



May / June 2025



**Buckeye Power Sales**

*Quality Equipment Solutions Since 1947*



**Buckeye Power Sales: A Career  
Home For Veterans.**

**Why Are Disabled Veterans  
Struggling to Find Work?**

**Remote jobs for military spouses.**

**VETS  
HIRED**  
**EMPLOYMENT GUIDE**



# TABLE OF CONTENTS

Featured Article	05
Buckeye Power Sales: A Career Home for Veterans	
Why Can't Some Veterans Get Jobs?	18
Why Are Disabled Veterans Struggling to Find Work?	23
How to Recruit Veterans?	27
Remote Jobs for Military Spouses.	32
Is the Trump Administration Good for Veterans?	38
How To Plan A Successful Transition From The Military?	43

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### Employee Resource Group

The County's Valor Employee Resource Group has a Mission to drive and support organization and individual growth through a network of colleagues leveraging their collective range of skills, talents, and diverse perspectives while being a resource to veterans and the County of San Diego.

### Veteran's Preference

The County of San Diego offers preferential credits for military service to assist qualified applicants in transitioning from military to civilian careers with the County of San Diego.



# BUCKEYE POWER SALES: A CAREER HOME FOR VETERANS



At Buckeye Power Sales, we understand what it means to answer the call of duty. If you've served in the military, you know the power of commitment, teamwork, and purpose — and we do too. Every day, our team shows up ready to do the right thing, deliver on our promises, and support one another in meaningful ways. Our roots as a family business run deep, and our values align naturally with those held by the military community. We're proud to be a Veteran Champion Company, and even prouder of the veterans on our team who bring unmatched work ethic and experience to the table. If you're looking for a career where your service is respected, your skills are valued, and your future is wide open — you're in the right place.

## Powering Progress for Generations

Buckeye Power Sales was founded in 1947 by a small team with a big vision: to provide reliable equipment and dependable service to hardworking Americans. Over the decades, we've grown from a three-person operation into a trusted regional leader with over 250 employees. We've expanded our footprint across the Midwest, serving customers in Ohio, Indiana, and Illinois through multiple divisions and locations. While our size has changed, our dedication to providing quality equipment solutions has not. We remain a third-generation, family-owned company focused on earning lifelong relationships with our customers.

## One Company, Many Solutions

BPS operates through three primary divisions, each focused on creating long-term partnerships with customers by being dependable and easy to work with.



## Power Generators

Our Power Systems Division provides reliable, customized power solutions for commercial, industrial, and residential applications across Ohio, Indiana, and Illinois. As an authorized distributor for Rehlko, formerly Kohler Energy, generators, we offer standby and prime power systems designed to meet the critical demands of healthcare facilities, data centers, municipalities, manufacturing plants, and beyond.

Our expertise spans the entire lifecycle of a power system—from design and engineering to installation, start up, service, and parts. We work closely with engineers, contractors, and facility managers to deliver turnkey solutions that ensure uptime and peace of mind. Whether it's a new construction project, a retrofit, or backup power for homes, our team tailors each solution to the unique needs of the situation.

Our certified technicians conduct regular preventative maintenance and are available 24/7 for emergency service, helping to minimize downtime and extend equipment life. We also provide load bank testing, circuit breaker testing, Automatic Transfer Switch (ATS) testing and maintenance, and remote monitoring capabilities.

## Lawn & Agriculture Equipment

Our Lawn & Agriculture division is a trusted partner for homeowners, landscapers, and commercial contractors. With locations in Columbus and Middletown, Ohio, we provide top-tier equipment, expert service, and knowledgeable support to help our customers get the job done right.



We carry a wide selection of industry-leading brands, including Exmark, Wright, Stihl, Scag, and Toro, offering everything from zero-turn mowers and handheld tools to snow blowers and compact utility equipment.

In addition to equipment sales, we offer full-service maintenance and repairs, parts, and equipment rentals. Our factory-trained technicians are committed to keeping machines running efficiently, season after season.



## Power & Construction Equipment

Our Power & Construction Equipment division supports contractors, municipalities, and construction professionals with reliable equipment solutions that keep jobsites productive and on schedule. We offer a wide selection of equipment from trusted brands like Yanmar, ASV, and Toro—featuring skid steers, mini excavators, track loaders, wheel loaders, aerial lifts, and more.

In addition to compact construction equipment, we provide generator rentals for temporary power needs. Our trailer-mounted generators range from 20 kW to 2000 kW to keep your project powered during outages, planned upgrades, or remote operations. Our team handles delivery, setup, and support, ensuring a seamless experience from start to finish.

Whether you're buying new equipment, renting for a specific job, or in need of urgent backup power, we pride ourselves on delivering fast, knowledgeable service. We also offer expert repair and maintenance services performed by factory-trained technicians to keep equipment running at peak performance.



## Our Core Values: What Drives Us

Our core values shape our culture, guide our decisions, and define how we serve our customers and support our team. They are more than words—they're a commitment we live every day. When you join our team, you become part of a company that values integrity, growth, and results.

- **Dedication**

We're committed to our customers, our company, and each other. From providing the right solutions to creating a safe and enjoyable workplace, we go above and beyond to do what's right—for our team, our customers, and our company.



- **Constant Improvement**

We believe in getting better every day. Whether it's through training, asking questions, or learning from mistakes, we embrace change and push ourselves to grow—personally and professionally.

- **Motivated by Results**

We set clear, realistic goals and take action to achieve them. Our processes are designed for consistency, and we hold ourselves to a standard of timely, dependable outcomes that deliver value.

- **Professionalism**

We take pride in our work and how we present ourselves. As experts in our field, we maintain high standards of respect, consistency, and quality in every interaction and job we complete.

- **Accountability**

We own what we do. Whether it's solving a customer's problem or showing up five minutes early, we take responsibility for our actions and follow through on our commitments.

## **Commitment to Safety, Powered by People**

At Buckeye Power Sales, safety is more than a policy. We prioritize a safe working environment by providing all team members with the necessary resources to protect themselves on the job. This includes company-issued uniforms, personal protective equipment (PPE), and allowances for both safety footwear and safety glasses. We understand that the right gear is the first line of defense against workplace hazards.

Beyond equipment, we invest in continuous education through monthly safety training sessions that reinforce best practices and keep safety top of mind. These sessions cover everything from equipment handling to emergency response, ensuring our team is always prepared. Additionally, our safety committee identifies potential risks, reviews incidents, and recommends improvements. This collaborative approach empowers employees to take ownership of their safety and the safety of their coworkers.

By fostering a culture where safety is everyone's responsibility, Buckeye Power Sales creates a work environment where employees feel confident, protected, and supported. It's all part of our commitment to doing the job right—and doing it safely. Because at BPS, people come first, and safety leads the way.

## **The Flywheel Explained**

You'll hear a lot about our Flywheel at BPS — and it's not just a buzzword. It's the way we do business:

### **1. Identify Need and Create Solution**

We listen to our customers to understand their challenges and develop tailored solutions.

### **2. Provide Equipment Solution**

We deliver high-quality equipment that meets the specific requirements of each customer.





### 3. Develop Relationship with Customer

We build lasting partnerships through trust and exceptional service.

### 4. Provide Solutions and Support After the Sale

Our commitment doesn't end with a sale; we offer ongoing support and maintenance.

### 5. Continuous Support from Set-Up Through Operation

We ensure our equipment operates effectively throughout its lifecycle.

### 6. Become a Trusted Advisor for the Customer

Through consistent performance, we become a reliable resource for our clients.

This cycle creates momentum. It keeps our customers coming back and helps us build relationships that last.

### We are solution providers.

That means we don't just push products — we ask questions, listen carefully, and solve problems. As your reliable equipment partner, we help identify and implement the right solutions for your power equipment needs. We provide quality equipment, ensure it's performing as it should, and support you long after the sale with parts, service, and maintenance. And when it makes more sense to replace than repair, we'll help you make that call.

### We do what we say.

We believe trust is earned. When we make a commitment — whether it's a delivery, a repair, or a new hire — we follow through. No customer is too big or too small. Whether you're buying one unit or outfitting an entire facility, you'll receive the same high level of service before, during, and after the sale. Our 75-year track record and long list of repeat customers speak to our reputation for quality and reliability.

### We know our stuff.

Our teams are trained, certified, and always improving. In the shop, out in the field, or behind the scenes, you'll find people who take pride in being the best at what they do. Our employees are dedicated to the success of our customers and our company. Aligned with our core values, they are equipped to guide you to the right equipment and solutions. We're here to build long-term relationships through expertise, service, and results.

### Training at BPS

At BPS, we know that not everyone enters the civilian workforce with the same background. That's why we invest heavily in on-the-job training, technical certifications, and learning opportunities tailored to help our team succeed. One of the best examples of this is our Power Systems Academy — a comprehensive training program designed to prepare new and aspiring generator technicians with the skills they need to launch a successful career.

The six-week program is designed to equip participants with the skills needed to become Generator Field Technicians, a role that leverages the discipline and technical acumen honed during military service.



PSA provides a comprehensive training experience that combines classroom instruction with hands-on lab work, covering essential topics such as engine mechanics, electrical systems, and power generation. Participants benefit from experienced instructors who bring real-world insights into the learning environment. The program includes paid tuition, a salary during training, and company-covered accommodations, ensuring that students can focus entirely on their education without financial distractions.

Upon successful completion of the program, graduates are offered full-time positions at BPS, complete with a company vehicle, tool set, and full safety apparel. This direct pathway to employment underscores BPS's commitment to investing in its workforce and recognizing the value that veterans bring to the organization....

In addition to the Academy, we offer manufacturer-led training sessions, online courses, and on-the-job coaching to help you continuously grow. Our training isn't just for new hires — it's part of our culture. Whether you're starting in the shop or stepping into leadership, we're here to support your professional development every step of the way.

### A Team You Can Trust

The best part of BPS? The people. We're a team that looks out for one another, works hard, and doesn't believe in cutting corners. Our culture is one of accountability and encouragement — a place where coworkers become friends and leaders become mentors. You'll find military veterans throughout our organization, as well as people from all walks of life who understand what it means to take pride in your work. And when things get tough — and they sometimes do — we have each other's backs.

### Respect Where It Matters Most

One of the most important ways we support veterans at BPS is by making sure they feel seen, heard, and appreciated. Every year, we host a company-wide Veterans Day breakfast and slideshow to recognize the contributions of our team members who served. It's more than a meal — it's a moment for the entire company to pause and say, 'Thank you.' But our respect for veterans goes far beyond one day a year. We work to ensure that your transition into civilian work is smooth, your career path is clear, and your value is never in question.

### Comprehensive Benefits Package

You've got responsibilities. We get that. That's why we offer a benefits package that takes care of you and your family, including:

- Comprehensive health, dental, and vision insurance
- Short- and long-term disability
- Health Savings Accounts (HSAs)
- Life insurance
- 401(k) with company match
- Paid time off, holidays, and parental leave
- Employee Assistance Program (EAP)
- Continuing education reimbursement
- Employee discounts





## Where We Work

Our headquarters is in Columbus, Ohio, but our reach is far greater. We've got teams in Cleveland, Cincinnati, Middletown, Indianapolis, and Chicago. That gives us the flexibility to support veterans who are staying close to home — or starting fresh in a new city. No matter the location, you'll find the same BPS culture: customer-focused, team-oriented, and built to last.

## Veterans at Every Level

Veterans who join BPS don't stay on the sidelines. You'll find them in our shops, on the road, in management roles, and across our offices. We've seen firsthand how military experience translates into success here — especially in roles that require technical skill, attention to detail, and teamwork under pressure. You'll have peers who understand where you've been and a path to where you want to go.

## Community Engagement and Support

Giving back to the community is integral to our mission. Each year, we identify and support worthy charities, such as Building for America's Bravest, a nonprofit that builds smart homes for injured veterans. Additionally, we established the Buckeye Power Sales Emergency Assistance Program in collaboration with The Columbus Foundation, providing grants to employees facing unexpected personal crises.

## Join Us

If you're looking for a civilian career that respects your service, uses your skills, and invests in your future — Buckeye Power Sales is ready for you. We don't just want to be your next job. We want to be the last job you'll ever need. Check out our current openings at [www.buckeyepowersales.com/careers](http://www.buckeyepowersales.com/careers) to take the first step.







**Buckeye Power Sales**

Quality Equipment Solutions Since 1947

Join a stable, family owned and operated company that appreciates your discipline, training, and dedication. We are proud to be recognized as a

# VETERAN CHAMPION COMPANY

Buckeye Power Sales is a great place to work. We hire people who are professional, motivated, accountable, then do whatever we can to support them.

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- As part of our team, you'll join a diverse and inclusive workforce that reflects the unique culture and community of Harris County.
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# Sebastian Police Department

*Protect with Courage, Serve with Compassion*

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## OPEN POSITIONS:

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- ✓ Accreditation
- ✓ Records Supervisor
- ✓ Finance Director
- ✓ Public Works Director

## MISSION STATEMENT:

To courageously protect the rights of our citizens while maintaining positive relationships within the community through professional, compassionate service.

## CONTACT US:

Located in: City of Sebastian

Address: 1225 Main Street, Sebastian FL. 32958

Phone: 772-388-8222



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## WHY CAN'T SOME VETERANS GET JOBS?

Transitioning from military service to civilian life can be challenging. One of the most significant hurdles many veterans face is finding employment. Despite their discipline, leadership, and strong work ethic, a surprising number of veterans struggle to secure jobs after leaving the armed forces. But why does this happen?





### 1. Skills Translation Gap

One of the most common issues is the difficulty in translating military experience into civilian job qualifications. Veterans often have highly technical or specialized roles in the military—such as operating advanced machinery, leading units, or managing logistics. However, civilian employers may not immediately understand how those experiences relate to their job openings. For example, a veteran who managed supply chains in the military may be well-suited for a logistics coordinator role, but the civilian employer might overlook this because the terminology doesn't match.

### 2. Lack of Civilian Work Experience

Some employers prioritize civilian work history over military experience, not recognizing that military service can provide equal or greater value. Veterans who enlisted at a young age may not have any civilian job experience at all, which can put them at a disadvantage in a competitive job market where civilian internships, corporate culture, and private-sector experience are often highly regarded.

### 3. Education and Certification Mismatches

Many jobs require specific degrees or certifications that veterans may not possess, even if they have the equivalent skills. For instance, a veteran might be proficient in electronics repair but lack the civilian certification needed for an electrician's license. This disconnect can create barriers despite the veteran's real-world knowledge and abilities.

### 4. Stereotypes and Misconceptions

Unfortunately, some employers hold inaccurate or outdated views about veterans. Concerns about mental health issues like PTSD, assumptions about rigid behavior, or worries about cultural fit can unfairly influence hiring decisions. While these stereotypes do not reflect the majority of veterans, they can still have a real impact on job prospects.



## 5. Lack of Professional Networks

In the civilian job market, networking plays a crucial role. Many jobs are filled through referrals or connections. Veterans who spent years in service often have limited professional networks outside the military, which can hinder their job search, especially in industries that rely heavily on who-you-know connections.

## 6. Difficulty Navigating the Job Market

Job hunting in the civilian world is often unfamiliar territory for veterans. Writing resumes that appeal to corporate recruiters, preparing for behavioral interviews, and tailoring cover letters to specific roles can be overwhelming without proper guidance. Many veterans have never had to market themselves in this way and may feel lost in the process.

## 7. Location Challenges

Some veterans are limited in where they can live due to family, housing, or benefits-related reasons. If jobs in their area are scarce or don't match their skills, relocation might not be feasible, leading to underemployment or extended periods of unemployment.

### Conclusion

Veterans bring immense value to the workforce through their leadership, discipline, adaptability, and resilience. However, systemic issues—ranging from translation of skills to societal perceptions—can prevent them from getting the opportunities they deserve. Supporting veterans through targeted career training, mentorship, and employer education is crucial to bridging this gap. Helping veterans successfully transition into the civilian workforce is not just a matter of policy—it's a matter of respect and responsibility.





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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.

### ● Speed

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### ● Strategy

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# WHY ARE DISABLED VETERANS STRUGGLING TO FIND WORK?

Disabled veterans face a unique and often daunting challenge when transitioning from military service to civilian employment. Despite their courage, resilience, and dedication to serving their country, many find it difficult to secure meaningful jobs after service—especially when they carry physical or psychological disabilities. But why does this happen?

## 1. Physical and Mental Health Barriers

Many disabled veterans live with service-connected injuries, ranging from mobility impairments to chronic pain and post-traumatic stress disorder (PTSD). These conditions can limit the types of jobs they can physically perform or require accommodations that not all employers are willing or able to provide. Mental health challenges like anxiety, depression, or traumatic brain injuries can also affect focus, memory, and social interaction—factors that may influence job performance or interview success.



## **2. Employer Misconceptions**

A significant barrier lies in how employers perceive disabled veterans. Some fear higher insurance costs, potential absenteeism, or assume that accommodations will be too costly or complicated. Others may harbor concerns—often unfounded—about mental health conditions such as PTSD. These stereotypes and biases can lead to discrimination, even if unintentional, making it harder for disabled veterans to get past the initial hiring stage.

## **3. Lack of Reasonable Accommodations**

Although laws like the Americans with Disabilities Act (ADA) require employers to provide reasonable accommodations, not all businesses comply effectively. Some veterans may need flexible schedules, remote work options, or specialized equipment. When these accommodations aren't offered—or when employers are unaware of their obligations—disabled veterans are left out of consideration for roles they are otherwise qualified to do.

## **4. Skill Translation Challenges**

Like all veterans, disabled veterans may struggle to translate their military skills into civilian job language. This becomes more complex when disabilities are involved, especially if the veteran is no longer able to perform in the same capacity they did during service. Finding new roles that match their abilities while accommodating their health limitations can be a difficult balancing act.

## **5. Inadequate Support Services**

While there are programs designed to support disabled veterans, access and awareness remain issues. Not all veterans are aware of or can easily navigate job placement services, vocational rehabilitation programs, or nonprofit resources. Long wait times, paperwork, and bureaucratic red tape can deter veterans from getting the support they need to reenter the workforce confidently.

## **6. Gaps in Employment History**

Some disabled veterans may have extended gaps in their work history due to medical treatment, rehabilitation, or recovery. Civilian employers sometimes view these gaps as red flags, not recognizing the context behind them. This can lead to veterans being overlooked, despite their capabilities and willingness to work.

## **7. Confidence and Mental Readiness**

Living with a disability can impact a person's confidence, especially in a professional setting. Some disabled veterans may question whether they can still contribute effectively or fear judgment from employers and coworkers. Without proper encouragement or guidance, they may hesitate to apply for jobs or may accept roles far below their potential.

## **Conclusion**

Disabled veterans possess strength, determination, and valuable skills that can greatly benefit the civilian workforce. Yet, systemic barriers—ranging from employer bias to lack of accommodations and support—continue to stand in their way. To address this, both employers and policymakers must do more to promote inclusive hiring, improve workplace accessibility, and ensure disabled veterans are empowered to succeed. Helping them find meaningful work isn't just about employment—it's about honoring their service and upholding our collective responsibility to those who have sacrificed so much.





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# HOW TO RECRUIT VETERANS?

Hiring veterans isn't just a way to honor their service—it's a smart business decision. Veterans bring a wealth of experience, discipline, leadership, and adaptability to the workplace. However, recruiting them requires more than posting a job ad. To effectively attract and retain veteran talent, companies must understand their unique backgrounds and tailor their hiring processes accordingly. Here's how to successfully recruit veterans:

## 1. Understand the Value Veterans Bring

Veterans are trained to work in high-pressure environments, follow procedures, lead teams, and solve complex problems. They are dependable, mission-driven, and quick learners. Understanding the depth and breadth of what veterans can offer is the first step toward integrating them into your workforce effectively.

## 2. Translate Military Skills into Civilian Roles

One of the biggest barriers veterans face in the job market is that civilian employers often don't understand military job titles or duties. Use military skills translators or partner with organizations that can help bridge that gap. Instead of focusing solely on specific job experience, assess how a veteran's skills—such as logistics management, crisis response, or leadership—can apply to your industry.

## 3. Write Veteran-Friendly Job Descriptions

Avoid jargon that might not resonate with someone coming from a military background. Instead of listing very specific industry experience, emphasize core skills such as teamwork, problem-solving, or project management. Also, highlight your company's commitment to supporting veterans and mention if you're part of any veteran hiring initiatives.

## 4. Partner with Veteran Organizations

Build relationships with veteran-focused job boards, nonprofit organizations, and government agencies like:

- Hire Heroes USA
- Wounded Warrior Project
- Veterans' Employment and Training Service (VETS)
- American Corporate Partners (ACP)

These groups can connect you with qualified candidates and help you understand best practices for veteran outreach.

## 5. Participate in Military Job Fairs and Transition Programs

Attend job fairs geared toward military personnel transitioning to civilian life. Engage with the Department of Defense's SkillBridge program, which allows service members to work with private sector employers during their final months of service. These programs give employers early access to top talent.





## 6. Train Your Hiring Managers

Ensure recruiters and hiring managers are educated on military culture and how to read a veteran's résumé. Avoid unconscious bias or assumptions about a candidate's ability to fit into a corporate environment. A well-informed hiring team is key to building a veteran-friendly workplace.

## 7. Offer Clear Career Paths and Mentorship

Many veterans value structure, growth opportunities, and purpose in their work. Offering mentorship programs, onboarding support, and well-defined career paths can help veterans adjust to civilian work culture and feel valued within your company.

## 8. Highlight Your Veteran-Friendly Culture

If your company already employs veterans, showcase them. Use testimonials, employee spotlights, or short videos to share their success stories. This not only encourages other veterans to apply but also signals your genuine commitment to supporting the community.

## 9. Provide Reasonable Accommodations if Needed

If you're hiring disabled veterans, ensure your workplace is accessible and ready to provide accommodations in line with the Americans with Disabilities Act (ADA). This could include flexible schedules, remote work options, or assistive technology.

## 10. Measure and Refine Your Approach

Track your veteran recruitment efforts to understand what's working and what's not. Monitor hiring rates, retention, and employee satisfaction among veteran hires. Use this feedback to continuously improve your strategy.

## Conclusion

Recruiting veterans isn't just about filling a role—it's about welcoming individuals who have served with integrity, courage, and dedication. By creating an inclusive, understanding, and supportive environment, your business can tap into a loyal and highly skilled talent pool that adds long-term value.





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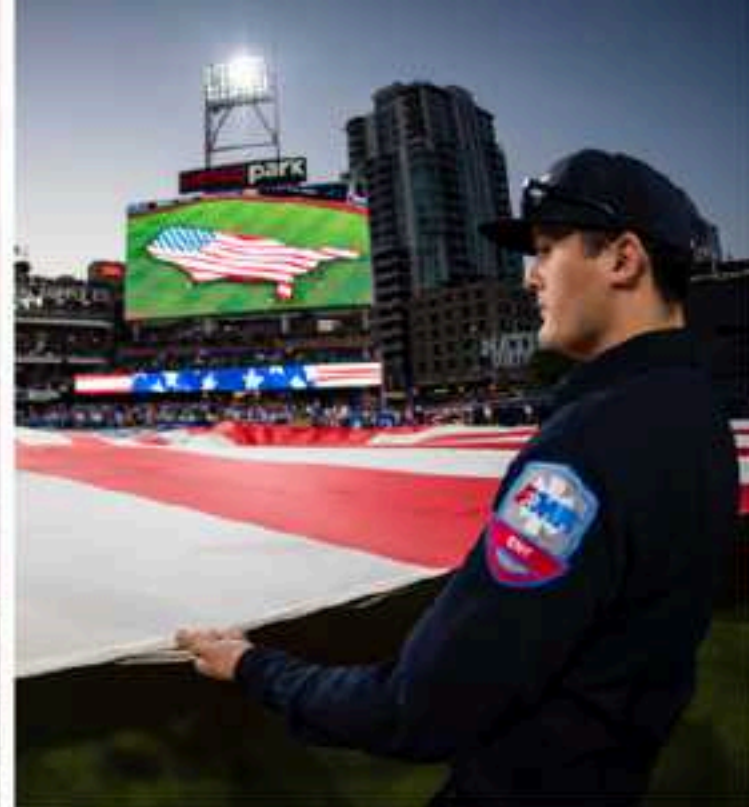
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# Remote Jobs For Military Spouses



Military spouses face a unique set of challenges when it comes to building and maintaining a stable career. Frequent relocations, unpredictable schedules, and the demands of supporting a service member often lead to employment gaps and underemployment. Fortunately, the rise of remote work has opened up new and flexible opportunities for military spouses to pursue meaningful careers regardless of location.

**Here's a closer look at the benefits of remote work and some ideal job paths for military spouses.**

## Why Remote Jobs Work for Military Spouses

### 1. Flexibility

Remote jobs allow spouses to work around deployments, child care, and relocation schedules —offering much-needed flexibility in a lifestyle that often lacks consistency.

### 2. Portability

With remote roles, changing duty stations doesn't mean starting over. As long as there's a reliable internet connection, spouses can continue their careers uninterrupted.



### **3. Work-Life Balance**

Remote work eliminates long commutes and provides a better balance between personal and professional responsibilities—especially important for families with young children or during deployments.

### **Top Remote Job Options for Military Spouses**

#### **1. Customer Service Representative**

Many companies hire remote agents to handle calls, chats, or emails. These roles often require strong communication skills and basic computer literacy—no specialized degree needed.

#### **2. Virtual Assistant**

Military spouses can support businesses by managing emails, scheduling meetings, handling social media, and performing administrative tasks—all remotely.

#### **3. Freelance Writer or Editor**

With strong writing skills, spouses can work as content writers, bloggers, or editors for websites, marketing agencies, or publications. Freelancing platforms like Upwork or Fiverr offer a great starting point.

#### **4. Online Tutor or ESL Instructor**

Tutoring platforms like VIPKid or Chegg Tutors provide opportunities to teach students in various subjects or help non-native English speakers improve their language skills—all from home.

#### **5. Graphic Designer or Web Developer**

Those with creative or technical skills can take on freelance or full-time roles in graphic design, UI/UX design, or website development. Remote agencies and startups often look for this talent.

#### **6. Social Media Manager**

Businesses need help running their social media channels. If a spouse has experience or an interest in marketing, managing Facebook, Instagram, or LinkedIn pages can be a flexible remote option.

#### **7. Bookkeeper or Remote Accountant**

If qualified in finance or accounting, remote bookkeeping roles are ideal. Tools like QuickBooks and Xero make it easy to work for clients virtually.



## 8. Recruiter or HR Coordinator

Remote positions in human resources—especially in recruitment—are increasingly common. Military spouses with people skills and organization can thrive in this role.

### Resources to Help Get Started

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

An initiative by the Department of Defense that connects military spouses with vetted employers committed to hiring them.

- **Hiring Our Heroes – Military Spouse Program:**

Offers networking events, career training, and remote job opportunities tailored for spouses.

- **FlexJobs & Remote.co:**

Job boards focused exclusively on remote, part-time, freelance, and flexible jobs.

- **LinkedIn Military Spouse Program:**

Provides free premium access, career advice, and networking tools.

### Tips for Finding and Thriving in Remote Jobs

- **Build a Professional Resume:**

Tailor your resume to highlight transferable skills like adaptability, organization, and communication.

- **Stay Up-to-Date on Technology:**

Familiarity with remote tools like Zoom, Slack, Trello, or Google Workspace is often essential.

- **Create a Dedicated Workspace:**

Even a small corner at home helps boost productivity and signals professionalism during video calls.

- **Network Actively:**

Join online communities or local spouse groups focused on remote careers for sharing opportunities and support.

### Conclusion

Remote work is a game-changer for military spouses, offering stability in an otherwise unpredictable lifestyle. With the right tools, training, and mindset, spouses can build fulfilling, mobile-friendly careers that grow with them—no matter where military life takes them.



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# IS THE TRUMP ADMINISTRATION GOOD FOR VETERANS?



The Trump administration's policies have significantly impacted veterans, eliciting both praise and criticism. While some initiatives aimed to enhance veterans' services, others have sparked concern among veterans' groups and policymakers.

## Positive Initiatives

### Expansion of the Veterans Choice Program

In 2017, President Trump signed the Veterans Choice Program Extension and Improvement Act, allowing veterans to seek care outside the VA system when timely appointments aren't available.

### Forever GI Bill

Also in 2017, the administration enacted the Forever GI Bill, eliminating the 15-year limit on using Post-9/11 GI Bill benefits. This change provided veterans with greater flexibility to pursue education and training opportunities.



## Areas of Concern:

### VA Staffing Reductions

The administration proposed cutting approximately 80,000 positions from the Department of Veterans Affairs, aiming to revert to 2019 staffing levels. Critics argue this could strain services, leading to longer wait times and reduced care quality.

### Mental Health Services Impact

Significant staff reductions have raised alarms about the potential decline in mental health services for veterans, with concerns about increased suicide rates and untreated PTSD cases.

### Project 2025 Proposals

The administration's Project 2025 suggests overhauling the VA, including reducing disability benefits and privatizing certain services. Veterans' organizations fear this could undermine the quality and accessibility of care.

### Elimination of DEI Programs

Executive orders have led to the discontinuation of Diversity, Equity, and Inclusion initiatives within the VA, potentially affecting support for minority and LGBTQ+ veterans.

### Closure of Equity Assurance Office

The administration shut down the VA's Office of Equity Assurance, which addressed disparities in veterans' benefits, raising concerns about equitable treatment.

### Conclusion

The Trump administration's approach to veterans' affairs presents a mixed picture. While efforts like the expansion of educational benefits and healthcare choices have been welcomed, significant cuts and policy shifts have raised concerns about the future of veterans' services. The long-term effects of these changes remain to be seen, and ongoing dialogue is essential to ensure that veterans receive the support and care they deserve.







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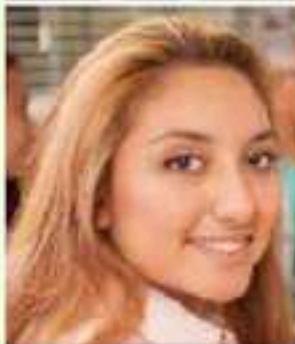
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# How To Plan A Successful Transition From The Military?



Transitioning from military service to civilian life is a significant life change that requires careful planning. Whether you're retiring after decades of service or completing a shorter term, a smooth transition is possible with the right approach, resources, and mindset. Here's how to plan a successful move from the military into your next chapter.

## 1. Start Planning Early

The key to a successful transition is to begin planning **at least 12–18 months before separation**. This gives you ample time to explore options, gather documents, take courses, and prepare emotionally. Waiting until the final months of service can lead to missed opportunities and added stress.

## 2. Take Advantage of Transition Assistance Programs (TAP)

The Department of Defense's Transition Assistance Program (TAP) offers valuable resources, including career counseling, resume writing help, job placement support, and financial planning. Attend all TAP workshops and make full use of available tools—they're designed to help you succeed in civilian life.



### 3. Identify Your Career Goals

Ask yourself:

- What do I want to do next?
- What skills do I want to use?
- What kind of work environment suits me?

Your military experience has equipped you with leadership, discipline, and problem-solving skills. Now it's time to figure out how those translate into civilian roles. Use career assessment tools or work with a career counselor to explore different paths.

### 4. Translate Your Military Experience

Many civilians and employers don't fully understand military terminology. When building your resume or preparing for interviews:

- Use civilian-friendly language.
- Focus on transferable skills such as leadership, logistics, teamwork, or technical abilities.
- Use online tools like O\*NET's Military Crosswalk to match military jobs to civilian occupations.

Your military experience has equipped you with leadership, discipline, and problem-solving skills. Now it's time to figure out how those translate into civilian roles. Use career assessment tools or work with a career counselor to explore different paths.

### 5. Build a Strong Civilian Resume

Your resume should be clear, concise, and focused on accomplishments rather than ranks or titles. Avoid military jargon and emphasize results using metrics (e.g., "Led a team of 10 to increase efficiency by 25%"). Tailor your resume for each job you apply to.

### 6. Network Early and Often

Networking is a critical part of the civilian job search. Connect with:

- Veterans already in the civilian workforce
- Industry-specific networking events
- LinkedIn groups for transitioning service members

Informational interviews, mentorship programs, and referrals can open doors that job boards can't.



## 7. Consider Further Education or Certification

If your desired career requires additional training or certification, consider using your GI Bill benefits to pursue:

- College degrees
- Trade or technical programs
- Industry-specific certifications (e.g., PMP, CompTIA, HVAC, CDL)

These credentials can improve your competitiveness and earning potential.

## 8. Prioritize Financial Readiness

Prepare a civilian budget well before leaving the military. You'll likely see changes in income, housing, and benefits. Key steps include:

- Building an emergency fund
- Reviewing insurance and retirement plans
- Meeting with a financial counselor (many are offered for free through TAP or veteran service organizations)

## 9. Focus on Mental Health and Family Support

Leaving the structure of military life can lead to stress, anxiety, or identity shifts. You're not alone—many veterans face the same. Seek support from:

- VA mental health services
- Military family support centers
- Local and online veteran groups
- Transition impacts the whole family, so involve your spouse or partner in the process too.

## 10. Know Your Resources

Here are a few trusted organizations that help with transitions:

- VA.gov: Health, education, and housing benefits
- Hiring Our Heroes
- Military OneSource
- American Corporate Partners (ACP): Free mentoring for veterans

## Conclusion

Your military career has prepared you for more than you may realize. With early planning, strong resources, and a clear direction, you can step confidently into civilian life. Transition isn't an end—it's a beginning full of new possibilities.



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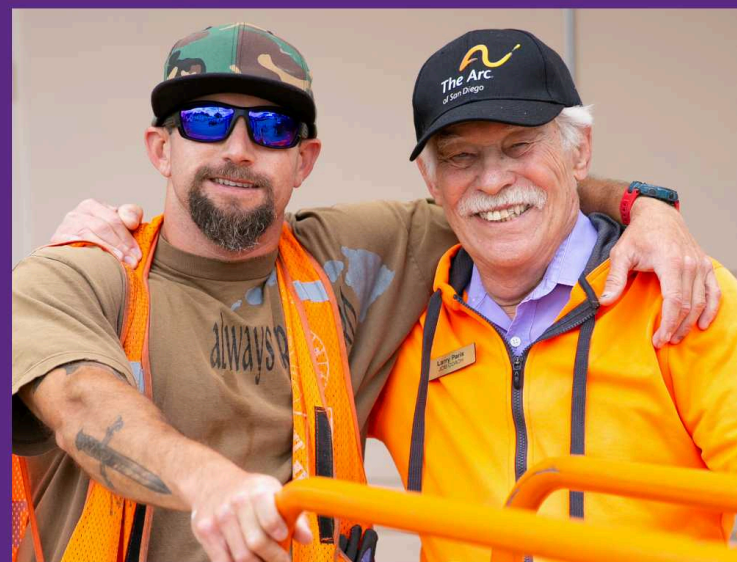


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