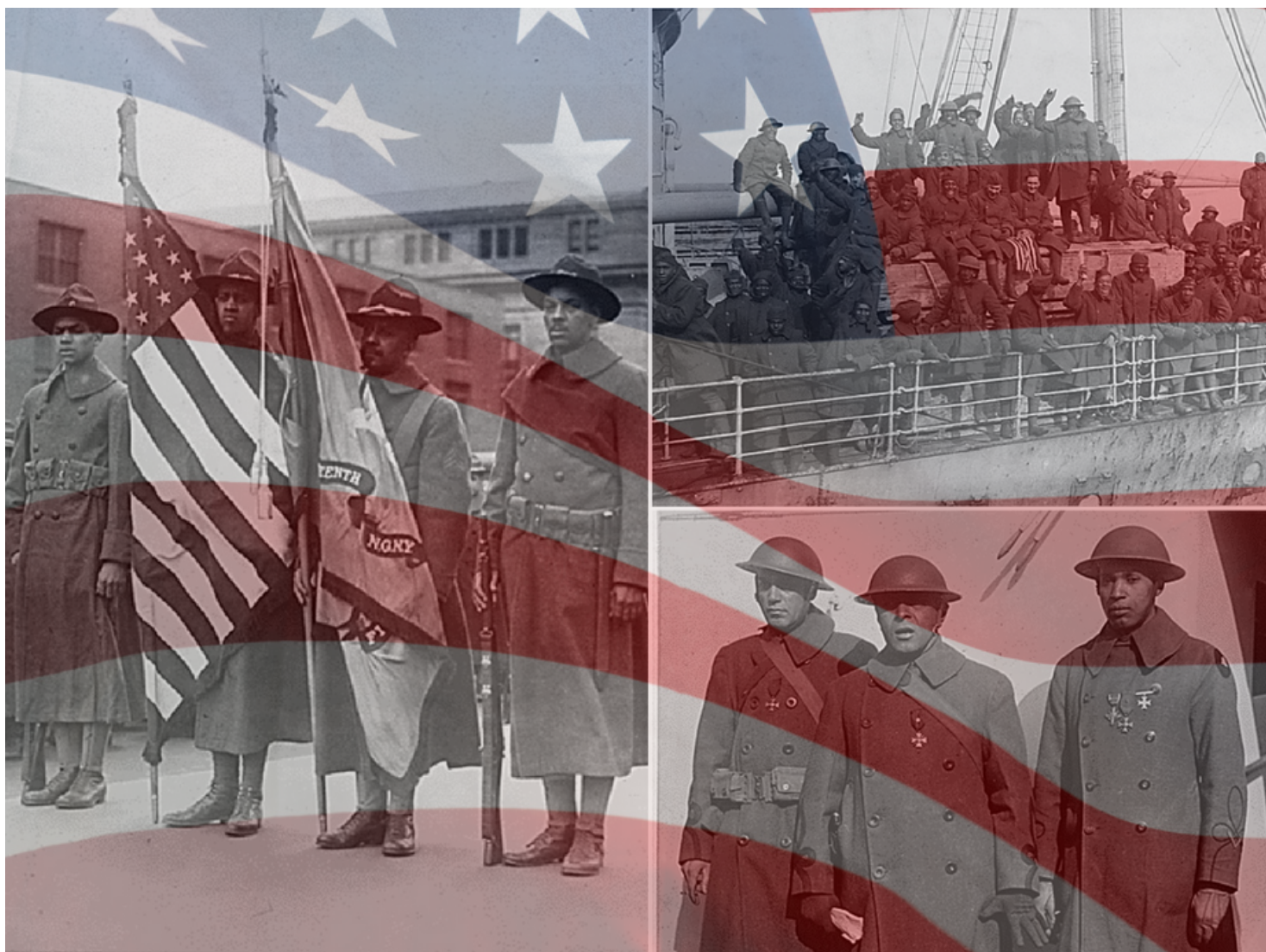
In light of this sentiment, we would like to pay tribute to the African American men and women who served valiantly in the Armed Forces, especially during the pivotal moments of World War I and World War II.

Their contributions were monumental, yet often overlooked in historical narratives. Despite facing discrimination and segregation, Black servicemembers demonstrated unparalleled courage and dedication on the battlefield. From the Harlem Hellfighters of World War I to the Tuskegee Airmen and the 761st Tank Battalion of World War II, their bravery and resilience paved the way for progress and equality.

In the face of adversity, these individuals fought not only against external enemies but also against racism and injustice within their own ranks. Their service and sacrifices were instrumental in challenging discriminatory practices and advocating for the desegregation of the military, ultimately contributing to broader social and civil rights movements.

As we honor Black veterans this month, let us remember their courage, their sacrifices, and their unwavering commitment to defending freedom and democracy. Their legacy serves as a reminder of the enduring spirit of resilience and determination that continues to inspire us today. Through education, commemoration, and ongoing advocacy, we can ensure that their stories are never forgotten, and their contributions are duly recognized and celebrated.





The National Archives stands as a custodian of our nation's history, preserving a rich collection of photographs that document the contributions of African Americans in these conflicts. These images offer poignant glimpses into the lives of black soldiers, depicting scenes of training, camaraderie, and triumph during victory parades.

During World War I, over 350,000 African American men enlisted in the military, serving in segregated units and predominantly in supporting roles. Despite facing systemic discrimination, these soldiers demonstrated unwavering dedication and courage. Notable units such as the 369th Infantry Regiment, known as the "Harlem Hellfighters," and the 371st Infantry Regiment made significant contributions to the war effort, challenging stereotypes and paving the way for future generations.

In World War II, over 2.5 million African Americans served, enduring segregation and relegated to low-level tasks within segregated units. However, amidst these challenges, heroes emerged, including Dorie Miller, Benjamin O. Davis Sr. and Jr., and Frederick C. Branch, who distinguished themselves through acts of bravery and leadership. African American women also made history during this time, serving as nurses and officers in segregated women's auxiliaries, breaking barriers and shattering stereotypes.



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Black History Month: Remembering Those Who Served Cont.

In the modern era, Black veterans continue to make significant contributions to the defense of our nation and the advancement of society. They serve in diverse roles across all branches of the military, excelling as leaders, innovators, and ambassadors of diversity and inclusion. Their service extends beyond the battlefield, encompassing humanitarian missions, peacekeeping efforts, and community outreach initiatives.

However, challenges persist. Despite progress, racial disparities persist within the military, affecting recruitment, retention, and opportunities for advancement. Additionally, issues such as mental health stigma and inadequate support systems disproportionately impact Black servicemembers, highlighting the need for ongoing advocacy and support. As we honor Black veterans during Black History Month, it's essential to not only celebrate their achievements but also address the systemic barriers and inequalities that persist. Education, dialogue, and collective action are crucial in promoting equity and justice within the military and society at large.



This Black History Month, let us remember and honor those who served, whose resilience, courage, and unwavering commitment to freedom and democracy continue to inspire us all. Their stories are an integral part of our nation's history, reminding us of the enduring legacy of African American veterans and their contributions to the fabric of our society. We must amplify the voices of Black veterans, ensuring that their stories are heard and their contributions acknowledged. By recognizing their sacrifices and celebrating their achievements, we reaffirm our commitment to honoring the legacy of service and resilience that defines the Black veteran experience. Together, let us strive to build a future where all servicemembers, regardless of race or background, can thrive and fulfill their potential.

ALAMEDA COUNTY PROBATION DEPARTMENT

Nurturing Communities Through Compassion and Accountability



**Join Alameda County Probation,
Where We Work with a Purpose!**

Visit acpdcareers.acgov.org to learn more!

Welcome to the profound and transformative landscape of the Alameda County Probation Department, where a decade of dedicated efforts has ushered in a paradigm shift. Our mission is to support and restore communities by providing compassionate supervision and accountability to justice-involved youth and adults, and to provide preventive and rehabilitative services through evidence-based practices and collaborative partnerships.

Over the past decade, there has been a remarkable surge in research focused on effective strategies and practices for achieving positive outcomes for justice-involved individuals and their communities. Embracing this wave of progress, the Alameda County Probation Department has emerged as a trailblazer in the implementation of evidence-based practices aimed at equipping youth and adult clients with the skills necessary for successful, crime-free lives. In the last 36 months, the department has undergone a significant transformation, positioning itself as a national leader in Community Corrections.

A PROACTIVE APPROACH:

One of the key elements of the Alameda County Probation Department's progressive approach is its collaboration with judges on the front end of sentencing. By actively involving judges in the decision-making process, the department ensures a more nuanced and individualized approach to justice, moving away from a one-size-fits-all mentality.

ELIMINATION OF FINES AND FEES:

In a groundbreaking move, the department has taken a leading role in advocating for the elimination of fines and fees for both juveniles and adults. Recognizing the disproportionate impact of financial penalties on marginalized communities, this initiative aims to create a more equitable and just system. This bold step not only alleviates financial burdens on justice-involved individuals but also aligns with broader social justice goals.

FIVE-YEAR STRATEGIC PLAN - VISION 2023:

In April 2018, the Alameda County Probation Department adopted its first Five-Year Strategic Plan, aptly named VISION 2023. This historic plan aligns with Alameda County's Vision 2026 Strategic Plan and incorporates essential components such as action, execution, and quality control. VISION 2023 serves as a roadmap for the department's future endeavors, outlining clear objectives and measurable goals.

MEASURING PERFORMANCE AND EFFECTIVENESS:

The success of any transformation lies in its ability to measure performance and assess the effectiveness of services provided. Through the tenets of VISION 2023, the Alameda County Probation Department is committed to continuous improvement. By implementing rigorous quality control measures, the department ensures that its progressive initiatives translate into tangible positive outcomes for those under its jurisdiction.

A SUPPORTIVE AND STRENGTH-BASED SYSTEM:

The department's commitment to transformation is evident in its shift from a punitive system to one that is supportive and strength-based. Recognizing the potential for restorative justice, redemption, and rehabilitation, the Alameda County Probation Department is dedicated to providing opportunities for positive change.

DIVERSE VOICES, SHARED VISION:

The genesis of our strategic plan can be traced back to a Strategic Planning Committee, an eclectic mix of department employees, union representatives, and stakeholders. This committee, a crucible of ideas, engaged in a meticulous seven-month process involving extensive research, focus groups, executive management consultations, and external stakeholder input. The outcome is not just a document but a testament to the diverse voices that echo our shared vision of service, community partnerships, and public safety.

EMPOWERING POSITIVE CHANGE:

At the heart of our mission lies an unwavering belief that individuals can change. Beyond mere reduction in recidivism rates, our focus extends to fundamental aspects of life—housing, employment, physical and mental health, and the cultivation of positive relationships. Policies that refrain from limiting access to social services based on criminal convictions align with our core value of upholding the dignity of individuals in their transformative journey.

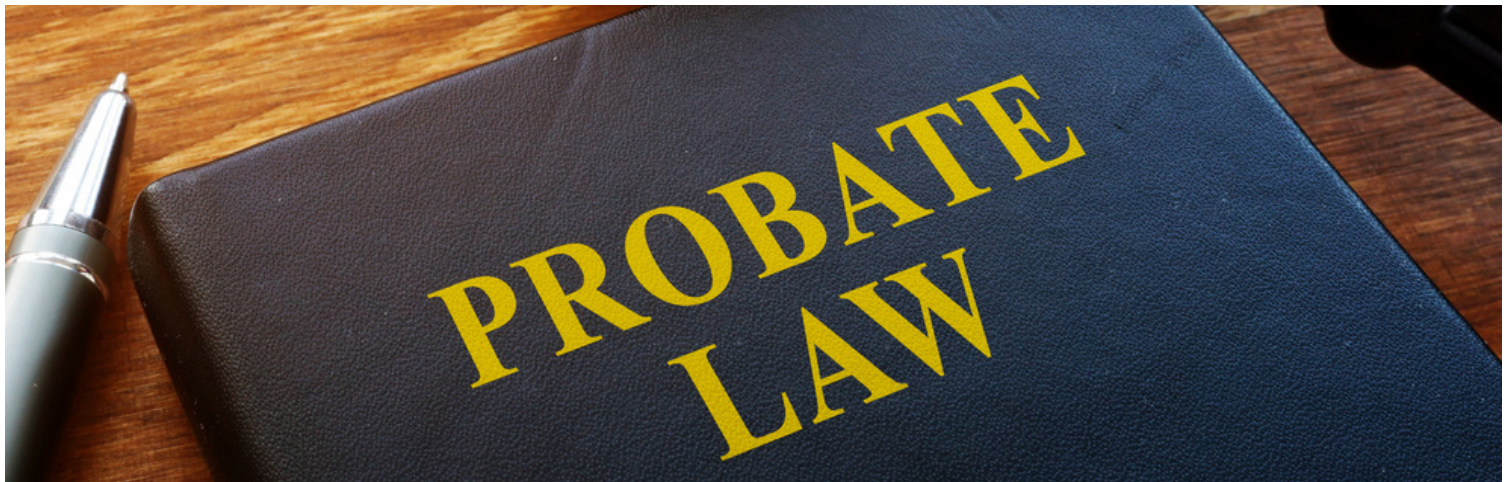
The ACPD draws inspiration from the belief that individuals, given the right opportunities and tools, can transform their lives. The department rejects policies that limit access to social services based on criminal convictions, recognizing that such limitations hinder the crucial support required for individuals in the process of rebuilding their lives. This commitment aligns with the core value of respecting the dignity of individuals and their capacity for change, as articulated by Still, Broderick, and Raphael in 2016.

HONORING PROBATION HISTORY:

The roots of the American Probation System can be traced back to 1841 in Boston, Massachusetts, with the altruistic efforts of John Augustus. A shoemaker by trade, Augustus offered assistance to the court in rehabilitating individuals involved in minor offenses. The probation system, derived from the Latin terms 'probare' and 'probation,' signifies a suspension of sentence and conditional release under the supervision of a court-appointed agent.

In California, the probation system gained official recognition in 1903, when the legislature directed the appointment of probation officers and the establishment of a separate court for juveniles. Alameda County's probation history began with Anita Whitney, an unofficial probation officer who, despite facing legal challenges herself, dedicated months to caring for probationers. The first official paid Probation Officer, Ezra Decoto, took on the role in 1907, setting the stage for the department's growth.

The ACPD's journey continued with Christopher Ruiz and Oliver Snedigar, who played pivotal roles in shaping the department's trajectory. Lorenzo Buckley assumed leadership in 1953, marking a new chapter in the ACPD's commitment to community well-being.



SAN DIEGO COUNTY PROBATION DEPARTMENT

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INTERESTED? APPLY TODAY!

CAREERS AND RECRUITMENT:

The Alameda County Probation Department extends a warm invitation to individuals committed to making a tangible impact in their communities. Opportunities abound for Deputy Probation Officers and Juvenile Institutional Officers, offering not just jobs but avenues for meaningful work, flexible hours, and competitive salaries. Our commitment to core values—compassion, commitment, innovation, accountability, and results-oriented practices—guides our staff in their pursuit of making lasting positive contributions.

Roles and Responsibilities: Deputy Probation Officers (DPOs) and Juvenile Institutional Officers (JIOs) play crucial roles in the criminal justice system. Deputy Probation Officers work directly with individuals on probation, developing and implementing rehabilitation plans, monitoring compliance, and providing support to help individuals reintegrate into society successfully. Juvenile Institutional Officers work in secure juvenile facilities, overseeing the welfare and rehabilitation of young individuals in custody.

Community Engagement: To build trust and awareness, the department actively engages with the community through various channels. By participating in career fairs and community festivals, the Alameda County Probation Department not only seeks potential candidates but also establishes a direct connection with the community it serves. This open dialogue fosters transparency, understanding, and collaboration between the department and the residents it aims to protect and support.

Training and Development: Joining the Alameda County Probation Department means embarking on a journey of continuous learning and professional development. The department is committed to providing comprehensive training to ensure that officers are well-equipped to handle the challenges of their roles effectively. Whether it's staying updated on the latest rehabilitation strategies or understanding the nuances of juvenile justice, ongoing training is a cornerstone of career development within the department.

If you are passionate about making a positive impact in your community, consider a career with the Alameda County Probation Department. Whether you are interested in becoming a Deputy Probation Officer or a Juvenile Institutional Officer, the department offers a fulfilling and meaningful career path. Take the first step in shaping a better future for your community by joining a team dedicated to public safety, rehabilitation, and community engagement. The Alameda County Probation Department is actively recruiting individuals like you – determined to make a difference.



acpdcareers.acgov.org

EXPLORING TOP INDUSTRIES AND OPPORTUNITIES

Veterans transitioning from military to civilian life often face unique challenges. Securing meaningful employment that utilizes their skills and experiences is essential for a successful transition. Fortunately, numerous industries actively recruit veterans, providing promising career paths and opportunities.

GOVERNMENT:

Research indicates that the government sector remains a top employer of veterans, offering competitive salaries and comprehensive benefits packages. According to the U.S. Office of Personnel Management, veterans receive preference in federal hiring, leading to higher rates of employment in roles spanning from administrative positions to law enforcement and cybersecurity. Additionally, government agencies often provide robust healthcare coverage, retirement plans, and opportunities for career advancement.

- **Payment:** Salaries in the government sector vary depending on factors such as job role, level of experience, and geographic location. According to data from the U.S. Office of Personnel Management, entry-level positions may start around \$30,000 to \$40,000 annually, while more experienced professionals and those in specialized roles can earn significantly higher salaries.

- **Specific Requirements:** Many government positions require candidates to meet specific eligibility criteria, including U.S. citizenship, a clean criminal record, and, in some cases, security clearance. Veterans may receive preference in federal hiring, particularly if they have served during specific periods of conflict or have a disability related to their service.

SECURITY CLEARANCE:

Industries requiring security clearance, such as defense contractors and government agencies, offer lucrative payment structures to veterans with specialized skills. Research conducted by defense industry publications highlights the high demand for veterans in roles involving classified projects, cybersecurity, and intelligence analysis. These positions typically come with competitive salaries, bonuses, and allowances, along with comprehensive healthcare coverage and retirement benefits.

- **Payment:** Compensation for roles requiring security clearance tends to be competitive, reflecting the specialized skills and responsibilities involved. Salaries can range from \$50,000 to well over \$100,000 annually, depending on factors such as level of clearance, job role, and employer.
- **Specific Requirements:** Obtaining and maintaining security clearance is a critical requirement for these roles. Veterans with prior security clearances from their military service may have an advantage, but candidates must still undergo thorough background checks and investigations conducted by government agencies or contractors.




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LAW ENFORCEMENT:

Studies from organizations like the International Association of Chiefs of Police demonstrate the significant representation of veterans in law enforcement roles. Police departments and other law enforcement agencies offer attractive payment packages, including competitive salaries, overtime pay, and retirement benefits. Moreover, many agencies provide additional perks such as tuition assistance, housing allowances, and healthcare coverage for both officers and their families.

- **Payment:** Salaries for law enforcement officers vary based on factors such as agency size, geographic location, and rank. According to data from the Bureau of Labor Statistics, the median annual wage for police and sheriff's patrol officers is around \$65,000, with opportunities for overtime pay and bonuses.
- **Specific Requirements:** Requirements for law enforcement roles typically include U.S. citizenship, a high school diploma or equivalent, and completion of a police academy training program. Veterans may receive preference in hiring, and some agencies offer incentives such as credit for military experience or educational achievements.



Exploring Top Industries and Opportunities Cont.

MAINTENANCE:

Data from the Bureau of Labor Statistics indicates a significant presence of veterans in maintenance-related occupations across various industries. Companies in sectors such as aviation, manufacturing, and facilities management offer attractive payment packages to veterans with technical expertise. These packages may include competitive salaries, performance bonuses, retirement plans, and healthcare benefits, along with opportunities for skills development and career advancement.

- **Payment:** Payment for maintenance roles varies depending on factors such as industry, level of expertise, and geographic location. According to data from the Bureau of Labor Statistics, the median annual wage for aircraft mechanics and service technicians is around \$65,000, with opportunities for overtime pay and bonuses in sectors such as aviation.
- **Specific Requirements:** Requirements for maintenance roles may include completing a technical training program, obtaining relevant certifications or licenses, and demonstrating proficiency in mechanical or technical skills. Veterans with prior experience in maintenance-related roles during their military service may have an advantage.





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OPPORTUNITIES FOR GROWTH

Exploring Top Industries and Opportunities Cont.

HEALTHCARE & NURSING:

Research from healthcare industry associations highlights the growing demand for veterans in healthcare roles, particularly as registered nurses and medical assistants. Hospitals, clinics, and other healthcare facilities offer competitive payment structures, including hourly wages, shift differentials, and overtime pay. Additionally, veterans may benefit from comprehensive healthcare coverage, retirement plans, tuition assistance for further education, and opportunities for specialization and career growth within the healthcare sector.

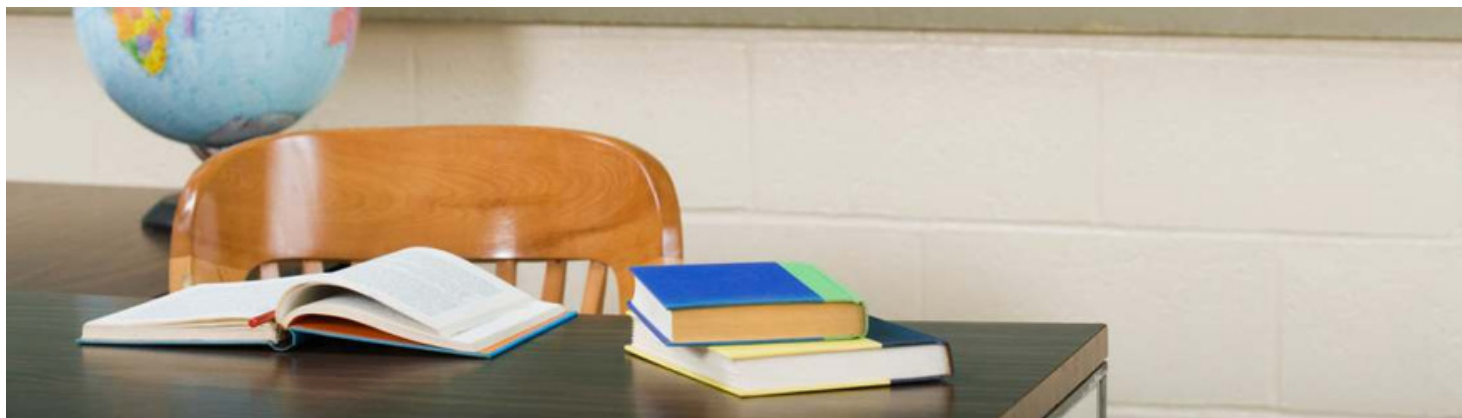
- **Payment:** Payment for healthcare and nursing roles depends on factors such as job role, level of experience, and employer. According to data from the Bureau of Labor Statistics, the median annual wage for registered nurses is around \$75,000, with opportunities for shift differentials, overtime pay, and bonuses.
- **Specific Requirements:** Requirements for healthcare and nursing roles typically include obtaining a state license or certification, completing an accredited nursing program, and demonstrating proficiency in clinical skills. Veterans with medical training or experience from their military service may have a competitive edge in these roles.

TEACHING & EDUCATION:

Studies by education research organizations indicate a notable presence of veterans in teaching and education roles, especially in vocational training programs and corporate training initiatives. Educational institutions offer competitive salaries, along with benefits such as retirement plans, healthcare coverage, and tuition reimbursement for professional development. Veterans may also find fulfillment in mentoring and coaching roles, helping them transition smoothly into civilian life while making a meaningful impact in their communities.

- **Payment:** Payment for teaching and education roles varies depending on factors such as level of education, geographic location, and type of institution. According to data from the Bureau of Labor Statistics, the median annual wage for high school teachers is around \$62,000, with opportunities for additional compensation through advanced degrees, coaching stipends, and extracurricular activities.

- **Specific Requirements:** Requirements for teaching and education roles typically include obtaining a bachelor's degree in education or a related field, completing a teacher preparation program, and obtaining state licensure or certification. Veterans with prior teaching experience or specialized knowledge in certain subjects may find opportunities to teach vocational training programs or corporate training initiatives.





Quality Management Solutions

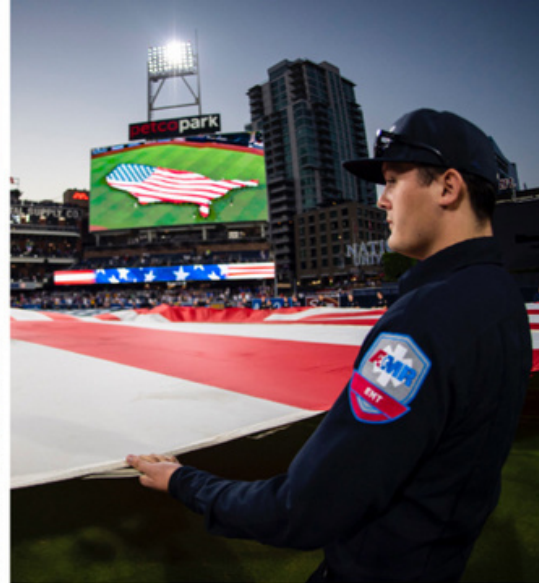
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TRANSPORTATION:

Research from transportation industry associations highlights the diverse opportunities available to veterans in logistics, supply chain management, and aviation. Companies in these sectors offer competitive payment packages, including salaries, bonuses, and allowances for specialized skills or certifications. Additionally, veterans may access benefits such as healthcare coverage, retirement plans, employee discounts, and opportunities for career advancement within the transportation industry.

- **Payment:** Payment for transportation roles varies depending on factors such as job role, level of experience, and employer. According to data from the Bureau of Labor Statistics, the median annual wage for transportation, storage, and distribution managers is around \$96,000, with opportunities for bonuses, profit-sharing, and performance incentives.
- **Specific Requirements:** Requirements for transportation roles vary depending on the specific job function. For example, logistics coordinators may need a bachelor's degree in logistics or supply chain management, while commercial pilots require extensive flight training and FAA certification. Veterans with experience operating vehicles or managing logistics during their military service may find opportunities in roles such as trucking, logistics coordination, or airline operations.



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THE UNDENIABLE FEDERAL RESUME

Entering the civilian job market after military service can be a daunting task. For veterans and their spouses, transitioning to a new career path often requires navigating unfamiliar territory. One avenue that holds promise for many is securing employment within the federal government. The federal sector offers stability, benefits, and opportunities for growth, making it an attractive option for those with military backgrounds. However, breaking into this sector requires more than just a generic resume. Crafting a federal resume tailored to the specific needs of government agencies is essential.

UNDERSTANDING THE FEDERAL RESUME:

Unlike resumes for private sector jobs, federal resumes have distinct requirements and formats. They are typically longer and more detailed, emphasizing specific skills, qualifications, and experiences relevant to the position. Federal agencies use the USAJOBS platform, where applicants are required to submit their resumes using a standardized format. Understanding this format is crucial for crafting a resume that stands out among the competition.

HIGHLIGHTING MILITARY EXPERIENCE:

One of the greatest assets veterans and their spouses bring to the table is their military experience. Whether it's leadership, problem-solving, or teamwork, the skills acquired during service are highly valued in the federal government. When creating a federal resume, it's essential to translate military jargon into civilian terms. This helps hiring managers understand the relevance of your experience to the position for which you're applying. Quantifying achievements and emphasizing specific outcomes can also make your resume more impactful.

SHOWCASING TRANSFERABLE SKILLS:

While military experience is valuable, it's also essential to highlight transferable skills that are relevant to the specific job requirements. For example, communication skills, attention to detail, and adaptability are all qualities that are highly sought after in federal employees. By showcasing these skills in your resume, you can demonstrate your readiness to excel in a civilian role within the federal government.



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EQUAL OPPORTUNITY EMPLOYER



The Undeniable Federal Resume Cont.

UTILIZING THE SPOUSE PREFERENCE PROGRAM:

For military spouses, finding employment can be particularly challenging due to frequent relocations. However, the federal government offers a Spouse Preference Program (SPP) that provides certain advantages in the hiring process. Eligible spouses can receive preference in federal hiring, giving them a competitive edge over other applicants. When applying for federal positions, it's essential to indicate your eligibility for the SPP and take advantage of this program to increase your chances of securing a job offer.

SEEKING ASSISTANCE:

Crafting a compelling federal resume can be challenging, especially for those unfamiliar with the process. Fortunately, there are resources available to help veterans and their spouses navigate this process. Organizations such as the Department of Veterans Affairs, military transition assistance programs, and career counselors can provide guidance and support in creating a strong federal resume. Additionally, networking with other veterans and federal employees can provide valuable insights and opportunities.



Securing a federal job offer as a veteran or military spouse requires a strategic approach to resume writing. By highlighting military experience, showcasing transferable skills, and utilizing programs like the Spouse Preference Program, individuals can increase their chances of success in the federal hiring process. With perseverance, determination, and a well-crafted resume, veterans and their spouses can embark on rewarding civilian careers within the federal government.

A COMPREHENSIVE LOOK AT THE HIRE HEROES ACT OF 2017



The transition from military service to civilian life can be a daunting prospect for many veterans. While they bring valuable skills and experiences to the table, navigating the civilian job market and adapting to a new environment presents unique challenges. Recognizing the need to better support veterans in their career transitions, the Hire Heroes Act of 2017 emerged as a crucial piece of legislation aimed at expanding and enhancing programs designed to assist veterans in finding meaningful employment opportunities.

Expanding Career Transition Programs: One of the key components of the Hire Heroes Act of 2017 is its focus on expanding existing career transition programs for veterans. These programs provide essential resources and guidance to help veterans translate their military experience into civilian job skills. By increasing funding and support for these programs, the legislation aims to ensure that veterans have access to the tools they need to successfully navigate the job market.



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A Comprehensive Look at the Hire Heroes Act of 2017 Cont.

Improving Training Initiatives: In addition to expanding career transition programs, the Hire Heroes Act of 2017 also seeks to improve training initiatives for veterans. This includes increasing funding for vocational training programs and apprenticeships that provide veterans with the skills and certifications needed to pursue careers in high-demand industries. By investing in training initiatives, the legislation aims to equip veterans with the technical skills and qualifications necessary to secure stable and fulfilling employment opportunities.

Facilitating Workforce Integration: Another important aspect of the Hire Heroes Act of 2017 is its focus on facilitating the integration of veterans into the workforce. This includes initiatives aimed at promoting veteran-friendly hiring practices among employers and encouraging businesses to actively recruit and retain veterans. By fostering a supportive environment for veterans in the workplace, the legislation seeks to remove barriers to employment and create more opportunities for veterans to succeed in civilian careers.

Enhancing Support Services: In addition to expanding career transition programs and improving training initiatives, the Hire Heroes Act of 2017 also aims to enhance support services for veterans. This includes increasing funding for programs that provide counseling, mentorship, and other forms of assistance to help veterans navigate the challenges of transitioning to civilian life. By investing in support services, the legislation seeks to address the holistic needs of veterans and ensure that they have access to the resources they need to thrive in their post-military careers.



The Hire Heroes Act of 2017 represents a significant step forward in supporting veterans as they transition from military service to civilian life. By expanding and enhancing career transition programs, improving training initiatives, facilitating workforce integration, and enhancing support services, the legislation aims to empower veterans to achieve their full potential in the civilian workforce. As our nation honors the service and sacrifices of our veterans, it is essential that we continue to invest in initiatives like the Hire Heroes Act to ensure that all veterans have the opportunity to succeed in their post-military careers.



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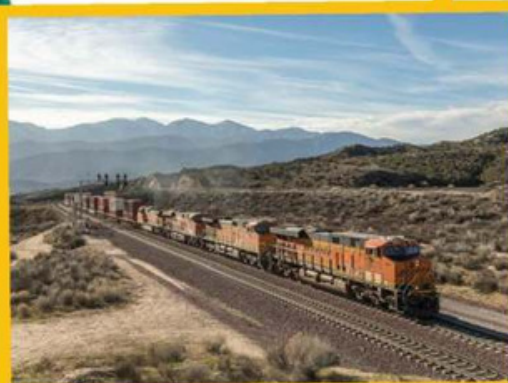
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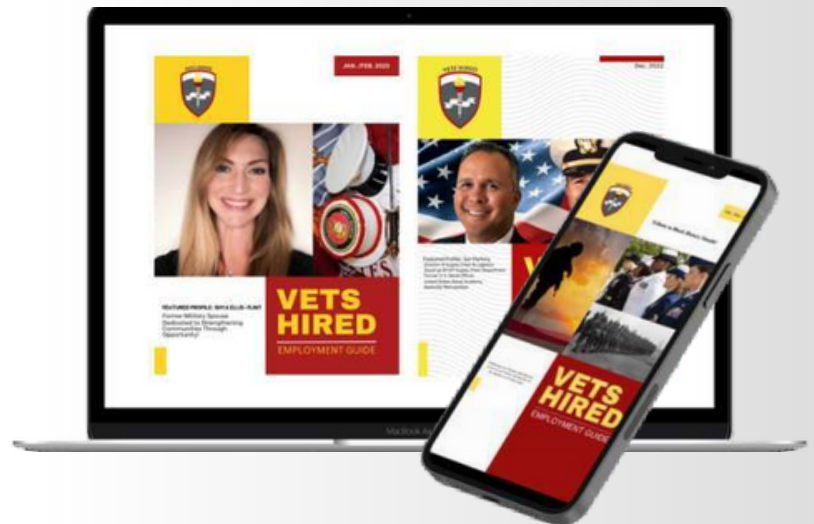
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