

July / Aug. 2024



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Services**

**What careers are there in space
and how do you get started?**

**Job Retention for Veterans with
Challenges**

VETS HIRED

EMPLOYMENT GUIDE

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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.





WR SYSTEMS (WR)

A LEGACY OF EXCELLENCE IN ENGINEERING AND INNOVATION

WR has significant and distinct expertise in all facets of systems engineering and support. We have decades of proven performance developing solutions for Positioning, Navigation, and Timing (PNT); Geospatial Information & Services (GI&S); unmanned systems; radar signal processing; geospatial navigation; readiness and sustainment; and electronics repair and testing.

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We deliver comprehensive, innovative, and adaptive hardware and software solutions. We do it all: we gather requirements; we design, develop, test, and deploy; we document and train; and we provide integrated logistics, maintenance, and repair support. Our life cycle systems engineering approach ensures that we address every aspect of a project, from inception to completion, providing seamless and reliable solutions tailored to our customers' needs.

A Rich Heritage of Success and Innovation

1983 - 1995

WR's journey began in 1983, initially focusing on developing custom software applications for prestigious clients like Rolex and Mercedes. This foundation set the stage for our expansion into the government sector, transforming us into a multifaceted engineering and technical services firm.

1996 - 2008

The establishment of our Norfolk division in 1996 marked a significant milestone, as we began supporting critical projects for Naval Information Warfare Center (NIWC) Atlantic and the Relocatable Over-the-Horizon Radar (ROTHR) Program Office. Our commitment to these customers has remained steadfast, contributing to our growth into a large business.

2009 - 2015

Our client base expanded significantly during this period to include key government agencies such as the Department of State (DoS), Naval Sea Systems Command (NAVSEA), Naval Supply Systems Command (NAVSUP), Mid-Atlantic Regional Maintenance Center (MARMC), US Army, US Coast Guard, North Atlantic Treaty Organization (NATO), and National Geospatial-Intelligence Agency (NGA). We also began serving Fortune 500 companies, major shipyards, allied nations, and several Original Equipment Manufacturers (OEMs).

2016 - 2019

WR experienced exponential growth, expanding our Norfolk campus to six office facilities, nine conference rooms, three warehouses, eight fully-equipped laboratories, and a dedicated Manufacturing floor, reinforcing our capacity to deliver comprehensive engineering solutions.

2020- Today

WR continues to thrive, driving forward with innovative solutions, expanding our reach and impact, and enabling our customers' success.

Our Approach: Vision and Mission

Vision

To be trusted and sought after for providing the highest quality solutions at the forefront of technology in support of our customers' missions.

Mission

We do the right things the right way, as a unified team in collaboration with our customers and industry partners.

Commitment to Superior Quality

WR is 9001:2015 and CMMI® Dev. Maturity Level 3-certified. Our Quality Management System (QMS) embodies a disciplined approach to project management, quality assurance, and systems engineering. This ensures our ability to deliver consistently high-quality products and services.

Customer Satisfaction

We strive to meet or exceed requirements for quality, timeliness, and performance, ensuring that our customers' needs are not only met but exceeded.

Employee Morale

WR is committed to providing our employees with the necessary training, tools, and work environment to thrive, fostering a culture of excellence and satisfaction.

Quality Assurance

Continuous improvement of our processes is a cornerstone of our operational philosophy, enabling us to maintain superior performance standards.

The WR Connection: Culture and Values

WR's distinct culture sets it apart from other engineering and technical service providers. We excel not just as a competent contractor but as a trusted partner to our customers and employees. Our core values of authenticity, transparency, and collaboration are woven into every aspect of our operations, ensuring that we never lose sight of our mission and values as we grow.

Supporting Our Veterans

Annually, WR participates in numerous outreach and recruitment activities targeting the veteran workforce, including job fairs and appreciation events. WR's Community Involvement Committee (CIC) also spearheads charity drives to support causes such as the Gary Sinise Foundation on behalf of all the veterans currently working at WR.

Awards

HIRE Vets Medallion Gold Award

WR's dedication to supporting veterans has been recognized with the HIRE Vets Medallion Gold Award for medium-sized employers for five consecutive years. This award highlights our commitment to recruiting, hiring, and retaining veterans, honoring their service and integrating their unique skills into our workforce.

VETS Indexes Recognized Employer Award

WR was recently honored with the VETS Indexes 4 Star Employer Award. This accolade acknowledges our support for the veteran community and our belief in the value that veterans bring to the workplace.

Employee Benefits and Well-Being

WR offers comprehensive benefits and amenities designed to support and empower our employees, including:

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- ✓ Flexible spending accounts.
- ✓ Tuition assistance.
- ✓ Voluntary pet insurance.
- ✓ Group legal insurance.
- ✓ Employee Assistance Program (EAP).

Amenities

Our amenities include a well-being program, financial seminars, employee recognition awards, and opportunities throughout the year to give back to the community. These programs ensure that our employees have access to the resources they need to maintain a healthy work-life balance.

Commitment to Diversity and Inclusion

WR is an equal opportunity employer committed to non-discrimination principles. We celebrate diversity and believe it strengthens our workforce.



Join Our Team

At WR, the dedication of our employees is the cornerstone of our success. A career at WR means supporting dynamic and critical missions, combining professional development with the opportunity to make a tangible impact every day. Explore career opportunities with us and become part of a team that values purpose, excellence, and collective success.

WR is an equal opportunity/affirmative action employer and is committed to diversity in our workforce. All qualified applicants will receive consideration for employment without regard to race, traits associated with race, color, citizenship status, national origin, ancestry, genetic information, creed, sex, sexual orientation, gender identity or expression, pregnancy, childbirth, or related medical conditions, including lactation, age, religion, marital status, physical or mental disability, veterans' status, or any additional factors that are protected by law, ensuring a fair and inclusive hiring process. Join WR and contribute to a legacy of innovation and excellence in systems engineering and technical support.



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WHAT CAREERS ARE THERE IN SPACE AND HOW DO YOU GET STARTED?



The space industry, once the exclusive domain of government agencies and large aerospace companies, has expanded significantly in recent years. With advancements in technology, the rise of private space enterprises, and increasing global interest in space exploration and utilization, a wide range of career opportunities has emerged. If you're passionate about space and wondering how to embark on a career in this exciting field, here's a guide to some of the prominent careers in space and the steps to get started.

1. Aerospace Engineering

Role: Aerospace engineers design, develop, and test aircraft, spacecraft, and related systems and equipment. They work on various aspects such as propulsion systems, structural design, and aerodynamics.

Getting Started

Education:

A Bachelor's degree in aerospace engineering or a related field is essential. Advanced positions may require a master's degree or Ph.D.

Skills:

Strong analytical skills, proficiency in computer-aided design (CAD) software, and a solid understanding of physics and mathematics.

Experience:

Internships and co-op programs with aerospace companies or space agencies can provide valuable hands-on experience.

2. Data Entry and Processing

Role

Astrophysicists and astronomers study celestial phenomena, developing theories to explain their origins and behaviours. They often work with telescopes, satellites, and other observational tools.

Getting Started

Education:

A Ph.D. in astrophysics, astronomy, or a related field is typically required for research positions.

Skills: Strong background in mathematics and physics, proficiency in data analysis, and experience with scientific programming languages.

Experience: Research experience during undergraduate and graduate studies, often through university programs or internships at observatories and research institutions.

3. Space Medicine

Role:

Space medicine professionals focus on the health and well-being of astronauts. They study the effects of space travel on the human body and develop medical protocols for space missions.

Getting Started

Role:

Space medicine professionals focus on the health and well-being of astronauts. They study the effects of space travel on the human body and develop medical protocols for space missions.

Education:

A medical degree (MD or DO) with additional training in aerospace medicine or a related field.

Skills:

Knowledge of human physiology, experience in clinical medicine, and familiarity with the unique medical challenges of space travel.

Experience:

Residency in aerospace medicine or fellowships with space agencies like NASA can provide specialized training.

4. Satellite Technology and Operations

Role

Professionals in satellite technology design, build, and operate satellites for various applications, including communication, weather forecasting, and earth observation.

Getting Started

Education:

Degrees in electrical engineering, computer science, or aerospace engineering are common pathways.

Skills:

Expertise in satellite systems, telecommunications, and signal processing.

Experience:

Internships with satellite manufacturing companies or space agencies, along with hands-on projects during academic studies.

Conclusion

A career in space offers a thrilling opportunity to be at the forefront of human exploration and technological advancement. With a solid educational foundation, relevant experience, and a passion for discovery, you can find a fulfilling role in this dynamic and expanding industry. Whether you dream of engineering spacecraft, exploring distant galaxies, or developing policies for the final frontier, the space industry holds endless possibilities for those ready to reach for the stars.



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JOB RETENTION FOR VETERANS WITH CHALLENGES



Transitioning from military to civilian life is a significant change for veterans, often accompanied by unique challenges in the job market. Veterans bring valuable skills, discipline, and experience to the workforce, but they may also face difficulties that can impact job retention. These challenges include physical disabilities, mental health issues, and a lack of familiarity with civilian workplace culture. Here, we explore strategies to enhance job retention for veterans with challenges, ensuring they can successfully integrate and thrive in their new roles.

Understanding the Challenges

Physical Disabilities

Many veterans return from service with physical injuries that require accommodations in the workplace. These can range from mobility impairments to chronic pain conditions.

Mental Health Issues

Conditions such as Post-Traumatic Stress Disorder (PTSD), depression, and anxiety are prevalent among veterans. These can affect concentration, social interactions, and overall job performance.

Cultural Transition

The shift from a structured military environment to a more fluid civilian workplace can be challenging. Veterans may struggle with less hierarchical structures and different communication styles.

Skill Translation

Veterans often possess skills that are highly valuable but not immediately recognizable to civilian employers. Translating military experience into civilian job qualifications can be a hurdle.

Strategies for Job Retention

Employer Education and Sensitivity Training:

- Employers should invest in training programs that educate management and staff about the unique experiences and challenges faced by veterans. This fosters a supportive and understanding workplace culture.
- Sensitivity training can help reduce stigma around mental health issues and encourage a more inclusive environment.

Reasonable Accommodations:

- Providing accommodations for physical disabilities, such as ergonomic workstations, modified duties, or flexible schedules, is crucial.
- For mental health issues, offering access to Employee Assistance Programs (EAPs), mental health days, and flexible working arrangements can make a significant difference.

Mentorship Programs:

- Pairing veterans with mentors, preferably other veterans who have successfully transitioned, can provide guidance and support.
- Mentors can assist with navigating the cultural shift, understanding organizational dynamics, and setting realistic career goals.



Support Networks and Affinity Groups:

- Establishing veteran support networks or affinity groups within the organization can provide a sense of community and belonging.
- These groups can offer peer support, share resources, and advocate for veteran-related issues within the company.

Clear Communication and Expectations:

- Setting clear, achievable goals and expectations can help veterans understand their roles and responsibilities.
- Regular feedback and open lines of communication are essential for addressing any concerns or challenges promptly.

Conclusion

Job retention for veterans with challenges requires a multifaceted approach that addresses their unique needs and leverages their strengths. By creating a supportive, accommodating, and inclusive workplace, employers can help veterans transition successfully and thrive in their civilian careers. The strategies outlined above not only benefit veterans but also enhance the overall organizational culture and productivity, making it a win-win for both veterans and employers.




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20 of the Best Jobs for Veterans

1. Operations Manager

Veterans often have extensive experience in logistics and operations, making them ideal candidates for roles that involve managing daily operations, optimizing processes, and ensuring efficient workflows.

2. Project Manager

With their leadership skills and ability to manage complex projects under pressure, veterans can excel as project managers, overseeing project timelines, budgets, and team coordination.

3. Information Technology Specialist

Military training often includes advanced technical skills, which can easily transfer to IT roles. Veterans can work in cybersecurity, network administration, or IT support.

4. Cybersecurity Analyst

Given the increasing threats in the digital world, cybersecurity roles are in high demand. Veterans with a background in military intelligence and security are well-suited for protecting sensitive information.

5. Logistics Manager

Experience in military logistics can translate into civilian roles that involve managing supply chains, coordinating shipments, and ensuring that goods are delivered efficiently.

6. Healthcare Administrator

Veterans with medical training or administrative experience can pursue careers in healthcare administration, overseeing hospital operations, managing staff, and ensuring compliance with healthcare regulations.

7. Police Officer

The discipline and training veterans receive in the military make them excellent candidates for law enforcement roles, where they can continue to serve and protect the community.

8. Firefighter

The physical fitness, teamwork, and crisis management skills acquired in the military can be directly applied to a career as a firefighter.

9. Commercial Pilot

Veterans with flight experience can transition to civilian aviation roles. Military pilots often have an edge due to their extensive training and experience in diverse flying conditions.

10. Mechanic

Technical skills acquired in the military can be used in various mechanic roles, from automotive to aviation and industrial machinery maintenance.

11. Construction Manager

Leadership skills and experience in overseeing projects and teams make veterans well-suited for construction management, where they can supervise building projects from start to finish.



12. Financial Analyst

Attention to detail and analytical skills can help veterans excel in finance, where they can analyze data, create financial models, and advise on investment decisions.

13. Human Resources Manager

Veterans' leadership and people skills can translate well into HR roles, where they can manage recruitment, employee relations, and organizational development.

14. Sales Representative

With strong communication skills and a disciplined approach, veterans can thrive in sales roles, building relationships with clients and driving revenue for their companies.

15. Educator/Trainer

Veterans can use their experience to educate and train others, whether in academic settings or corporate training programs, sharing their knowledge and skills with the next generation.

16. Emergency Management Director

Experience in crisis management and coordination during emergencies makes veterans ideal candidates for roles that involve preparing for and responding to disasters.

17. Entrepreneur

The leadership, strategic planning, and risk management skills developed in the military can be invaluable for veterans looking to start their own businesses.

18. Federal Employee

Various government roles, including those in the Department of Veterans Affairs or Homeland Security, can benefit from veterans' unique skills and perspectives.

19. Environmental Engineer

Veterans with a background in engineering and a passion for the environment can work on projects that improve sustainability and reduce environmental impact.

20. Social Worker

Veterans can use their experience to support others in need, working as social workers to help individuals and families overcome challenges and improve their well-being.



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3 REASONS UNEMPLOYMENT IS HIGHER AMONG VETERANS

Veterans bring a wealth of skills, experience, and discipline to the civilian workforce, yet they often face higher unemployment rates compared to their non-veteran counterparts. This paradox is rooted in several complex factors that make the transition from military to civilian employment challenging. Understanding these factors is crucial for developing effective strategies to reduce veteran unemployment. Here are three primary reasons why unemployment is higher among veterans.

1. Translating Military Skills to Civilian Jobs

One of the significant barriers veterans face is the difficulty in translating their military skills and experiences into civilian job qualifications. Military roles often involve specialized skills and terminology that are not directly transferable to the civilian job market.

Specialized Training

Many military jobs require highly specialized training and experience that do not have direct civilian equivalents. For example, a military logistics specialist has valuable skills in supply chain management, but these may not be immediately recognizable to civilian employers.

Military Jargon

Veterans are accustomed to using military-specific language and acronyms, which can be confusing or unfamiliar to civilian hiring managers. This language barrier can hinder effective communication of their qualifications and experience.

Credentialing Issues

Certain military professions require certifications or licenses that are not recognized in the civilian world. Veterans may need to undergo additional training or obtain civilian credentials to qualify for similar positions, which can be time-consuming and costly.

2. Cultural Transition and Workplace Adaptation

The Transition from a structured, hierarchical military environment to the more flexible and diverse civilian workplace can be challenging for many veterans. This cultural shift can affect their ability to adapt and thrive in civilian jobs.

Structured Environment

Military service provides a highly structured environment with clear rules, ranks, and expectations. In contrast, civilian workplaces often have more fluid structures and less rigid protocols, which can be disorienting for veterans.

Team Dynamics

Veterans are trained to work in tightly-knit units with a strong sense of camaraderie and mutual reliance. Adjusting to the different team dynamics and less defined roles in civilian jobs can be difficult.

Workplace Culture

Civilian workplaces can have varying cultures and practices that may differ significantly from military norms. For instance, the approach to problem-solving, communication styles, and decision-making processes can vary widely, requiring veterans to adapt to new ways of working.

3. Mental Health and Physical Challenges

Many veterans face unique physical and mental health challenges as a result of their service, which can impact their ability to secure and maintain employment.

Physical Disabilities

Veterans who have sustained injuries or have physical disabilities may require workplace accommodations, which not all employers are willing or able to provide. This can limit their job opportunities.

Mental Health Issues

Conditions such as Post-Traumatic Stress Disorder (PTSD), depression, and anxiety are prevalent among veterans. These mental health issues can affect job performance, interpersonal relationships at work, and overall job stability.

Stigma and Misunderstanding

There is often a lack of understanding and stigma associated with veterans' physical and mental health issues. Employers may have misconceptions about the impact of these conditions on job performance, leading to reluctance in hiring veterans.

Conclusion

Veterans face higher unemployment rates due to challenges in translating their skills, adapting to civilian workplace cultures, and managing physical and mental health issues. Addressing these challenges requires a concerted effort from employers, policymakers, and support organizations to provide the necessary resources, training, and understanding to help veterans successfully transition into the civilian workforce. By recognizing and valuing the unique contributions veterans can make, we can create more inclusive and supportive employment opportunities for those who have served our country.

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WHY IS IT SO HARD FOR VETERANS TO FIND JOBS?

Despite their extensive training, discipline, and diverse skill sets, veterans often face significant challenges when transitioning from military service to civilian employment. This struggle is not only perplexing but also concerning, given the invaluable contributions veterans have made to their country. Several factors contribute to the difficulties veterans encounter in the job market. Understanding these factors can help identify solutions and provide the necessary support to facilitate smoother transitions.

1. Translating Military Experience to Civilian Skills

One of the primary obstacles veterans face is translating their military experience into terms that civilian employers can understand and value.

2. Adjusting to Civilian Workplace Culture

Transitioning from the military's structured environment to the more fluid and varied culture of civilian workplaces can be challenging.

3. Physical and Mental Health Challenges

The physical and mental health challenges that many veterans face can also hinder their job search.

4. Lack of Networking Opportunities

Networking is crucial in the civilian job market, but veterans often lack the same networking opportunities as their civilian counterparts

5. Employer Misconceptions and Bias

Some employers may have misconceptions about veterans or be biased against hiring them.

Addressing the Challenges

To improve employment outcomes for veterans, it is essential to address these challenges through targeted interventions and support systems:

- **Translating Skills**

Programs that help veterans translate their military experience into civilian terms, such as resume workshops and career counselling, can make their skills more accessible to employers.

- **Cultural Integration**

Providing cultural competency training for both veterans and employers can ease the transition and improve workplace adaptation. Mentorship programs that pair veterans with more experienced civilian employees can also facilitate smoother integration.

- **Health and Wellness Support**

Employers should be educated on the benefits of hiring veterans and the importance of providing necessary accommodations for physical and mental health issues. Access to mental health resources and support networks can help veterans manage their conditions and succeed in their roles.

- **Networking Opportunities**

Creating networking events and job fairs specifically for veterans can help them build professional connections and find job leads. Veteran service organizations can play a crucial role in facilitating these opportunities.

- **Employer Education**

Educating employers about the value veterans bring to the workforce and addressing misconceptions can reduce bias and encourage more companies to hire veterans.

Conclusion

Veterans face unique challenges in the civilian job market, including translating military experience, adjusting to workplace culture, and overcoming health issues and misconceptions. By understanding these challenges and implementing targeted support systems, we can better assist veterans in finding meaningful employment and ensuring they receive the recognition and opportunities they deserve. Addressing these issues not only benefits veterans but also enriches the civilian workforce with the valuable skills and experiences veterans bring.

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WHY YOU NEED TO HIRE VETERANS FOR STATE AND LOCAL JOBS



Hiring veterans for state and local government jobs is not only a patriotic duty but also a strategic decision that can bring numerous benefits to public service organizations. Veterans possess a unique blend of skills, experience, and qualities that make them exceptionally well-suited for roles in government. Here are compelling reasons why state and local agencies should prioritize hiring veterans.

1. Translating Military Experience to Civilian Skills

Veterans have undergone rigorous training and have developed a strong sense of discipline and work ethic. Their military background instills a commitment to excellence and the ability to perform under pressure.

- **Reliability**

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- **Dedication**

The commitment veterans have shown to their country translates into a strong dedication to their job roles. They are likely to demonstrate a high level of loyalty and perseverance in their civilian careers.

2. Leadership and Teamwork Skills

Military service fosters exceptional leadership and teamwork abilities. Veterans often have experience leading diverse teams and managing complex projects.

- **Leadership**

Many veterans have held leadership positions where they were responsible for making critical decisions and guiding their teams under challenging conditions. These leadership skills are invaluable in managerial and supervisory roles in state and local government.

- **Collaboration**

Veterans understand the importance of working as part of a team to achieve common goals. They bring a collaborative mindset that can enhance team dynamics and improve overall productivity.

3. Problem-Solving and Adaptability

Veterans are trained to think critically and solve problems efficiently, even in high-stress environments. Their ability to adapt to changing situations is a significant asset.

- **Critical Thinking**

Veterans are skilled at analysing situations, identifying potential issues, and developing effective solutions. Their problem-solving capabilities can contribute to more efficient and innovative government operations.

- **Adaptability**

The dynamic nature of military service means that veterans are adept at adjusting to new environments and unexpected challenges. This adaptability is crucial in the often unpredictable landscape of state and local government work.

Conclusion

Hiring veterans for state and local government jobs is a strategic move that can bring a wealth of benefits to public service organizations. Veterans offer unmatched discipline, leadership, problem-solving abilities, technical skills, and a strong commitment to public service. Their diverse backgrounds and inclusive mindset further enhance the cultural and operational effectiveness of government agencies. By prioritizing the hiring of veterans, state and local governments can not only honor their service but also leverage their unique strengths to improve public service delivery and achieve their organizational goals.

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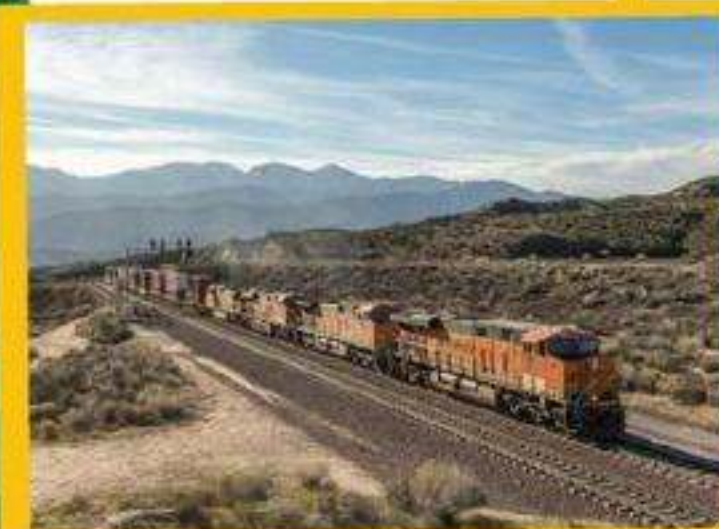
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