



# Military Culture



*"The Trusted Voice for Veterans"*



## Overview

### Employer Training

- **Veteran Demographics**
- **Rank Structure**
- **Military Occupations**
- **Questions / Feedback**



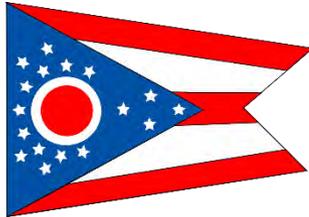
## Section One: Veteran Demographics



**Ohio**  
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Veteran  
**Jobs**<sup>®</sup>  
**.com**



# Ohio Veterans: By the Numbers...



## Ohio

- ~733,000 Veterans
- 6<sup>th</sup> largest in the country

National Veteran Unemployment Rate
<b>3.5%</b>
February 2020

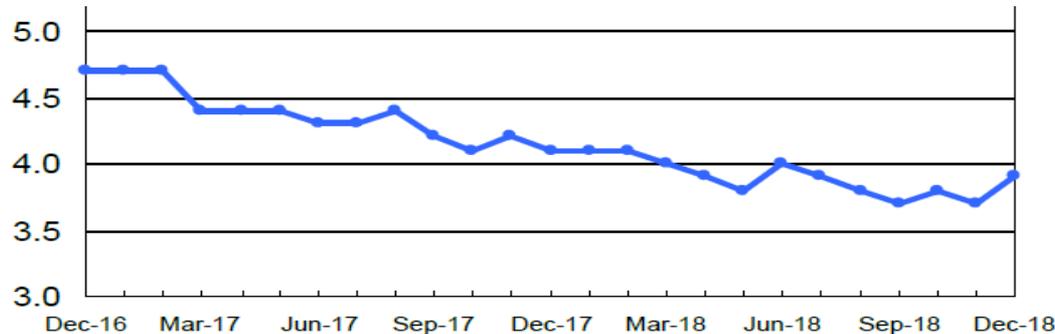
National Veteran Underemployment Rate
<b>31.8%</b>

## Top 5 Counties

- Cuyahoga
- Franklin
- Hamilton
- Montgomery
- Summit



***2-year National Veteran Unemployment Rate***





## Where are the Veteran Job-Seekers?





## Ohio Means Jobs

### Montgomery County

**3,607**

County Veteran Resumes

**837**

Uploaded or updated in last  
30 days within 50 miles of  
Dayton (45402)



### Top 3 Skills Listed

Customer Support/Service

Training/Teaching

Time Management

### Top 3 Education Levels

Some College (956)

High School Diploma (907)

Bachelor's Degree (715)



## Higher Education

- Every public university in Ohio has veteran single POC
- Transfer credits and certifications awarded for military service

**23,000**

Students currently  
using the G.I. Bill

**4,400**

Students using ONG  
Scholarship

**1,000**

Service members using  
military TA





## Ohio National Guard

### National Guard Employment Enhancement Program

- Jobs with stability, long term opportunity, consistent employment, and high wages

**16,000+**

Members of Army/Air Guard

**3,700+**

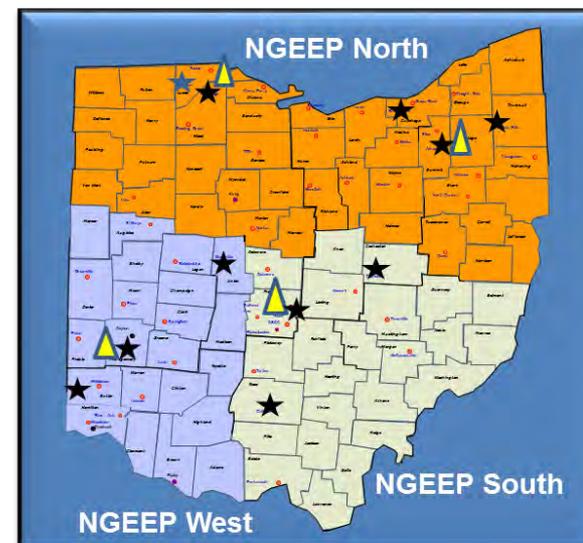
Clients assisted ('17)

**2,700+**

Employers outreached ('17)

**700+**

Placements/hires ('17)



**Brad Moeller, Program Manager**

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# Ohio Department of Veterans Services

## Military Culture



*"The Trusted Voice for Veterans"*



## Resume Examples – The Good

Highly motivated retired military officer, who has served overseas in combat divisions in critical and demanding command and staff positions. Successfully completed tour of duty as a Tank Company Commander, 2<sup>nd</sup> Infantry Division, Korea. Performed contract work in Iraq and Kuwait as a Senior/Lead Field Service Representative (FSR) for MAXXPRO and RG-33 Mine Resistant Ambush Protected (MRAP) Vehicle Programs. Vietnam Veteran, (U.S. Navy). Reputation for attention to detail, integrity, team building, and mission accomplishment. Excellent leadership and communication skills. Solid record of making correct decisions in high stress and hostile environments.

attention to detail

integrity

leadership

communication skills

### Professional Experience

Mission Command Center of Excellence (MC CoE)

2009-2014

Officer (Major)

Overnath, Kansas

Responsible for the daily overall operational and functionality of the MC CoE Headquarters Section and subordinate elements. Served as officer in charge of operational physical security (OPSEC), safety officer, Key Control, and Secure Communications Room. Additional duties:

decisions in high stress and hostile environments

- Updated and wrote Standard Operating Procedures for OPSEC, Safety, Key Control, and Secure Communications Room in accordance with higher authority policies.
- Successfully passed all inspection by higher authority.
- Trained and mentored assistant employees in their additional duties.
- Conducted other duties as directed by immediate supervisor.

# Ohio Department of Veterans Services

## Military Culture



Field Service Representative (FSR) for MAXXPRO and RG-33 Mine Resistant Ambush Protected (MRAP)

Responsible for the daily overall operational and functionality of the MC CoE Headquarters Section and

- Conducted other duties as directed by immediate supervisor.

## Translation:

Trained personnel on vehicle operation, automotive and electrical system maintenance procedures

Commanded Mission Control center to perform critical daily tasks and issued directives for key staff

Additional duties included Logistics Manager and training/mentoring civilian employees in workspace



## Section Two: Rank Structure



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## Overview

- **Definitions**
- **The Enlisted Force**
  - **Ranks**
  - **Education and Skills**
- **The Officer Force**
  - **Ranks**
  - **Education and Skills**
- **Pay Grades**





## Rank

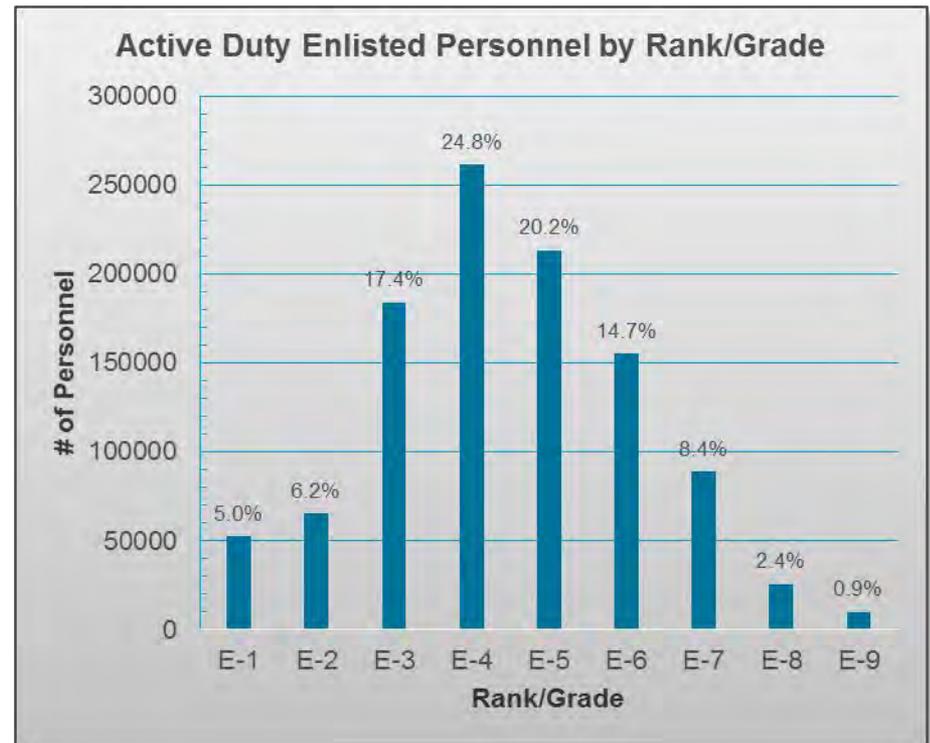
- **Similar to the corporate titles Vice President, Manager, Supervisor, Analyst, etc.**





## The Enlisted Force

- **83% of veteran applicants come from enlisted ranks**
- **“E-” designation from 1-9**
- **E-4/E-5 are non-commissioned officers**
- **High school diploma**

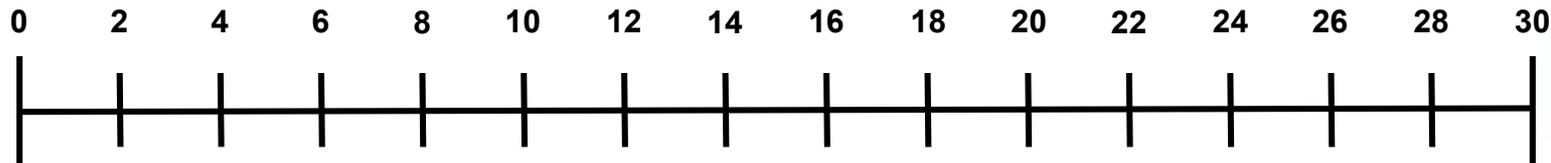


# Ohio Department of Veterans Services

## Military Culture



YEARS OF SERVICE



E1-E4

Member of a team

### Military Training

- Basic Training
- Technical School

### Skill Set

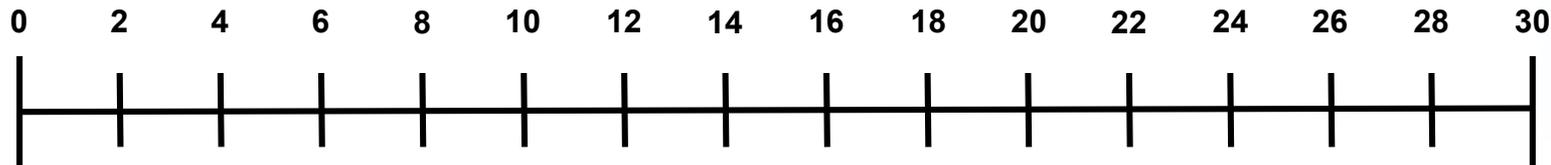
- Core set of values
- Duty, honesty, loyalty
- Teamwork
- Follow instructions
- Perform under pressure

# Ohio Department of Veterans Services

## Military Culture



YEARS OF SERVICE



E1-E4

E5-E6

Small Unit Leader

Military Training

- Leadership Schools
- Advancement Testing

Skill Set

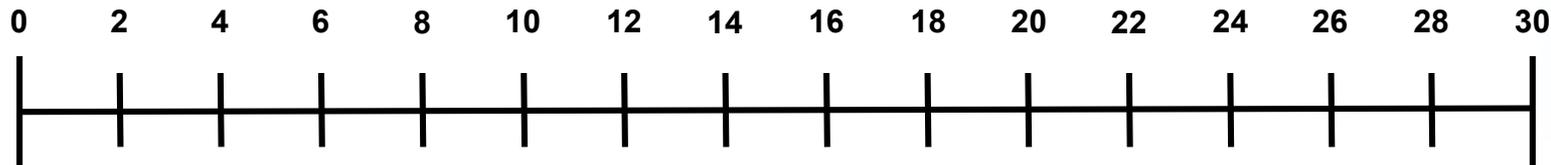
- Leadership
- Discipline
- Communication
- Control of small teams
- Team building skills

# Ohio Department of Veterans Services

## Military Culture



YEARS OF SERVICE



E1-E4

E5-E6

E7-E8

Mid-Size Unit Leader  
Staff Leader/Member

### Military Training

- Advanced professional education courses
- Group work seminars

### Skill Set

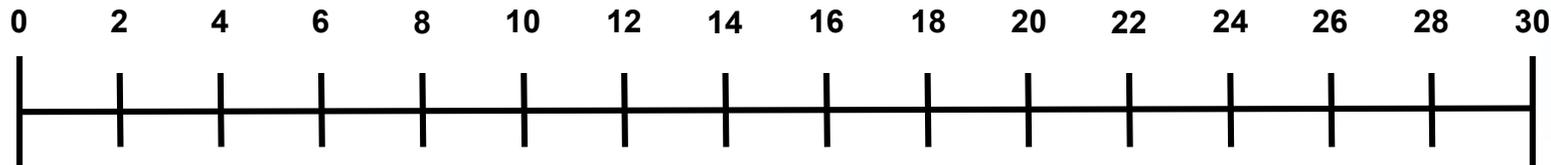
- Managerial abilities
- Unit administration
- Tactical operations
- Discipline and morale
- Some college degrees

# Ohio Department of Veterans Services

## Military Culture



YEARS OF SERVICE



E1-E4

E5-E6

E7-E8

E9

Large-Size Unit Leader  
Senior Staff Leader/Member

### Military Training

- Academy education
- Advanced command and advisor courses

### Skill Set

- Advanced leadership
- Command and control
- Decision making
- Strategic management



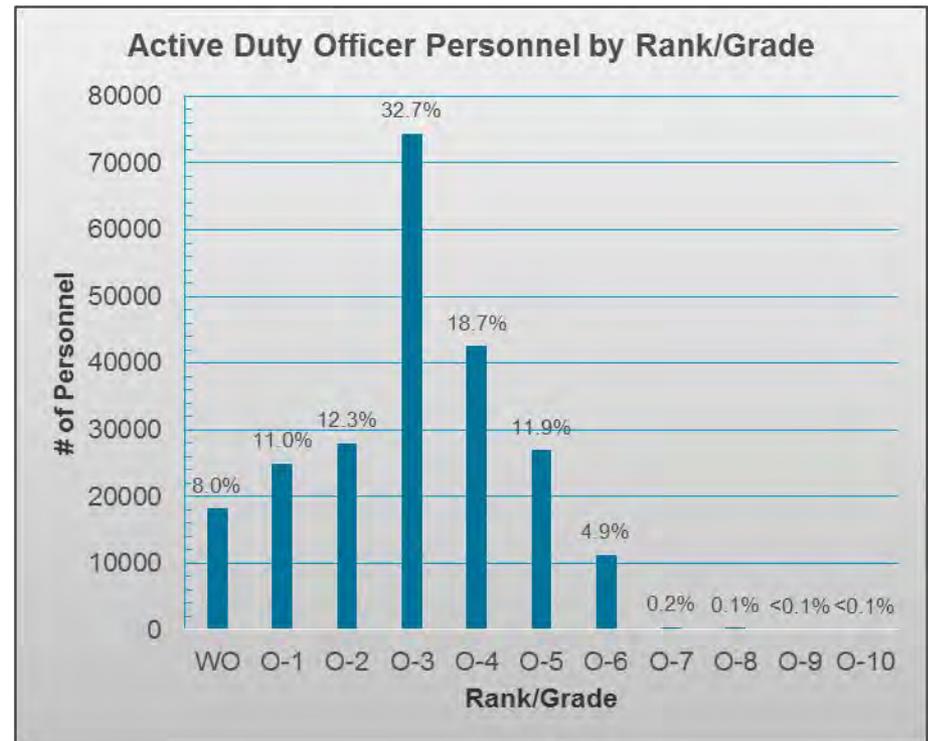
## Enlisted Job Comparison

Civilian Job Title	Civilian Supervision	Military Equivalent	Military Supervision	Education or Experience
Supervisor	8-40	E-7/E-8 Senior NCO	40-200	Undergraduate Degree / Experience
Team Leader	3-12	E-5/E-6 NCO	15-60	Experience
Analyst	2	E-5/E-6 NCO	10	Undergraduate Degree
IT Programmer	1	E-5/E-6 NCO	5	2-year Degree / Experience
Generalist	1	E-5/E-6 NCO	5	Undergraduate Degree Preferred
Specialist	-	E-4/E-5 Junior Enlisted	-	Experience



## The Officer Ranks

- “O-” designation from 1-10
- 63% are O-3 thru O-5
  - Only 0.39% are Generals
- 83% have at least a Bachelor’s degree
- Commissioned through:
  - Military academy
  - Reserve Officer’s Training Corp
  - Officer Candidate School

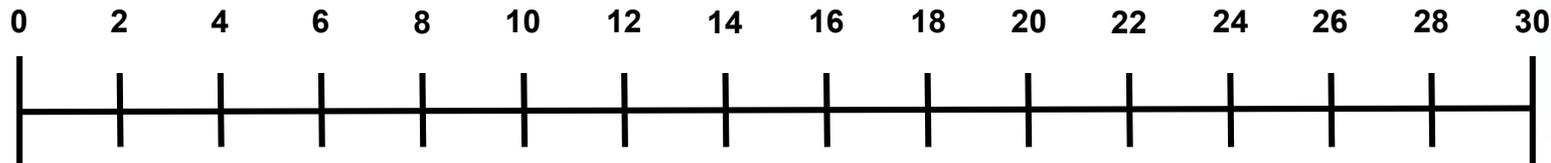


# Ohio Department of Veterans Services

## Military Culture



YEARS OF SERVICE



O1-O2

Small Unit Leader

### Military Training

- Officer Basic Training
- Initial Technical School

### Skill Set

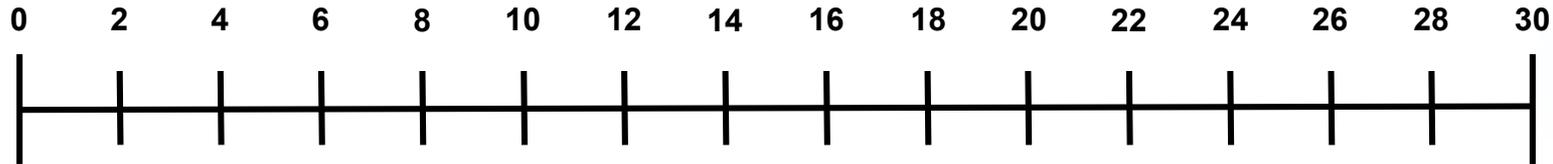
- Four year degree
- Team building
- Follow instructions
- Attention to detail

# Ohio Department of Veterans Services

## Military Culture



YEARS OF SERVICE



O1-O2

O3

Mid-Size Unit Leader

### Military Training

- Secondary level courses
- Captain's Career Course

### Skill Set

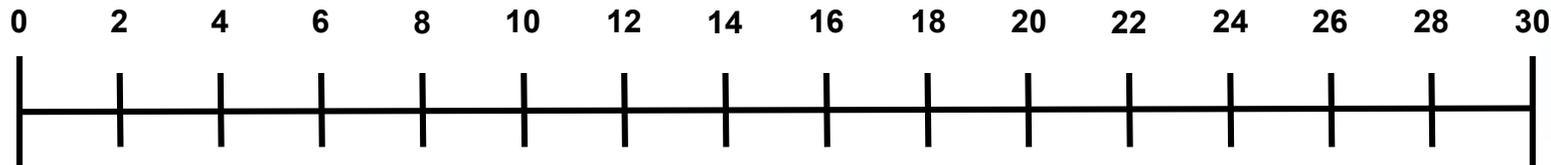
- Advanced Leadership
- Operational experience
- Develops leaders
- Unit administration

# Ohio Department of Veterans Services

## Military Culture



YEARS OF SERVICE



Senior Key Leader  
Staff Leader/Member

### Military Training

- Graduate level courses
- Advanced command and advisor courses

### Skill Set

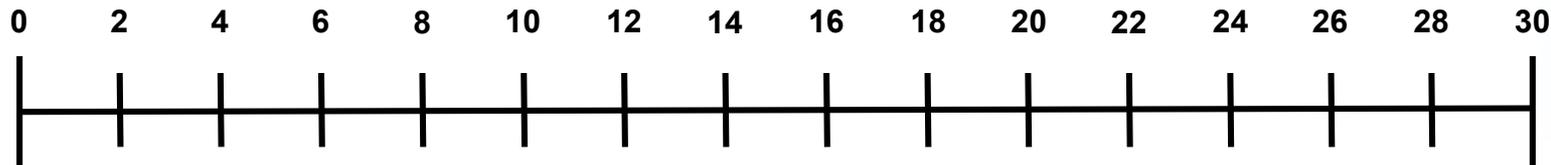
- Managerial abilities
- Personnel management
- Critical decision making
- Advanced degree

# Ohio Department of Veterans Services

## Military Culture



YEARS OF SERVICE



O1-O2

O3

O4

O5-O6

Large-Size Unit Leader  
Key Staff Commander

### Military Training

- Command and General Staff College
- War College

### Skill Set

- Advanced leadership
- Command and control
- Developing doctrine
- Long-term planning



## Officer Job Comparison

Civilian Job Title	Civilian Supervision	Military Equivalent	Military Supervision	Education or Experience
President, Vice President	600+	O-6+ General/Colonel	3000+	Advanced Degree
Director	200-250	O-4/O-5 Lt. Colonel/Major	800-1000	Advanced Degree
Operations Manager	30	O-3/O-4 Major/Captain	150	Undergraduate Degree
Business Analyst	16	O-2/O-3 Captain/Lieutenant	80	Undergraduate Degree
Engineer	8	Senior NCO/ Lieutenant	40	Undergraduate Degree



## Base Pay Ranges

### Enlisted

Grade	Base Pay Range
E-9	\$65,700 - \$102,000
E-8	\$53,800 - \$76,700
E-7	\$37,400 - \$67,200
E-6	\$32,300 - \$50,100
E-5	\$29,600 - \$42,000
E-4	\$27,200 - \$33,000
E-3	\$24,500 - \$27,600
E-2	\$23,300
E-1	\$20,800

### Officer

Grade	Base Pay Range
O-9+	\$186,600 - \$197,300
O-8	\$132,000 - \$190,300
O-7	\$109,700 - \$163,900
O-6	\$83,200 - \$147,200
O-5	\$69,300 - \$117,800
O-4	\$59,800 - \$99,900
O-3	\$52,600 - \$91,300
O-2	\$45,500 - \$72,800
O-1	\$39,400 - \$61,600

- **Basic pay is main component of salary**
- **Other allowances:**
  - Housing
  - Subsistence
  - Clothing
- **Discounts:**
  - Tax-free shopping
  - Military discounts
  - Discounted daycare
- **Special/Incentive:**
  - Hostile Fire Pay
  - Recruiter or Jump Pay



## Base Pay Example

### Enlisted

Grade	Base Pay Range
E-9	\$65,700 - \$102,000
E-8	\$53,800 - \$76,700
E-7	\$37,400 - \$67,200
E-6	\$32,300 - \$50,100
<b>E-5</b>	<b>\$29,600 - \$42,000</b>
E-4	\$27,200 - \$33,000
E-3	\$24,500 - \$27,600
E-2	\$23,300
E-1	\$20,800

E-5 with 4+ years of service in Columbus, OH		
<u>Pay Type</u>	<u>Monthly Amount</u>	<u>Annual Amount</u>
Base Pay	\$2891.40	\$34,696.80
Housing*	\$1,257.00	\$15,084.00
Subsistence	\$372.71	\$4,472.52
Other Discounts	\$500.00	\$6,000.00
	Annual Total	<b>\$60,253.32</b>

\*with dependents



## Review

- **Rank is similar to corporate titles**
  - President, VP, Supervisor, Analyst
- **Enlisted personnel obtain core values and formal leadership training**
- **Officer personnel often lead teams and possess advanced college degrees**
- **Base pay is only a fraction of a veteran's overall pay**





## Section Two: Military Occupations



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## Overview

- **Definitions**
- **Military Job Statistics**
- **Transitional Examples**
- **Military Skills Translator**
- **Review**





## Military Occupational Specialty (MOS)

- **Similar to the corporate functions, such as Operations Manager, Customer Service Representative, Engineer, etc.**
- **MOS: Used by Army, Marines and Coast Guard**
- **AFSC: Air Force Specialty Code**
- **NEC: Naval Enlistment Classification**



# Ohio Department of Veterans Services

## Military Culture



## Areas of Skills/Training

Enlisted Occupation Group	Army	Air Force	Coast Guard	Marines	Navy	Enlisted Personnel per Occupation	
Administrative	6,140	14,046	1,507	12,018	18,635	52,346	4.8%
Combat Specialty	109,625	677	649	39,350	8,388	158,689	14.5%
Construction	15,313	5,195	-	6,252	3,987	30,747	2.9%
Electronics	31,051	29,310	4,341	16,822	48,236	129,760	11.7%
Engineering	43,567	49,162	1,256	26,917	39,611	160,513	14.5%
Healthcare	29,986	15,441	707	-	25,345	71,479	6.4%
Human Resources	16,558	7,720	1	2,214	3,941	30,434	2.8%
Machine Operator	4,107	6,063	1,688	2,539	8,542	22,939	2.1%
Media and PR	6,646	7,095	136	2,439	3,859	20,175	1.9%
Protective Service	21,802	32,573	2,720	6,096	12,011	75,202	6.8%
Support Service	9,901	4,981	1,145	2,263	8,129	26,419	2.5%
Transportation/Logistics	48,096	27,840	9,879	23,213	37,709	146,737	13.4%
Vehicle/Machine Mechanic	45,344	41,555	5,532	21,511	47,353	161,295	14.6%
Unspecified Code	2,984	5,038	1,439	1,161	2,555	13,177	1.1%
<b>Total</b>	<b>391,120</b>	<b>246,696</b>	<b>31,000</b>	<b>162,795</b>	<b>268,301</b>	<b>1,099,912</b>	<b>100.0%</b>

SOURCE: U.S. Department of Defense, Defense Manpower Data Center



## Armed Services Vocational Aptitude Battery (ASVAB)

The ASVAB measures aptitude in 9 different areas:

General  
Science

Paragraph  
Comprehension

Auto & Shop  
Information

Arithmetic  
Reasoning

Mathematics  
Knowledge

Mechanical  
Comprehension

Word  
Knowledge

Electronics  
Information

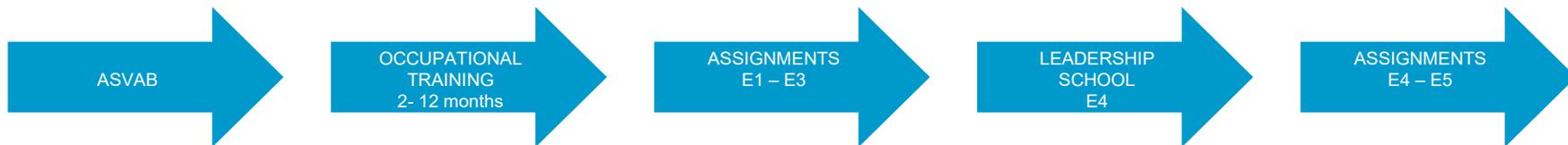
Assembling  
Objects

The ASVAB requires you to answer 225 questions in those 9 areas in under 2.5 hours. See [www.official-asvab.com](http://www.official-asvab.com).



## How the ASVAB is Used

- **There is an overall minimum score that the applicant must attain in order to join the military in any occupation.**
- **Scores in each of the 9 areas of the ASVAB determine which occupations an applicant is eligible to be trained.**



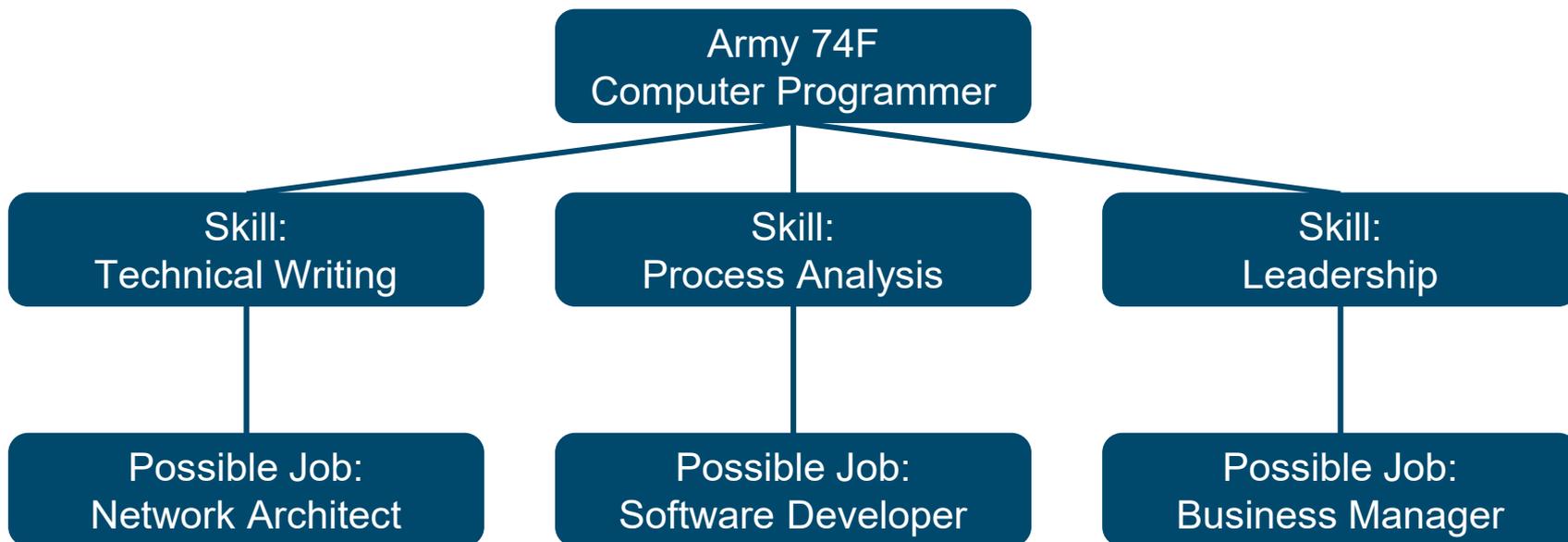


## Translating Skills and Experience

The military has over **7,000** job positions across more than **100+** functional areas and **81%** of these jobs have a direct civilian equivalent. It is very important to properly translate your skills, experience, past training and future goals when trying to secure a civilian position.



## The Skill Sets (IT Example)



**However, 2 out of every 3 veterans wish to change careers**



# Ohio Success Story - Elizabeth

- **Army – Counter Intelligence NCO**
  - Honorably discharged after 4 years
- **Interest in becoming an editor or publisher**
- **Military skill set led to career as Assistant Editor with nationally published magazine in Cincinnati**



Elizabeth's Writing in Recruit Military Magazine



## Ohio Success Story - Johnathan

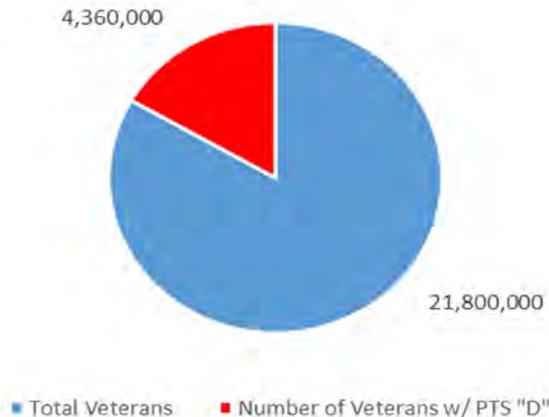
- **Air Force - Aircraft Refueler**
- **Trouble finding similar jobs**
- **Attended truck driving academy to obtain CDL**
  - **Combined CDL with military experience**
- **Hired with Schneider Trucking**



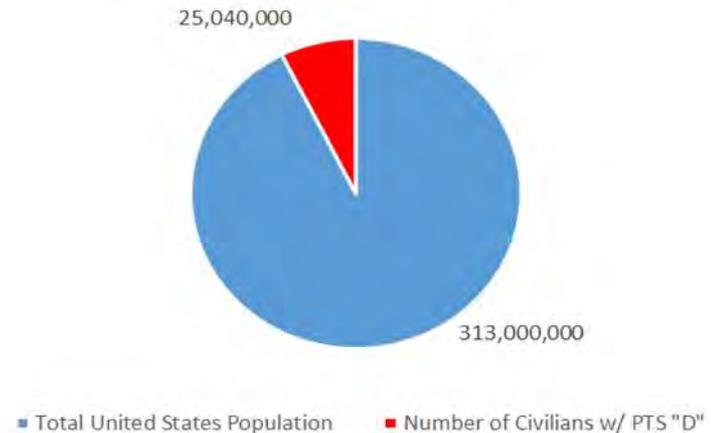


# Addressing the Misconception of PTS "D"

Veterans with PTS "D"



Civilians with PTS "D"



PTS "D" rate among veterans is between 2% - 20%

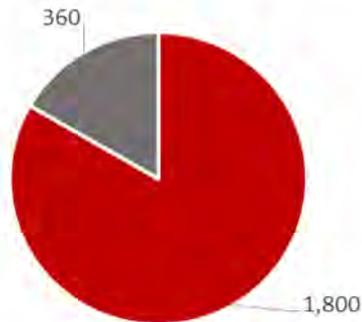
You're 5 times more likely to encounter a civilian suffering from symptoms of PTS!

PTS "D" rate among civilians is between 8% - 10%



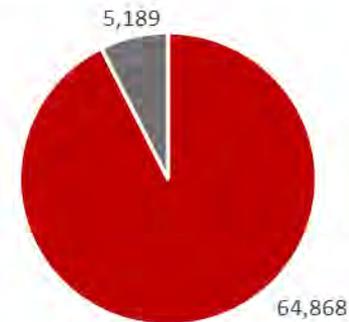
## Addressing the Misconception of PTS "D"

Ohio State student-veterans With PTS "D"



- Total student-veterans at Ohio State
- Number of student-veterans with PTS "D"

Ohio State students with PTS "D"



- Total students at Ohio State
- Number of students with PTS "D"

In the Ohio State example, you're over 10 times more likely to encounter a non-veteran student suffering from symptoms of PTS!



## The Culture

- **Direct communication style “bullet speak”**
  - Acronyms
  - Improvise, adapt, overcome
- **Discipline – Clear Direction – Daily Structure**
  - The Chain of Command
- **Review positions descriptions**
- **Ritualized and documented feedback**





# Military Performance Evaluations

- **Formal, face-to-face feedback sessions**
  - Within 60 days of assignment
  - Midterm feedback ~6 months after
  - Enlisted/Officer Performance Evaluation annually (EPR/OPR)
  - 60 days after EPR or OPR
- **Annual physical fitness tests**

**ENLISTED PERFORMANCE REPORT (AB Inu Type)**

**I. STATE IDENTIFICATION DATA** (Only to AFJ 36-2455 for instructions on completing this form)

1. NAME (Last, First, Middle Initial) 2. SSN 3. GRADE 4. TAFCR

5. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT 6. THE CODE 7. UIC

8. PERIOD OF REPORT  
From: This: 9. NO. DAYS SUPERVISOR 10. REASON FOR REPORT

11. JOB DESCRIPTION  
1. DUTY TITLE 2. SIGNIFICANT ADDITIONAL DUTIES

3. KEY DUTIES, TASKS, AND RESPONSIBILITIES (List item # 1 first)

**II. PERFORMANCE ASSESSMENT**

**1. PRIMARY/ADDITIONAL DUTIES** Consider Assigning, Learning, Creativity, Timeliness, Professional Growth, Communication Skills and Organizational Climate.  
(For SSgt/SP4 and consider Supervisory, Leadership and Technical Abilities) (List last 4 first)

Does Not Meet  Meets  Above Average  Clearly Exceeds

**2. STYNGRDS, CONDUCT, CHARACTER & MILITARY BEARING** (For EPR/OPR use consider Embodiment of Standards and Customs & Courtesies, Leadership Skills & Performance, Professionalism, Conduct, DUTY, (List last 2 first)

Does Not Meet  Meets  Above Average  Clearly Exceeds

**3. FITNESS** (Maintains Air Force Physical Fitness Standards) (For address, list last 4 first)

Does Not Meet  Meets  Exceeds

**4. TRAINING REQUIREMENTS** (For SSgt/SP4 use consider PME, On-duty Education, Technical Growth, Upgrade Training)  
Consider Upgrade, Avionics, DUT and Readiness (List last 2 first)

Does Not Meet  Meets  Above Average  Clearly Exceeds

**5. TEAMWORK/FOLLOWERSHIP** (For SSgt/SP4 use consider Leadership, Team Accomplishments, Recognition/Reward, Critical)  
Consider Team Building, Support of Team, Followership, (List last 2 first)

Does Not Meet  Meets  Above Average  Clearly Exceeds

**6. OTHER COMMENTS**  
Consider Promotion, Future Duty/Assignment/Qualification Recommendations and Safety, Security & Human Resources (List last 4 first)

**IV. RATER INFORMATION**

NAME, GRADE, AF OF SVC, ORG, COMMAND AND LOCATION DUTY TITLE DATE

SSN SIGNATURE

AF FORM 910, 20140101 PREVIOUS EDITIONS ARE OBSOLETE. PRIVACY ACT INFORMATION: The information on this form is FOR OFFICIAL USE ONLY. Please do not release to a third party.

# Ohio Department of Veterans Services

## Military Culture



Let's take a look at the Military Skills Translator!

A screenshot of the OhioMeansJobs website. The page features a central red cardinal mascot character. Navigation options include "Individuals" and "Employers" with "GET STARTED" buttons, and a "Search Jobs" section with a "GET STARTED" button. A horizontal menu at the bottom contains various service icons, with the "VETERANS" icon circled in red. The footer includes links for "Ohio Regional Articles", "Workforce Professionals", "OhioMeansInternships", "Entrepreneurship", and "TalentNeo".

# Ohio Department of Veterans Services

## Military Culture



Career Resources and Benefits

Military Skills Translator

Other occupational resources

A screenshot of the OhioMeansJobs.com website, specifically the "Welcome Veterans!" page. The page features a search bar at the top with fields for "Enter job title", "Enter keywords", and "Enter job location", along with a dropdown menu for "OH" and buttons for "SEARCH JOBS" and "SEARCH WORKKEYS®". On the left side, there is a navigation menu with categories: "Explore It" (Types of jobs, positions, industries), "Plan It" (Education, training, skills), "Fund It" (Budgeting tools, scholarships), "Find It" (Search Jobs), "College Students" (Career Exploration), and "Veterans" (Resources and Information for Veterans). Below this menu is a "Regional Articles" section with a map of Ohio. The main content area is titled "Welcome Veterans!" and includes a video player showing two men, one in military uniform and one in a suit. Below the video, there are three columns of content: "Career Resources and Benefits" (highlighted with a red box), "Licensing, Education and Training", and "Employment Information". Each column contains several links and brief descriptions of resources available to veterans.

# Ohio Department of Veterans Services

## Military Culture



Career Resources and Benefits

Military Skills Translator

Other occupational resources

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# Ohio Department of Veterans Services

## Military Culture



Career Resources and Benefits

Military Skills Translator

Other occupational resources

The screenshot shows the OhioMeansJobs.com website with a search bar at the top and a navigation menu on the left. The main content area features a "Welcome Veterans!" banner and several resource cards. A red box highlights the "Military Occupation Search" card.

**Ohio MEANS Jobs .com** SIGN IN EMPLOYERS

Enter job title Enter keywords in Enter job location OH SEARCH JOBS SEARCH WORKKEYS®

**Explore It**  
Types of jobs, positions, industries

**Plan It**  
Education, training, skills

**Fund It**  
Budgeting tools, scholarships

**Find It**  
Search Jobs

**College Students**  
Career Exploration

**Veterans**  
Resources and Information for Veterans

**Regional Articles**  
Get info about your region

**Welcome Veterans!**

If you're transitioning to civilian life or you have previously separated from service, Ohio offers many benefits designed to assist you and your family.

Check out the Career Information Center for quick access to information on how Ohio is working to provide you credit for your military training and experience.

**Career Resources and Benefits**

**Military Skills Translator**  
Map your military skills to help build your resume and search for a new career.

**Military Occupation Search**  
Learn how your MOS code/title translates to careers in Ohio.

**Search for Jobs**  
Browse thousands of job postings using our specialized search tools and find a rewarding career that best fits your skills and interests.

**Veterans Resources Guide**  
Explore this comprehensive website, developed by the Ohio Department of Veteran Services, to find out more on available federal, state, and local veterans' benefits. To download Ohio's Veterans Resources Guide click here.

**Licensing, Education and Training**

**Licensing and Certification Boards**  
Turn your military training and experience into a professional license and/or certification issued by Ohio's state boards and commissions.

**College Credit for Military Experience**  
Learn how your military training and experience counts towards degrees at Ohio colleges and universities.

**Employment Information**

**Military Friendly Employers**  
Learn more about the key resources and programs in Ohio to help veterans start or grow a business.

**Veteran Owned Businesses**  
Learn more about the key resources and programs in Ohio to help veterans start or grow a business.

**Success Stories**  
Check out stories on how Veterans are succeeding in Ohio.

# Ohio Department of Veterans Services

## Military Culture



- **Search using branch of service, pay grade and/or job title**
- **MOS / AFSC / NEC**
- **Or simply type in the occupation title**

A screenshot of the OhioMeansJobs.com website's Military Skills Translator tool. The page has a white background with a blue border. At the top left is the "Ohio MEANS Jobs.com" logo. To the right of the logo are navigation links: "EXPLORE IT", "PLAN IT", "FUND IT", "FIND IT", "COLLEGE STUDENTS", and "VETERANS". The main heading is "MILITARY SKILLS TRANSLATOR" with the subtitle "Match Military Experience to Civilian Jobs". To the right of this heading is the "Military.com" logo with "POWERED BY" above it. Below the heading are two input fields: "Service" with a dropdown menu showing "Select Your Service" and a red arrow, and "Military Job Title" with a text input field containing "Enter MOS / AFSC / Rating". A large red button labeled "Search Jobs Now" is positioned below the input fields. At the bottom of the page, there is a footer with navigation links: "Home | Employers | Individuals | Youth | Events | Regional Articles | Live Chat | Privacy Policy | Help & Security | Contact Us | Site Index". Below the links is the text "Browser Compatibility: Mac - Firefox 8, Safari 5, Windows - Chrome 14, Firefox 6, IE 11. -v: 2015.10.0.59." and "© 2007-2017 OhioMeansJobs.com. All rights reserved. Powered by MONSTER". At the very bottom, it says "Our Partners".

# Ohio Department of Veterans Services

## Military Culture



Search Example:  
USAF 2A333  
Tactical Aircraft  
Maintenance

Automatically lists  
similar civilian skills

Shows current  
openings on  
OhioMeansJobs

Save Profile Create Resume

**Service**

Air Force ▼

**Military Job Title**

2A333 Tactical Aircraft Maintenan

**Keyword**

Enter Keyword

**Location**

Enter city, state, or zip

**Subspecialties**

Add/Edit Subspecialties >

**Trainings & Schools**

Add/Edit Training >

**Civilian Skills(9)**

- Aircraft & Ship Maintenance/Crew Operations
- Blueprints/Technical Diagrams
- Electrical Component/Equipment Installation
- Electrical System Testing/Measurement
- Electronic Device/System Installation/Repair
- Electronic Equipment Calibration

**98 EQUIVALENT CIVILIAN JOBS**

PSOC5LP + SDCard+ USB + RTC+ AUDIO AMP + Charging Circuit  
Beavercreek, OH

Automotive Service Porter, No Sundays, Joseph Cadillac of Dublin  
Dublin, OH

Mechanic Technician for Forkli  
COMPANY CONFIDENTIAL Youngstown, OH

Senior RF Circuit Designer  
ANONYMOUS EMPLOYER Fairborn, OH

Automotive Technician  
Brunswick, OH

AUTO MECHANIC WANTED \$1000.00 PER WEEK TO START  
North Royalton, OH

Automotive Service Technician / Milford / Batavia / Amelia  
Cincinnati, OH

Auto Technician  
Mansfield, OH

Auto tech / Automotive Mechanic MARYSVILLE, Brakes, Tires, light Engin  
Marysville, OH

Service technician needed for general automotive repair  
Brunswick, OH

Mechanic Needed  
Columbus, OH

Auto General Service and Oil and Lube Technician  
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## Review

- **Military occupations contain multiple translatable skill sets**
  - Soft skills are very valuable in the civilian workplace
- **2/3 of veterans switch to a different career**
- **Military Skills Translator can be valuable for employers**
  - Deciphering job codes
  - Understanding skill sets
  - Finding comparable jobs





## Questions?

