



Nov. / Dec. 2024

# FULL CIRCLE FIBER PARTNERS



**Full Circle Fiber Partners:  
A Leader In Fiber With A  
Commitment To Excellence**

**Benefits for Military Spouses:  
What You Should Know**

**Opportunities for Veterans in the  
Defense Department**

**VETS  
HIRED**  
EMPLOYMENT GUIDE

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[sandiegocounty.gov/content/sdc/hr/VeteransResources.html](http://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.

Full Circle Fiber Partners

# A Leader In Fiber Infrastructure With A Commitment To Excellence



In an era where seamless connectivity underpins both personal and professional interactions, Full Circle Fiber Partners, LLC (“Full Circle”) is transforming the fiber and outside plant (OSP) infrastructure landscape across the United States. Since its inception in 2020, Full Circle has rapidly emerged as a leading force in the industry, recognized for its innovative solutions and steadfast commitment to excellence.

## Our Genesis and Vision

Full Circle was founded by a team of seasoned professionals with deep expertise in the cable and telecom sectors. Backed by Mill Point Capital, this visionary team set out to revolutionize the industry by establishing a company that not only meets but exceeds the evolving demands of modern telecommunications. Our foundation rests on the belief that superior engineering and construction solutions are essential for the connectivity infrastructure of today and tomorrow.

## Our Core Value:

- Safety: Prioritizing the health and safety of our workforce and operations.
- Quality: Delivering exceptional standards in every project.
- Customer Focused: Tailoring solutions to meet the unique needs of each client.
- Commitment to Our People: Investing in our team's growth and well-being.
- Innovation: Driving progress through cutting-edge technology and approaches.

## Strategic Excellence: A Robust Portfolio and Visionary Leadership

At the heart of Full Circle's success is its strategic approach, combining a diverse portfolio of companies with a leadership team of industry veterans and forward-thinking entrepreneurs. This unique blend of expertise and innovation allows the company to offer unmatched end-to-end engineering and construction solutions for networks of any scale. The leadership's deep industry knowledge and strategic foresight ensure that Full Circle remains at the cutting edge of technological advancements and market trends.

Full Circle's strategy centers on leveraging its diverse portfolio to deliver comprehensive solutions that address its clients' multifaceted needs. By integrating the strengths of its portfolio companies, the firm provides seamless, high-quality services meticulously tailored to each project's specific requirements.

## Innovative Services: Redefining Communications Infrastructure

Full Circle is at the forefront of the communications infrastructure industry, offering a broad spectrum of services designed to support both our customers and employees. Our commitment to innovation drives us to continuously evolve our service offerings, ensuring solutions that are effective and reflective of the latest technological advancements.



## Fiber Services

**Our fiber services address the increasing demand for high-speed connectivity, including:**

- **Fiber Activation and Testing:** Ensuring fiber networks are fully operational and optimized for peak performance.
- **Microduct Fiber Installation:** Efficiently deploying fiber optic infrastructure.
- **Storm Damage Repair and Restoration:** Rapid response and recovery services to maintain network integrity during adverse conditions.

## Splicing & Activation

**Our specialized splicing services include**

- **Fiber Optic Fusion Splicing and Termination:** Expertly joining and terminating fiber optic cables to ensure optimal performance.
- **Emergency Restoration:** Rapidly addressing coaxial and fiber network issues to restore service integrity.





## Underground Services

**With decades of experience, we offer a range of underground services including:**

- **Underground Trenching and Plowing:** Essential groundwork for fiber and coaxial installations.
- **Directional Boring:** Installing underground utilities with minimal surface disruption.

## Aerial Services

**Our aerial capabilities encompass:**

- **OSP/ISP Fiber and Coax Cabling:** Installing and maintaining aerial fiber and coaxial networks.
- **FTTx Deployment:** Expanding fiber-to-the-x (FTTx) networks to enhance connectivity.
- **Wireless Mesh Networks:** Deploying advanced wireless solutions to meet modern communication demands.

## Coaxial Services

**We provide a comprehensive suite of coaxial solutions, including:**

- **Coaxial Activation and Testing:** Ensuring optimal performance and reliability.
- **Cell Tower Backhaul Construction:** Building critical infrastructure to support cellular networks.



## Design & Planning

Our design and planning services are central to our operations, including:

- **LIDAR and Surveying:** Utilizing advanced technology for precise mapping and planning.
- **Intelligent Transportation Systems Engineering:** Designing systems to enhance transportation infrastructure.
- **Network Electronics Design & Implementation:** Developing and implementing advanced network solutions.
- **Project Management:** Providing agile end-to-end solutions to ensure project success and adaptability.

## Results and Reliability: Building on a Strong Foundation

Supported by Mill Point Capital, Full Circle is well-positioned to expand its reach and enhance its service offerings. The company employs over 3,500 skilled professionals across more than 23 states, enabling us to deliver turnkey services that meet the diverse needs of digital networks. Our commitment to reliability and results is underscored by a proven track record of completing projects on time and within budget.

Full Circle's service approach is dedicated to achieving measurable results, ensuring that each project not only meets but exceeds client expectations, thereby reinforcing our reputation for reliability and excellence.

## Client-Centric Approach: Tailoring Solutions to Unique Needs

A cornerstone of our service philosophy is a client-centric approach. We prioritize understanding each client's unique requirements and tailor our solutions accordingly. With extensive experience and a flexible, responsive approach, Full Circle delivers exceptional outcomes regardless of project size or complexity.

Having built over 5,600 miles of infrastructure in the past 18 months and operating in 36 states, we have demonstrated our capability to manage diverse projects with precision and efficiency. Our commitment to delivering a superior client experience is reflected in our ability to adapt to specific project needs and maintain high service quality throughout.

## Health and Safety: A Cornerstone of Operations

The health and safety of our workforce are paramount. Our comprehensive safety program, including the S.A.F.E. initiative, emphasizes proactive hazard identification and risk mitigation. We invest in rigorous training and adhere to best practices to ensure a safe working environment for all employees.

This commitment to safety is evident in our operational procedures and focus on reducing risk and preventing incidents. By fostering a culture of safety and continually evaluating our practices, we ensure that every job is completed safely and to the highest standards.



### Join the Team: Investing in the Future

Full Circle values its people as its greatest asset and is always seeking talented and dedicated individuals to join our team. As a rapidly growing company, we offer numerous opportunities for professional development and career advancement. Our comprehensive benefits package includes health insurance, retirement planning, and a supportive work environment.

### Explore Opportunities

To explore current job openings and join the dynamic team at Full Circle, candidates are encouraged to visit the career pages of our subsidiaries: Lightspeed Construction Group, MTC Consulting, and Reel Broadband.

**Full Circle Fiber Partners is a leader in the fiber and OSP industry, driven by a commitment to safety, quality, and client satisfaction. As we continue to expand our capabilities and footprint, we remain dedicated to building the infrastructure of tomorrow with integrity and excellence. Our focus on innovation, client-centric service, and robust safety practices ensures that Full Circle not only meets but exceeds the expectations of our clients and partners. In shaping the future of telecommunications infrastructure, we are poised to lead with vision, expertise, and a relentless pursuit of excellence.**



# ARE YOU READY TO TRANSFORM THE TELECOMMUNICATIONS CONSTRUCTION LANDSCAPE?

At Full Circle Fiber Partners, we are revolutionizing the fiber and outside plant (OSP) infrastructure industry across the United States.

## READY TO MAKE AN IMPACT?

At Full Circle Fiber Partners, we value our people as our greatest asset. If you're passionate about transforming the telecommunications landscape and are ready to take on exciting challenges, we want to hear from you.

Explore current job openings and opportunities to make a difference at our subsidiaries:

- Lightspeed Construction Group
- Kennedy Broadband
- MTC Consulting
- RMWT Telecommunication Services
- Reel Broadband

## WHY CHOOSE US?

At Full Circle Fiber Partners, we treat our employees like family, prioritizing their health and safety as a core value. Our world-class safety culture, driven by the S.A.F.E. program, ensures every job is done right and safely.

We offer a competitive benefits package including:

- Health insurance (medical, dental, vision)
- 401(k) retirement plan with Vanguard
- Short and long-term disability coverage
- Paid time off and holidays
- Hybrid work environment

JOIN US TODAY!



Apply today and become a part of a dynamic and forward-thinking team dedicated to excellence and innovation in telecommunications construction!

Visit our career pages to learn more about available positions and join us in building the infrastructure of tomorrow.

[www.fullcirclefiberpartners.com/careers/](http://www.fullcirclefiberpartners.com/careers/)



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# BENEFITS FOR MILITARY SPOUSES

## WHAT YOU SHOULD KNOW

Military life can be both rewarding and challenging for spouses who support their partners through deployments, relocations, and the demands of service. Thankfully, there are numerous benefits and resources available specifically designed to assist military spouses in their unique journey. From educational support and career assistance to healthcare and community services, these benefits can help military spouses thrive despite the challenges they face. Here's a closer look at the key benefits available and how to access them.

### 1. Educational Opportunities

One of the most impactful benefits available to military spouses is access to educational support, helping them pursue degrees, certifications, or specialized training.

- [MyCAA Scholarship Program](#)

The Department of Defense's My Career Advancement Account (MyCAA) provides financial assistance to eligible military spouses pursuing education, certificates, or licenses for high-demand career fields. The MyCAA scholarship covers up to \$4,000 of tuition costs for spouses of service members on active duty in specific pay grades.

- [GI Bill Transfer](#)

In some cases, service members may transfer their unused GI Bill benefits to their spouses or dependents, allowing them to pursue higher education with tuition assistance, stipends for housing, and other benefits. It's a valuable option that provides flexibility for families in planning their educational and career goals.

### 2. Career Support and Employment Assistance

Frequent moves and changes in duty stations can make it difficult for military spouses to build a stable career. To address this, several programs and resources offer job search assistance, career counseling, and employment opportunities:

- [Military Spouse Employment Partnership \(MSEP\)](#):

MSEP connects military spouses with partner employers who are committed to hiring and retaining military family members. With over 500 employers participating, MSEP offers resources and job postings for positions that may suit the unique needs of military spouses.

- [Spouse Education and Career Opportunities \(SECO\)](#)

The SECO program provides a wide range of resources for military spouses, including career coaching, training, and resources to navigate the challenges of working around relocations. The program also offers resume building, interview preparation, and personalized support through career coaches.





### 3. Healthcare and Counseling Services

Military spouses have access to comprehensive healthcare services through TRICARE, a healthcare program for military members and their families. TRICARE offers a variety of plans to meet the diverse needs of military families.

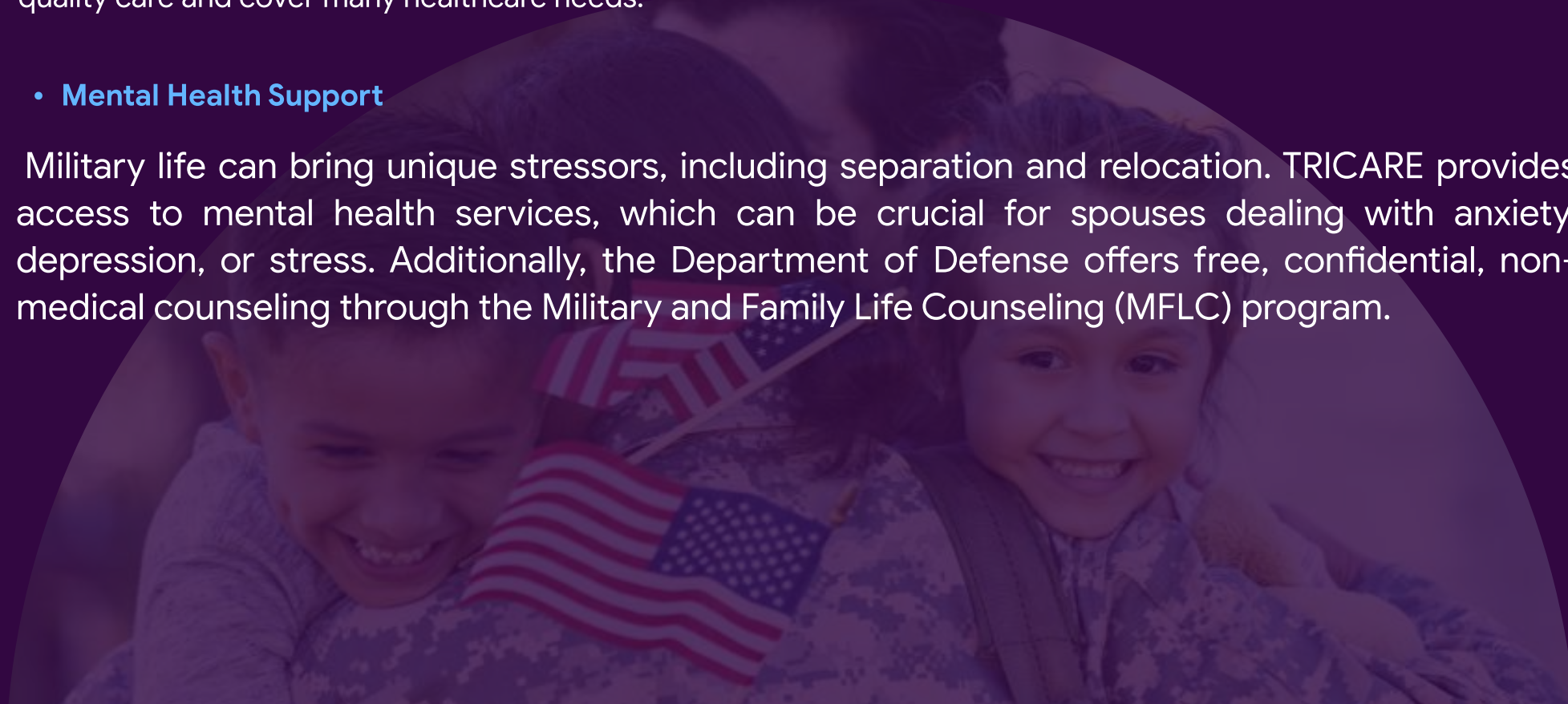
Corrections officers can work at various levels, from local jails to federal prisons, and often have opportunities for career advancement.

- **TRICARE Health Benefits**

Through TRICARE, military spouses can receive medical, dental, and vision coverage. The specific TRICARE plan you qualify for may depend on the service member's status (e.g., active duty, reserves, retired), but all plans provide quality care and cover many healthcare needs.

- **Mental Health Support**

Military life can bring unique stressors, including separation and relocation. TRICARE provides access to mental health services, which can be crucial for spouses dealing with anxiety, depression, or stress. Additionally, the Department of Defense offers free, confidential, non-medical counseling through the Military and Family Life Counseling (MFLC) program.





#### 4. Community and Support Networks

Military spouses often experience a deep sense of community through the support networks available to them. These networks offer a safe space to connect, share experiences, and find support.

- [Family Readiness Groups \(FRGs\)](#)

FRGs are organized by military units to offer support, information, and resources to military families. These groups host events, provide updates, and create a sense of camaraderie among spouses dealing with similar challenges.

- [Military OneSource](#)

This is a 24/7 resource hub offering a wealth of information, resources, and support for military families. From financial counseling to health and wellness resources, Military OneSource is a go-to for military spouses seeking assistance in any area of life.

#### 5. Financial Benefits and Discounts

In addition to housing allowances, military families are eligible for various financial benefits, including tax relief and discounts at numerous businesses.

- [Military Discounts](#)

Many retailers, service providers, and travel companies offer discounts for military families. This can range from savings on everyday purchases to travel and leisure activities.

- [Retirement and Survivor Benefits](#)

Spouses of military members may also be eligible for survivor benefits, which provide financial security should anything happen to the service member. These benefits include the Survivor Benefit Plan (SBP) and Dependency and Indemnity Compensation (DIC).

#### Making the Most of Military Spouse Benefits

Military life brings distinct challenges, but these resources and benefits are designed to ease the way for military spouses. By taking full advantage of the support available, military spouses can pursue their career goals, access quality healthcare, and build a resilient community. Embracing these benefits can empower military spouses to thrive in all aspects of their lives, even as they continue supporting their service member.



# MILITARY NETWORKING & CAREER FAIRS

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**VETERANS**

**ACTIVE DUTY**

**MILITARY SPOUSES**

**CIVILANS**

DATE	LOCATION	TARGET INDUSTRIES
October 29, 2024	National	National Veterans Fair
November 08, 2024	National	City & County Government National Virtual Fair
December 03, 2024	National	IT & Cybersecurity
December 18, 2024	National	Government / Engineering & Defense
January 16, 2025	National	Hospitality & Health Care
February 06, 2025	National	National Veterans Fair
February 27, 2025	National	Transportation & Logistics
March 18, 2025	National	Business Development & Sales
April 10, 2025	National	Construction & Renewable Energy
April 30, 2025	National	IT & Cyber Security
May 22, 2025	National	Government, Engineering & Defense
June 12, 2025	National	Hospitality & Health Care
July 15, 2025	National	National Veterans Fair



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- **Global Opportunities:** With a presence in 15 countries, GTN offers you the chance to work on exciting projects worldwide. We embrace the latest in payment options, including Bitcoin and Ethereum.

## Core Values That Drive Us:

### ● Integrity

We uphold the highest ethical standards and believe in transparent, honest communication.

### ● Innovation

Continuous improvement is at the heart of what we do. We invest in the latest tools and technologies to give our team the edge.

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### ● Strategy

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## Ready to Transform Your Career?

Join GTN and be part of a dynamic, innovative team that's shaping the future of technical staffing. Whether you're an industry veteran or just starting out, our opportunities are designed to help you thrive. Veterans, active-duty members, and military spouses are encouraged to apply.

# HOW TO USE THE GI BILL FOR COLLEGE?

The GI Bill is one of the most impactful benefits for U.S. veterans and their families, offering substantial support for education and career training. If you or a family member has served in the military, the GI Bill can help fund a college education or vocational training, easing the financial burden of higher education. Understanding how to maximize the GI Bill can lead to significant savings and make the transition to college smoother. Here's a guide to using the GI Bill effectively.

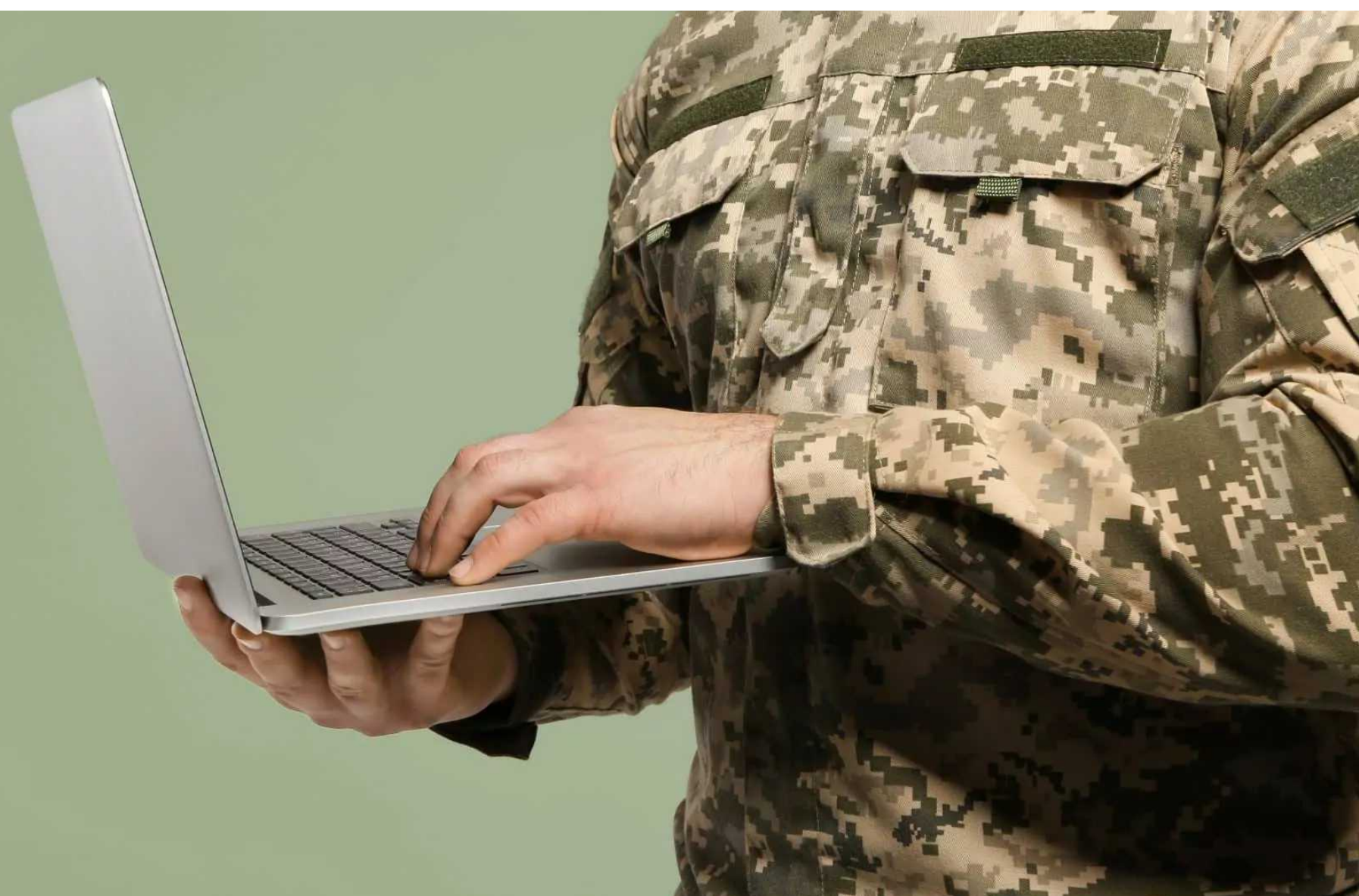
## 1. Understand the GI Bill Benefits

### Post-9/11 GI Bill

This version is available to service members who served on active duty after September 10, 2001, and offers tuition coverage, a monthly housing allowance, and a stipend for books and supplies. For veterans attending a public college, the Post-9/11 GI Bill covers full in-state tuition and fees. For private institutions, there is an annual limit on coverage.

### Montgomery GI Bill (MGIB)

This option provides monthly payments to eligible service members and veterans pursuing degrees or certifications. Unlike the Post-9/11 GI Bill, the MGIB does not cover specific tuition costs but instead provides a fixed monthly stipend.



## 2. Determine Your Eligibility

Eligibility for the GI Bill varies based on factors such as length of service, discharge status, and type of GI Bill program. For the Post-9/11 GI Bill, you typically need at least 90 days of active service after September 10, 2001, or 30 days of continuous service with a service-related disability discharge. Benefits range from 50% to 100% of tuition, depending on service time.

For the Montgomery GI Bill, eligibility is based on active-duty service and a commitment to pay into the program during enlistment. Veterans who meet these requirements can receive benefits for up to 36 months.

## 3. Choose the Right Program

Before you begin using the GI Bill, consider which option best suits your needs. The Post-9/11 GI Bill generally provides more generous benefits, especially for those attending public colleges or who need housing support. However, the MGIB can be more flexible for those attending vocational schools or needing a fixed monthly payment. Some veterans are eligible for both, but you'll need to choose one to use at a time.

## 4. Explore the Yellow Ribbon Program

If you're attending a private institution where tuition exceeds the Post-9/11 GI Bill cap, the Yellow Ribbon Program can help cover additional costs. Participating schools contribute funds to cover the difference, and the VA matches the contribution. Not all schools participate, so it's important to check the Yellow Ribbon Program list to see if your chosen college is eligible.

## 5. Apply for GI Bill Benefits

Once you've chosen a college and the GI Bill program you'll use, it's time to apply. Here's a step-by-step outline of the process:

### Submit an Application

Start by completing VA Form 22-1990 (Application for VA Education Benefits) online through the VA website. After submission, the VA will review your application and send you a Certificate of Eligibility (COE), outlining your benefit level.

### Submit Your COE to Your School

After you receive your COE, submit it to your school's veterans' affairs office or financial aid department. The school will use this certificate to process your GI Bill benefits and apply them toward your tuition.

### Enroll and Verify Enrollment

Each semester, your school will need to certify your enrollment with the VA to keep your benefits active. You may also be required to verify enrollment through a monthly online verification system, especially if you're using the Montgomery GI Bill.

## Final Thoughts

Using the GI Bill for college is a fantastic opportunity for veterans and their families. By understanding the various programs, benefits, and steps to apply, you can make the most of this resource to achieve your educational and career goals. With careful planning and use of additional resources, the GI Bill can open doors to new opportunities without the financial strain of traditional college tuition.




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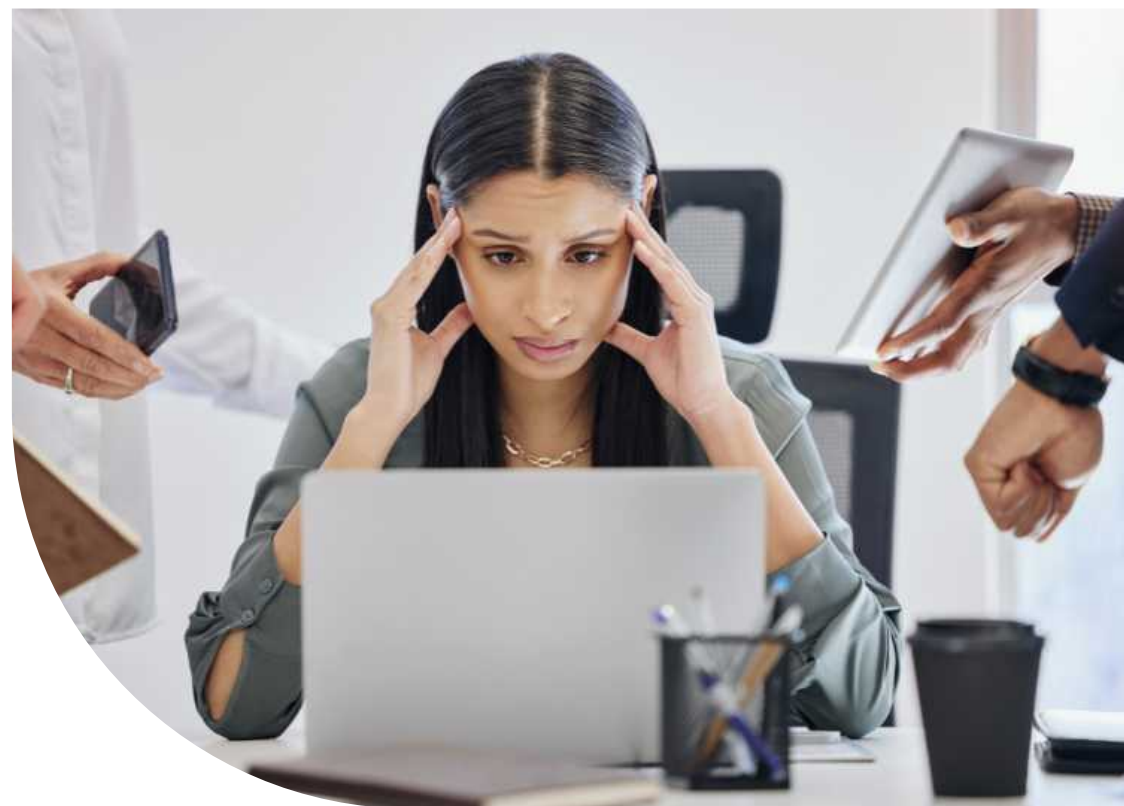
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UTILIZING SOCIAL MEDIA

# TO GROW YOUR CAREER

Social media isn't just a place for connecting with friends or sharing personal updates—it's also an invaluable tool for career growth. Today, professionals can use social platforms to showcase their expertise, expand their networks, and stay updated on industry trends. With the right approach, social media can help you stand out in your field and unlock new career opportunities. Here's how to effectively use social media to enhance your professional growth.



## 1. Establish a Professional Presence

Your online image is often the first impression potential employers or collaborators have of you. Use social media profiles strategically to create a professional presence that reflects your career goals.

- **LinkedIn**

LinkedIn is one of the best platforms for career-oriented social networking. Start by creating a well-crafted profile, highlighting your work experience, skills, and achievements. Use a professional photo, and write a compelling headline that succinctly states your expertise or current role.

- **Other Platforms**

Twitter, Instagram, and even Facebook can also serve as professional tools, depending on your industry. For example, Instagram can be valuable for creative professionals like designers and photographers, while Twitter is useful for sharing industry insights and connecting with influencers.



## 2. Share Valuable Content

Posting content related to your industry shows that you're knowledgeable and engaged. This doesn't mean you have to create original articles or graphics; sharing relevant news, commenting on industry trends, or reposting insightful content from others can add value to your profile.

- **Create Original Content**

If you have expertise in a certain area, consider writing short articles or posts that offer unique insights. LinkedIn allows you to publish articles directly on your profile, which can be a great way to share your thoughts with your network.

- **Engage with Industry Content**

Regularly engage with content from thought leaders or companies in your field. Share posts with your own commentary, retweet valuable insights, or comment on articles with thoughtful input. Consistently engaging with industry topics demonstrates your commitment to learning and professional development.



## 3. Network Strategically

Social media is an excellent tool for networking, allowing you to connect with professionals around the globe. Focus on building a network that aligns with your career interests and goals.

- **Connect with Purpose**

Don't just send out connection requests indiscriminately. Instead, seek out people who inspire you, work in your field, or could offer valuable insights into your industry. When you send a request, include a personalized message explaining why you'd like to connect.

- **Engage with Connections**

It's not enough to just build a network; you need to nurture it. Engage with your connections by commenting on their posts, congratulating them on achievements, or sharing relevant articles with them. This will help you stay top-of-mind and foster stronger relationships.

## 4. Showcase Your Skills and Achievements

Social media provides an opportunity to showcase your accomplishments and skills. Use it to highlight your achievements and demonstrate your expertise.

- **Update Your Profile Regularly**

On LinkedIn, regularly update your profile with new job roles, projects, certifications, or skills. This keeps your profile fresh and helps others see the progression of your career.

- **Use Visuals for Impact**

If applicable, share photos, videos, or presentations that show your work. For example, a designer could post before-and-after shots of a project, while a public speaker might share clips from a recent talk. Visuals can make your skills and achievements more tangible and memorable.

## **5. Join Industry Groups and Conversations**

Most social media platforms have groups or communities based on shared interests. These spaces are great for connecting with others in your field, exchanging ideas, and learning from peers.

- **LinkedIn Groups**

LinkedIn hosts numerous professional groups where members discuss topics related to their industries. By participating in these groups, you can expand your network and learn about job opportunities or industry trends.

- **Twitter Chats and Hashtags**

Twitter chats are live, public conversations centered around specific hashtags. Participate in chats related to your industry to exchange insights and connect with professionals interested in similar topics.

## **Final Thoughts**

Social media can be a powerful tool for career growth when used effectively. By building a professional presence, sharing valuable content, networking strategically, and staying informed, you can use social media to enhance your career prospects and connect with like-minded professionals. With a thoughtful approach, social media can open doors to new opportunities and help you advance in your field.





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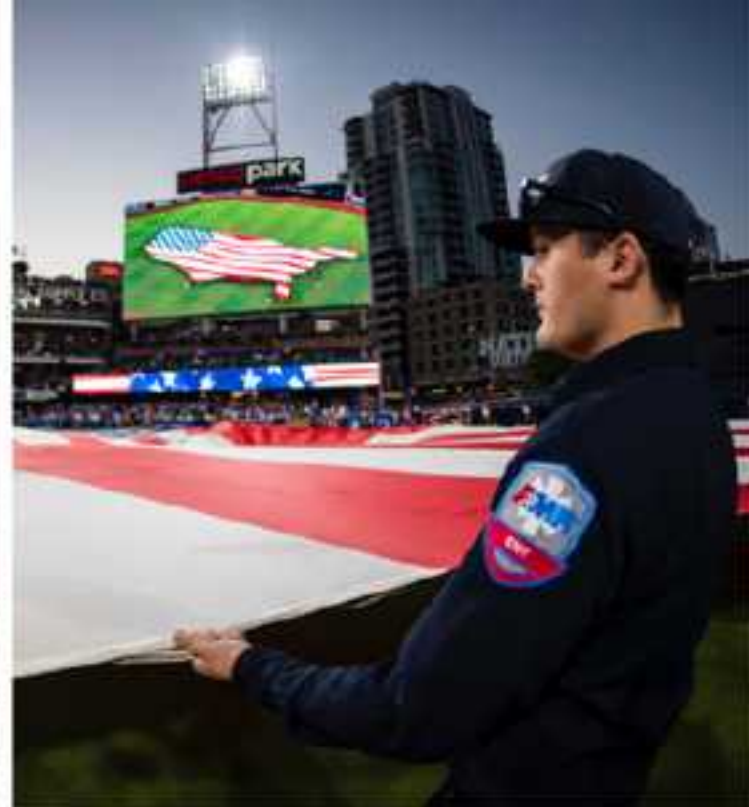
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## Opportunities for Veterans In The Defense Department



The U.S. Department of Defense (DoD) is one of the largest employers of veterans, offering a broad range of career paths that align well with the skills and experiences acquired during military service. With positions available across various fields, from cybersecurity and logistics to project management and healthcare, the DoD provides veterans with stable, rewarding career options in service to their country, even after active duty ends. Here's a look at some key opportunities available for veterans in the Department of Defense and how to access them.

### 1. Employment Preferences and Programs for Veterans

The federal government, including the DoD, prioritizes hiring veterans through various programs and initiatives. One of the most prominent is the **Veterans' Preference** hiring process, which gives veterans an advantage over civilian applicants when applying for federal jobs. This preference applies in competitive job postings, ensuring that veterans with qualifying service are prioritized in hiring decisions.

Additionally, the **Veterans Employment Initiative** seeks to help veterans transition from military to civilian life by connecting them with federal employment opportunities. Another program, **Veterans Recruitment Appointment (VRA)**, allows veterans to be appointed to certain positions without going through the usual competitive hiring process, further easing the transition to a civilian role in the DoD.



## 2. Civilian Roles That Complement Military Skills

Military service equips veterans with specialized skills, such as leadership, problem-solving, technical expertise, and the ability to work under pressure—qualities that are in high demand within the DoD. Many civilian roles within the department align with military skills, making veterans an ideal fit.

- **Cybersecurity and IT**

With cyber threats growing, the DoD places a high emphasis on cybersecurity. Veterans with IT, intelligence, or communication backgrounds can apply their skills in roles such as information security analysts, cyber operations specialists, and network administrators. The DoD often provides training and certification opportunities in this field, enabling veterans to stay current with the latest technology.

- **Project Management and Logistics**

Veterans skilled in logistics, operations, or project management are well-suited for positions in supply chain management, contract administration, and logistics coordination. The ability to handle complex operations under strict timelines is a skillset highly valued in these roles.

- **Healthcare and Medical Services**

Veterans with a medical background have the opportunity to work in military hospitals, clinics, and veteran healthcare facilities within the DoD. These roles can include nursing, physical therapy, mental health counseling, and administration, directly supporting the health needs of service members and their families.

- **Engineering and Technical Fields**

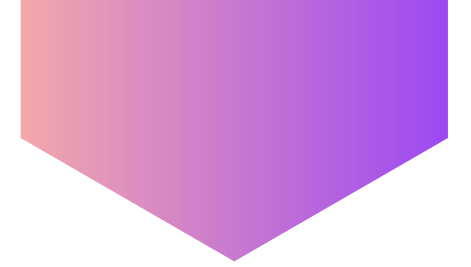
The DoD's technical and engineering branches are continually expanding, especially in areas like aerospace, mechanical, and civil engineering. Veterans with technical expertise or engineering backgrounds can find opportunities as technicians, analysts, or engineers on various DoD projects.

## 3. Educational and Training Programs

The DoD offers veterans a range of educational and training programs that can enhance their skills and prepare them for civilian roles within the department. The **DoD SkillBridge Program** is a standout example, providing active-duty members with training and civilian work experience in their final months of service. SkillBridge partners with private companies and federal agencies, enabling veterans to gain hands-on experience that makes them more competitive in the civilian job market.

Another valuable resource is the **Defense Acquisition University (DAU)**, which provides training in acquisition, logistics, and program management. Veterans interested in procurement or logistics roles within the DoD can leverage DAU courses to gain certification and improve their qualifications.





#### 4. Networking and Career Resources

Networking is essential for veterans exploring DoD opportunities. Many veterans' organizations offer resources, career fairs, and mentoring programs specifically geared toward DoD employment. Some top resources include:

- **USAJOBS**

This is the primary portal for federal job listings, including all DoD opportunities. Veterans can filter searches to view positions that offer Veterans' Preference

- **Veterans' Employment and Training Service (VETS)**

Managed by the U.S. Department of Labor, VETS offers career services and connects veterans to DoD roles.

- **Military Spouse Employment Partnership (MSEP)**

For military spouses, MSEP can help identify career options within the DoD, offering a pathway to meaningful employment that aligns with the needs of military families.

#### 5. The Federal Resume and Application Process

Applying for DoD roles requires a federal resume, which is more detailed than standard resumes. Veterans should include comprehensive information about their military experience, skills, and accomplishments, as well as relevant civilian education or certifications. Tailoring a federal resume to each position and highlighting specific experiences can greatly improve the chances of success in the competitive hiring process.

#### Final Thoughts

The Department of Defense offers veterans a rewarding path to continue their service in a civilian capacity. With tailored programs, skill-aligned roles, and a commitment to hiring veterans, the DoD is an ideal workplace for those seeking a purposeful career that honors their military background. By leveraging these opportunities, veterans can achieve a fulfilling career while contributing their skills to the nation's defense.



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# RESOURCES FOR VETERANS WITH **disabilities**

For veterans with disabilities, the journey after military service can be challenging, but many resources are available to help them navigate this new phase of life. From healthcare and financial assistance to education and career support, veterans with disabilities can access a wide range of benefits, programs, and services tailored to their needs. Understanding these resources can empower veterans and their families to make informed decisions and access the support they deserve.

## **1. Healthcare and Medical Support**

The U.S. Department of Veterans Affairs (VA) offers comprehensive healthcare services to veterans with disabilities. VA healthcare covers various medical needs, including routine check-ups, specialized treatments, and mental health services. Veterans with a service-connected disability rating from the VA are eligible for priority access to these services, often at reduced or no cost.

- **VA Medical Centers and Clinics**

The VA operates medical centers and outpatient clinics nationwide, ensuring veterans have access to medical care close to home. These facilities offer specialized care for disabilities, including physical rehabilitation, mental health counseling, and prosthetics.



- **VA Caregiver Support**

For veterans who require assistance with daily living, the VA provides caregiver support, which includes training, resources, and financial assistance for caregivers. This program can ease the burden on family members who serve as primary caregivers, allowing them to provide high-quality support.

- **Mental Health Services**

The VA places a strong emphasis on mental health care for veterans with disabilities. Through resources like the Veterans Crisis Line and mental health counseling services, the VA ensures veterans have access to the support they need to manage conditions such as PTSD, anxiety, and depression.

## **2. Financial Assistance and Disability Compensation**

Veterans with disabilities are eligible for financial assistance through VA disability compensation. This tax-free benefit is provided to veterans with service-connected disabilities and varies based on the severity of the disability.

- **VA Disability Compensation**

Veterans receive monthly payments based on their disability rating, which can range from 0% to 100%. This compensation is designed to offset the physical, emotional, and financial impact of disabilities incurred during service.

- **Supplemental Security Income (SSI) and Social Security Disability Insurance (SSDI)**

The Social Security Administration (SSA) offers SSI and SSDI programs for veterans with disabilities who may need additional financial support. Veterans who are unable to work due to their disabilities may qualify for these programs, which provide monthly financial assistance.

- **Vocational Rehabilitation and Employment (VR&E)**

The VA's VR&E program, also known as Chapter 31, assists veterans with service-connected disabilities who are unable to work in their previous roles. Through VR&E, veterans can receive career counseling, job training, and support to find new employment that accommodates their disabilities.

### 3. Educational Opportunities

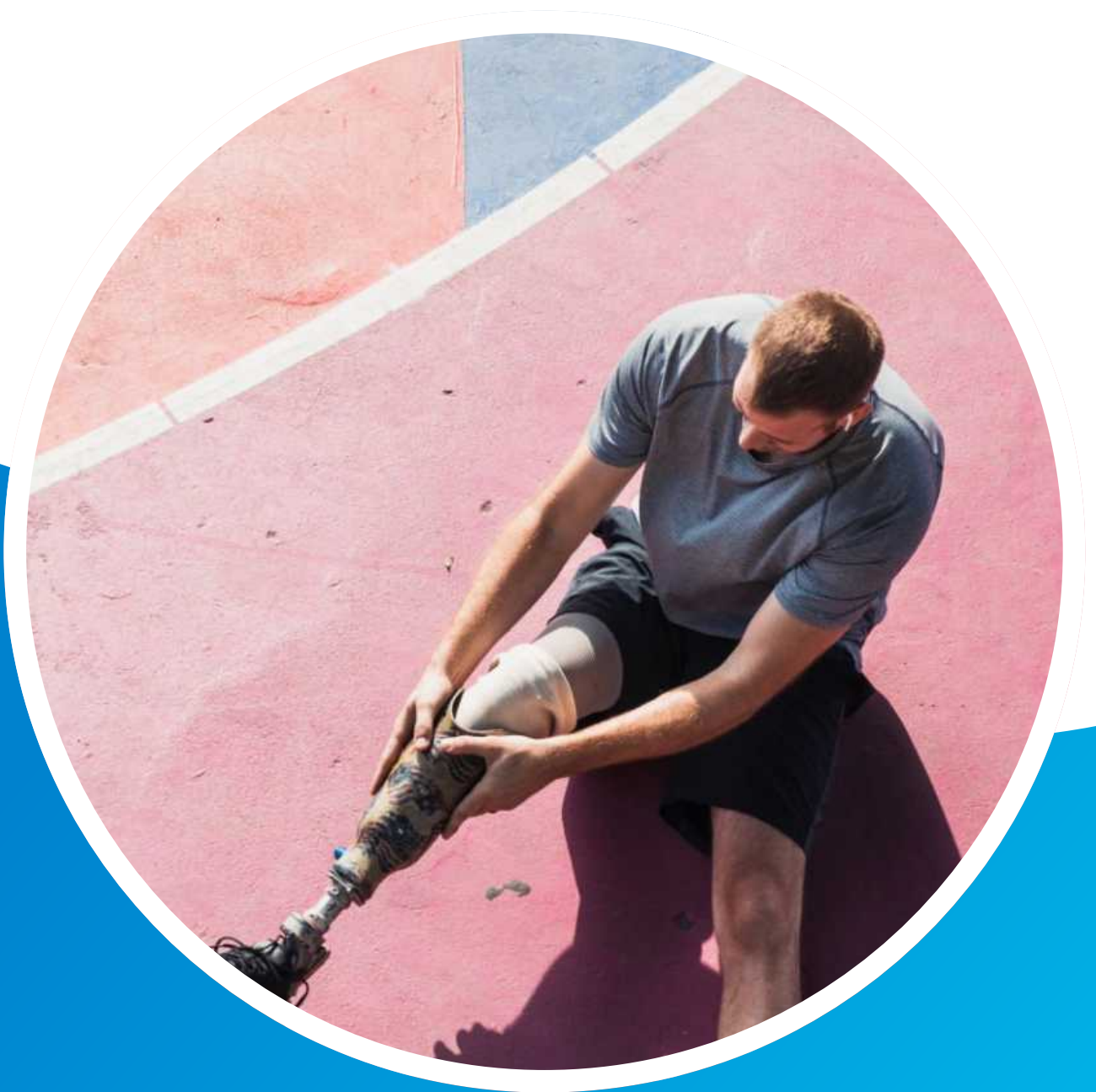
Education benefits can empower veterans with disabilities to gain new skills, transition to civilian careers, and achieve personal growth. The VA provides various education programs specifically designed to help veterans further their education.

- **GI Bill Benefits**

The GI Bill provides financial assistance for veterans pursuing college degrees, technical training, and vocational programs. Veterans with disabilities may also qualify for additional benefits through the VA's **Veteran Readiness and Employment Program**, which offers funding for education and training.

- **Scholarships and Grants**

Numerous organizations offer scholarships and grants specifically for veterans with disabilities. Programs such as the **Pat Tillman Foundation Scholarship** and **Sentinels of Freedom Scholarship** provide financial aid to veterans pursuing higher education. Additionally, the VA's **Dependents' Educational Assistance (DEA)** program supports dependents of disabled veterans who wish to pursue postsecondary education.



## 4. Employment Support and Career Resources

Securing meaningful employment is a vital step for many veterans as they transition back into civilian life. Several organizations and programs offer job search assistance, training, and placement services to veterans with disabilities.

- **Veterans' Employment and Training Service (VETS):**

Operated by the U.S. Department of Labor, VETS offers job placement and training services specifically for veterans. Through VETS, veterans can access resources like career counseling, resume assistance, and networking opportunities to help them secure fulfilling employment.

- **U.S. Office of Personnel Management (OPM) Programs:**

Veterans with disabilities are given preference for federal jobs through hiring authorities such as the **Veterans' Preference** program and **Schedule A** hiring authority, which simplifies the hiring process for disabled veterans.

- **Nonprofit Organizations**

Nonprofits such as **Wounded Warrior Project** and **Hire Heroes USA** provide employment support tailored to veterans with disabilities. These organizations offer a range of services, including job training, resume writing, and interview preparation, to help veterans find suitable roles.

## 5. Housing Assistance and Adaptive Living Resources

For veterans with disabilities, finding accessible housing can be a significant challenge. Fortunately, several programs are designed to make housing more accessible.

- **Specially Adapted Housing (SAH) Grants:**

The VA's SAH grant helps veterans with certain disabilities modify or purchase homes to meet their accessibility needs. This grant supports home modifications like wheelchair ramps, bathroom modifications, and other changes to enhance mobility and independence.

- **HUD-VASH Program**

The U.S. Department of Housing and Urban Development-Veterans Affairs Supportive Housing (HUD-VASH) program offers housing vouchers to homeless veterans, providing stable, safe housing options.

## Final Thoughts

Veterans with disabilities have access to a range of resources designed to support their healthcare, financial stability, education, employment, and housing needs. These resources reflect the nation's commitment to those who have served and now need support. By connecting with these programs and services, veterans with disabilities can access essential benefits and live fulfilling, empowered lives.

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# Careers for Veterans In Cybersecurity

Cybersecurity is a field experiencing rapid growth and high demand for skilled professionals, and veterans are uniquely positioned to excel in this domain. With a background in military service, veterans often have the discipline, technical knowledge, and security mindset needed to succeed in cybersecurity. The transition from military service to a cybersecurity career can be seamless, as many of the skills acquired in service—such as analytical thinking, problem-solving, and risk assessment—are essential in cybersecurity roles. Here’s a look at why cybersecurity is an ideal career choice for veterans and some steps they can take to enter this thriving field.

## Why Cybersecurity is a Good Fit for Veterans

Cybersecurity is a field where protecting information and systems is of utmost importance. Veterans, especially those who have worked in intelligence, communications, or IT roles, understand the significance of security and confidentiality. Many veterans are already familiar with protocols for handling classified information, performing security audits, and monitoring systems for suspicious activity, making them well-suited for roles in cybersecurity.

Additionally, the cybersecurity field is known for offering competitive salaries, job stability, and opportunities for career advancement. For veterans looking for meaningful work with a sense of mission, cybersecurity offers a way to continue serving their country by protecting critical systems from threats.

## Key Cybersecurity Roles for Veterans

There are several cybersecurity roles that veterans can pursue, depending on their background, interests, and level of expertise. Here are some popular cybersecurity roles that align well with military skills:

### 1. Security Analyst

Security analysts are responsible for monitoring an organization's networks, identifying vulnerabilities, and responding to incidents. This role requires attention to detail and quick decision-making skills, which many veterans develop during their service.

### 2. Penetration Tester (Ethical Hacker)

Penetration testers simulate cyber-attacks to identify weaknesses in systems and networks. Veterans with backgrounds in intelligence or tactical operations may find this role particularly appealing, as it requires understanding the mindset of an attacker and thinking strategically.

### 3. Network Security Engineer

These professionals design and implement security measures to protect an organization's computer networks. Veterans with experience in communications, IT, or network security roles are often well-prepared for this type of work.

### 4. Cybersecurity Consultant

Cybersecurity consultants advise organizations on best practices, risk management, and security protocols. Veterans with leadership and risk assessment experience may find consulting a natural fit, as it involves evaluating security needs and developing strategies for protection.

### 5. Incident Responder

Incident responders, or cybersecurity responders, work to mitigate the damage from cyber-attacks, identify the cause of breaches, and restore affected systems. Veterans with quick problem-solving abilities and crisis management experience are well-suited for this fast-paced role.



## Steps for Veterans to Enter the Cybersecurity Field

### 1. Obtain Certifications

Cybersecurity certifications can provide veterans with the necessary qualifications to stand out in the job market. Key certifications include **CompTIA Security+**, **Certified Information Systems Security Professional (CISSP)**, and **Certified Ethical Hacker (CEH)**. Many veterans can use their GI Bill benefits to cover the cost of these certifications, which can boost their credibility and open up more career opportunities.

### 2. Enroll in Training Programs

Numerous organizations offer cybersecurity training programs specifically for veterans. **CyberVetsUSA**, for example, provides free training and certification for veterans looking to enter cybersecurity. Programs like **Microsoft Software & Systems Academy (MSSA)** and **Cisco's CyberVets** initiative also offer specialized training in cybersecurity skills tailored to veterans' needs.

### 3. Gain Experience Through Internships or Apprenticeships

Practical experience is invaluable in cybersecurity. Veterans can seek internships or apprenticeships to gain hands-on experience. **The DoD SkillBridge Program** partners with organizations to provide active-duty members with on-the-job training in cybersecurity and other fields, which can help ease the transition into civilian employment.

### 4. Network Within the Cybersecurity Community

Networking can be highly beneficial for veterans entering cybersecurity. By attending industry conferences, joining veteran-focused cybersecurity groups, and participating in online communities like LinkedIn, veterans can connect with professionals who can offer insights, mentorship, and potential job leads.

### 5. Leverage Veteran-Specific Resources

Several organizations support veterans pursuing cybersecurity careers. **Hiring Our Heroes**, **VetSec**, and **SANS CyberTalent Immersion Academy for Veterans** offer career placement, mentorship, and training opportunities to help veterans gain a foothold in the industry.

## Benefits of a Cybersecurity Career for Veterans

A career in cybersecurity offers veterans stability, competitive compensation, and the satisfaction of protecting critical information and infrastructure. According to the Bureau of Labor Statistics, cybersecurity roles are expected to grow significantly over the next decade, with high demand in both the public and private sectors. Cybersecurity professionals earn an average annual salary well above the national median, with potential for rapid career advancement as they gain experience.

## Conclusion

The cybersecurity field is an ideal career path for veterans, offering numerous opportunities to apply military-honed skills to protect critical systems from cyber threats. With the right certifications, training, and networking, veterans can build successful and fulfilling careers in cybersecurity while contributing to the safety and security of both government and civilian networks.



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