

## Existing Resources

### NCWorks Online

### Veterans Opportunity to Work (VOW) Act

### Veterans' Employment and Training Service (VETS)

### My Next Move for Veterans

### Bureau of Labor Statistics' Spotlight on Women Veterans

### Center for Women Veterans

### Veterans' Crisis Line

(Read more...)

## Events of Interest

### 2014 Capital Area Veterans Stand Down

Friday, October 17, 2014  
Wilmington Street Center  
1420 South Wilmington Street  
Raleigh, NC 27603

### Hiring our Heroes Event

Thursday, October 23, 2014  
Claude T. Bowers Building  
4105 Reedy Creek Road  
Raleigh NC 27607

### 7th Annual Moore Vets Job Fair

Wednesday, November 12, 2014  
Thursday, November 13, 2014  
US National Guard Armory  
500 Morganton Road  
Southern Pines, NC 28387

### Greenville Veteran Career Days

Wednesday, November 12, 2014  
Winterville Army Reserve Center

## Helping You Get to Work

The North Carolina Department of Commerce Division of Workforce Solutions has specialized veteran staff in many of our career centers across the state. These dedicated men and women, along with other professional staff, work with veterans to ensure they receive Priority of Service in federally funded training programs. They also are experienced in assisting veterans' transition from military service to the civilian workforce ([read more...](#))

## Changing Gears— Transitioning to the Civilian Workforce

The Department of Labor estimates more than 1 million military personnel will transition to civilian jobs within the next few years. Veterans are likely to face unique challenges as they re-enter the civilian workforce; one of the major challenges is finding employment. To gain insight into successfully transitioning to civilian employment, we interviewed two veterans ([read more...](#))

## Get Flexible—Occupations with Options

Are you looking for jobs that you can find in a variety of different places and industries? If you like the idea of a “portable” career, an article from the Bureau of Labor Statistics has identified a dozen occupations that may provide the flexibility you’re seeking. Take a look at the projected number of new jobs and rate of growth for these careers in North Carolina ([read more...](#))

## Hit the Open Road— New Vets Offered CDL Waivers

Since 2013, the North Carolina Department of Transportation has allowed recently separated veterans with truck driving experience to waive the skills test normally required to obtain a Commercial

3000 Mill Street  
Winterville, NC 28590

## Charlotte All Veterans Job Fair

Thursday, November 13, 2014  
Center Stage@NoDa  
2315 N Davidson Street  
Charlotte, NC 28205

[\(Read more...\)](#)

## Contact Information

[Email Us](#)

[View Website](#)



## About This Newsletter

This newsletter is funded by the **Unemployment Compensation for Ex-Service Members (UCX)** Initiative, a pilot project funded by the US Department of Labor. A major goal of the UCX Initiative is to connect unemployed Army veterans and other veterans with the career services and resources offered by the NC Division of Workforce Solutions in order to facilitate veterans' transition into the civilian workforce.

## Other Partners

**Governor's Working Group for Veterans, Service Members, and Their Families**

**NC Division of Veteran Affairs  
—Veteran Services Officers**



Driver's License (CDL). Since then, more than 330 individuals have received the waiver, with their numbers anticipated to grow over the next few years as more personnel separate from active duty [\(read more...\)](#)

## Employers Have Your Back— Support for the Guard and Reserve

Employer Support of the Guard and Reserve (ESGR) is an office of the Department of Defense that promotes employer support for both National Guard and Reserve service members and veterans. ESGR hosts a variety of events across the country each year, such as job fairs to link employers and service members, as well as educational programs to inform service members and civilian employers of their legal rights and responsibilities [\(read more...\)](#)

## Veteran Support Groups Need Young Vets

It is obvious from the first time one walks into a meeting of any of the congressionally sanctioned Veteran Service Organizations (VSOs) that — more often than not — the membership in attendance is mostly comprised of pre-Gulf War veterans. The VSOs advocate for veterans and their families, assist veterans with benefits, and provide many other resources and programs as well [\(read more...\)](#)

**NCWorks**  
Connecting Talent to Jobs

## Helping You Get to Work

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The N.C. Division of Workforce Solutions has specialized veteran staff in [NCWorks Career Centers](#) across the state. These dedicated men and women, along with other professional staff, help veterans transition from military service to civilian life and work with veterans to ensure they receive Priority of Service in federally funded training programs. For more information, please visit [www.nccommerce.com/workforce](http://www.nccommerce.com/workforce).

Another resource is [NCWorks Online](#), the official state job search and referral system that has several features for veterans, such as 24-hour veteran hold on new job orders, meaning only veterans can apply during the first 24-hour period. Another feature is the built-in Military Occupational Crosswalk (MOC). MOCs are converted into related civilian job titles to search for jobs, find labor market information including projected openings and salary, and much more for hundreds of occupations.

Employers can also see whether the applicant is a veteran when viewing jobseeker registrations, and employers can recruit veterans by searching specifically for veterans to fill their job needs. Using the NCWorks Online Virtual Recruiter, veterans can save a job search and run it periodically to identify any new job postings that fit the veteran's search criteria. Results are posted to the veteran's message box, their e-mail and/or as a text message to their cell phone. Registration in NCWorks Online is free and available 24/7 with a viable Internet connection.

## Changing Gears—Transitioning to the Civilian Workforce

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The U.S. Department of Labor estimates more than 1 million military personnel will transition to civilian jobs within the next few years. Veterans are likely to face unique challenges as they re-enter the civilian workforce—and finding employment is one of them.

To gain insight into successfully transitioning to civilian employment, we interviewed two veterans: Dean Myers and Scott Killoran. Both men are employed with the N.C. Division of Workforce Solutions as disabled veterans' outreach program specialists (DVOPs) and have recently separated from the military. Myers is located in the NCWorks Career Center in Waynesville. Killoran works in the NCWorks Career Center Charlotte South. As DVOPs, they provide intensive case management services to veterans who have substantial barriers to finding employment.

Killoran served as an enlisted flight engineer in the Air Force. He says one of the biggest resources that helped him in his initial job seeking stages was the Transition Assistance Program (TAP), which provides job assistance and separation counseling services for soldiers and their families on base during the transition away from active service. In addition, he used O\*NET OnLine to translate military skills to civilian skills. O\*NET OnLine enables transitioning military personnel to use their military code or title to discover related civilian occupations/careers within O\*NET OnLine's [Military Crosswalk Search](#) or My Next Move for Veterans' [Military Transition Search](#).

“You need to temper employment expectations, plan ahead, mitigate debts prior to leaving the military, and constantly seek out resources,” advises Killoran. He further suggests that returning veterans should establish a business relationship with a professional—someone like himself—who has direct contacts with employers. Some of the problem, he says, is that he tried to look for work on his own. “The business professional will be able to represent the veteran's skills and abilities and advocate in behalf of the veteran.”

Myers served as a low altitude air defense officer in the U.S. Marine Corps. He was introduced to the job search process through TAP, which he found helpful. One interesting aspect of the program, Myers notes, is that “a styling specialist was available to help us think about wearing business attire for interviews and daily workwear. We had grown accustomed to wearing uniforms.”

It is sometimes difficult to translate your military skills to civilian jargon. You may do a lot of different jobs in the military. Myers says a job description in the military is wide-ranging and often difficult to fit into one job title. Human resource managers familiar with the military



understand the relevance of soft skills, such as leadership and loyalty, and the value veterans bring to their companies.

Myers says he mostly searched for jobs on his own but added it would have been helpful to have been aware of the services available through NCWorks Career Centers. Each career center has specialists who conduct outreach to employers to increase employment opportunities for vets.

Veterans can also use [NCWorks Online](#) to search for job opportunities, training programs, labor market information, and other career resource tools. To find out more about veterans' programs and services, please contact your [NCWorks Career Center](#).

## Get Flexible—Occupations with Options

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Are you looking for jobs that you can find in a variety of different places and industries? If you like the idea of a “portable” career, an [article](#) from the Bureau of Labor Statistics has identified a dozen occupations that may provide the flexibility you’re seeking. Take a look at the projected number of new jobs and rate of growth for these careers in North Carolina.

### 10-Year Estimate of North Carolina’s New Occupations with Options

Occupations	New Jobs	Growth
Customer Service Representatives	12,500	Faster than Average
Secretaries & Administrative Assistants, <small>Except Legal, Medical &amp; Executive</small>	12,500	Faster than Average
General & Operations Managers	8,000	Average
General Office Clerks	5,500	Average
Accountants & Auditors	5,500	Faster than Average
Applications Software Developers	4,000	Faster than Average
Computer User Support Specialists	3,500	Faster than Average
Computer Systems Analysts	3,500	Much Faster than Average
Management Analysts	3,500	Much Faster than Average
Financial Managers	2,500	Faster than Average
Human Resources Specialists	1,000	Average
Sales Managers	500	Average

Source: North Carolina 2012-22 Occupational Projections, N.C. Department of Commerce, LEAD

Even though an occupation requires distinct skills, types of knowledge, and abilities, the industry you choose to work in affects important job characteristics.

- Work schedules can be very different based on when services are needed and when products are available and needed.
- Wages are likely to be affected by the type of industry and job location.
- Work settings may vary.
- Benefits may differ.

More jobs are likely to be found in growing industries. In North Carolina, sectors with the highest new job growth include Health Care and Social Assistance; Professional, Scientific and Technical Services; and Construction.

## Hit the Open Road—New Vets Offered CDL Waivers

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Since 2013, the North Carolina Department of Transportation has allowed recently separated veterans with truck driving experience to waive the skills test normally required to obtain a Commercial Driver's License (CDL). Since then, more than 330 individuals have received the waiver, with their numbers anticipated to grow over the next few years as more personnel separate from active duty. At the same time, Johnston County Community College has partnered with Fort Bragg to offer an eight-week training course at no cost to transitioning personnel. This program is currently funded through the middle of 2015 and teaches classes of up to 20 at a time on the base. Several other community colleges offer training programs — including Caldwell, Cape Fear, Davidson, and Sampson Community Colleges — as well as private schools throughout the state.

To access the waiver, individuals need to have been discharged within 90 days of applying, and must meet other qualifications such as operating a similar vehicle for the two-year period preceding their discharge and having a clean driving record. The applicant only needs to take the CDL written skills test in order to obtain a license.

These opportunities offer easier entry for recently separated veterans into the trucking industry, one that is expected to grow and that offers good wages and flexibility. Within North Carolina, demand for truckers has risen over the past few years, with more than 3,500 openings posted online during July 2014, up from 1,000 postings per month in 2010. And it's not just North Carolina that needs truckers —the American Trucking Associations (ATA) estimate that the nation is currently 25,000 drivers short of what is needed for a growing industry. Johnston County Community College estimates that graduates from their course can expect to earn an average of \$40,000 to \$45,000 in their first year of employment with an established company. The annual average wage for long-distance drivers nationally was \$49,540 in 2013, according to ATA estimates.

To initiate the [Military CDL Skills Waiver](#) process, contact the Commercial Driver License Unit at (919) 861-3319. To learn more about truck driver training programs at [Johnston County Community College](#), call (919) 989-7007.

## Employers Have Your Back—Support for the Guard and Reserve [Return Top](#)

Employer Support of the Guard and Reserve (ESGR) is an office of the Department of Defense that promotes employer support for both National Guard and Reserve service members and veterans. ESGR hosts a variety of events across the country each year, such as job fairs to link employers and service members, as well as educational programs to inform service members and civilian employers of their legal rights and responsibilities.

One of ESGR's main projects is the Statement of Support Program, which encourages employers to act as advocates for employee participation in the military by signing a Statement of Support. Through this, employers pledge that they value the skills brought to the workforce by service members and will continually support service members and their families. A list of more than 8,000 firms in North Carolina that have signed the Statement of Support can be found [here](#).

The North Carolina ESGR has recently recognized multiple individuals and firms for their support of service members as well. Supervisors at CARQUEST in Raleigh, Quintiles in RTP, and Bank of America in Charlotte were awarded the Patriot Award for their outstanding support of individual service members. The NC ESGR has a [website](#) and Twitter account ([@NC ESGR](#)) that are frequently updated with upcoming events for employers and service members in the state as well as NC companies that are demonstrating their support for service members.

## Veteran Support Groups Need Young Vets

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It is obvious from the first time one walks into a meeting of any of the congressionally sanctioned Veteran Service Organizations (VSOs) that — more often than not — the membership in attendance is mostly comprised of pre-Gulf War veterans. The VSOs advocate for veterans and their families, assist veterans with benefits, and provide many other resources and programs as well.

While these services are vital, the lifeblood of these organizations is new membership. The total membership level of these groups is significant. It is also worth noting that the median age of their members keeps rising. As a result, the issues addressed by these groups tend to reflect the needs of the older veteran population.

Today, many of our post-Gulf War veterans are coming back with a different set of needs. Those needs deserve to be identified, validated and addressed by ALL existing VSOs. All veterans can join the VSO(s) of their choice (depending upon membership criteria) and make the existing memberships aware of the needs and concerns of younger veterans, so that each generation of veterans is adequately represented.

To learn more about each VSO's individual programs and membership, select the following: [The American Legion](#), [American Veterans](#), [Veterans of Foreign Wars](#), [Disabled American Veterans](#), [Military Order of the Purple Heart](#), and the [Iraq and Afghanistan Veterans of America](#).

## Existing Resources for Veterans

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### **NCWorks Online**

<https://www.ncworks.gov/>

NCWorks Online is a one-stop online resource for job seekers and employers in North Carolina. Job seekers can search for jobs, create resumes, and find education and training. Employers can find candidates, post jobs, and search labor market information. NCWorks Online has several features for veterans, such as 24-hour veteran hold on new job orders, meaning only veterans can apply during the first 24-hour period. Registration in NCWorks Online is free and available 24/7 with a viable Internet connection.

### **Veterans Opportunity to Work (VOW) Act**

<http://veterans.house.gov/vow>

The “VOW to Hire Heroes Act” passed in 2011 and was designed to expand education and training services, improving the Transition Assistance Program (TAP) and resulting in a more seamless transition from military to civilian life. The legislation also focuses on employment opportunities for veterans through a comprehensive jobs package that offers tax credits for hiring veterans. In addition, it required the US Department of Labor to look more closely at the translation of military skills to civilian sector jobs and the transfer of licenses and certifications.

### **Veterans’ Employment and Training Service (VETS)**

<http://www.dol.gov/vets>

VETS serve America’s veterans and separating service members by preparing them for meaningful careers, providing employment resources and expertise, and protecting their employment rights. Veterans are able to access information regarding grant(s) availability, priority of service, Veterans Hiring Initiatives, apprenticeships, and state, local and federal employment services.

### **My Next Move for Veterans**

[www.mynextmove.org/vets](http://www.mynextmove.org/vets)

MyNextMove/Vets is an online career resource that gives veterans and exiting military personnel the opportunity to explore occupations using their current military job code or title, regardless of branch of service. The site’s military transition search feature can generate a list of civilian careers that require similar knowledge, skills and abilities.

## **Bureau of Labor Statistics' Spotlight on Women Veterans**

<http://www.bls.gov/spotlight/2014/women-vets/home.htm>

The Bureau of Labor Statistics has released a "Spotlight on Statistics" that features charts and analysis of data from the Current Population Survey. The Spotlight examines the demographic, employment, and unemployment characteristics of women veterans in 2013.

## **Center for Women Veterans**

<http://www.va.gov/womenvet/>

The Center for Women Veterans is a resource portal that expressly addresses the needs of female veterans and their families, as too often women veterans are unaware of special programs just for them. In addition to providing traditional information such as healthcare, benefits, and forms and documents, there is also information related to gender-specific services including Pap smears, mammography, and prenatal care. This site raises awareness of the responsibility to treat women veterans with dignity and respect.

## **Veterans' Crisis Line**

<http://veteranscrisisline.net/>

If you are a veteran or if you are concerned about one, this toll-free line provides confidential assistance to veterans and their families. Many of the specially trained and experienced responders are veterans themselves and understand how to address the needs and challenges of veterans, their families, and extended networks. Veterans' Crisis Line and the VA are collaborating with communities nationwide to assure that the necessary support is always available. Confidential support is available 24 hours a day by calling toll-free 1-800-273-8255, through online chat, or sending a text message to 838255. There are also accessible support options for deaf and hard-of-hearing individuals.

## Events of Interest

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### 2014 Capital Area Veterans Stand Down

Friday, October 17, 2014  
Wilmington Street Center  
1420 South Wilmington Street  
Raleigh, NC 27603

For more information please visit the 2014 Capital Area Veterans Stand Down website at <http://www.wakegov.com/veterans/Pages/standdown.aspx>

### Hiring our Heroes Event

2014 Hiring Our Heroes Veterans Event  
Thursday, October 23, 2014  
8:30a.m.-1:00p.m.  
Claude T. Bowers Building  
4105 Reedy Creek Road  
Raleigh NC 27607

This hiring fair is for veterans seeking employment, active duty military members, guard and reserve members, and military spouses. This event will begin with a workshop designed to assist veterans and transitioning service members as they seek to translate effectively their military experience and skills to meet the needs of civilian sector employers. A maximum of 50 participants will be accepted for the General Electric Employment Workshop. Throughout the day, this free event will provide mentoring sessions that focus on résumé building, résumé writing and job seeking and interview techniques for all participants.

Interested parties are asked to complete an electronic pre-registration form to participate, <http://www.uschamberfoundation.org/event/raleighdurham-nc>. Once pre-registered participants have had their coaching/mentoring sessions, the sessions will then be made available to “walk ins”.

This GE sponsored hiring event is being conducted by the U.S. Chamber of Commerce Foundation, the Greater Raleigh Chamber, the Department of Labor’s Veterans’ Employment and Training Service (DOL VETS), the North Carolina Committee of the Employer Support of the Guard and Reserve (ESGR), WorkSource North Carolina, NBC News, and other local partners.

For additional information, please visit the Hiring Our Heroes FAQ page <http://www.uschamberfoundation.org/hiringourheroes/faqs> or email [hiringourheroes@uschamber.com](mailto:hiringourheroes@uschamber.com)

## **7th Annual Moore Vets Job Fair**

Moore County Workforce Office  
Wednesday, November 12, 2014  
10:00a.m. - 2:00p.m.  
US National Guard Armory  
500 Morganton Rd.  
Southern Pines, NC 28387

Contact: Kenneth B. Kelley  
NC Department of Commerce  
Division of Workforce Solutions  
Phone: 910-944-7697  
Fax: 910-944-7937  
Email: [kenneth.kelley@nccommerce.com](mailto:kenneth.kelley@nccommerce.com)

Veterans and Non-Veterans are all welcome!  
Please bring copies of your current resume and come dressed to impress.  
Employers contact Kenneth Kelly at the Moore County Workforce Office, to reserve a table

## **Greenville Veteran Career Days - Veterans Only**

NC National Guard Education & Employment Center  
Wednesday, November 12, 2014  
9:00a.m. - 3:00p.m.  
Thursday, November 13, 2014  
8:00a.m. - 3:00p.m.  
Winterville Army Reserve Center  
3000 Mill St.  
Winterville, NC 28590

Contact: CW2 Chapin Thomas  
[Chapin.W.Thomas.mil@mail.mil](mailto:Chapin.W.Thomas.mil@mail.mil)  
(919)664-6000 \*46463

The NC National Guard Education & Employment Center will be hosting a Veteran Career Days event in Greenville on November 12-13, at the Winterville Army Reserve Center,



# NC VETERAN NEWS

3000 Mill St. Winterville, NC 28590. The first day, starting at 9am will be a workshop day for participants in which panelists from several different employers will be giving classes ranging from Successful Social Media, to The Do's and Don'ts of Interviews; in order to better prepare our candidates for the Employer Networking Day on day 2. In addition to the standard career fair set up, there will also be several rooms set aside for employers to conduct private interviews with potential candidates. This event is for Veterans and their spouses only.

E-mail us: [ng.nc.ncarng.mbx.ncyr-employment@mail.mil](mailto:ng.nc.ncarng.mbx.ncyr-employment@mail.mil)

Register Online: <http://www.msccn.org/NCNationalGuard/demo/NCJobs.html>

Visit our Website: <http://www.nc.ngb.army.mil/Careers/Pages/Home.aspx>

Like us on Facebook: <https://www.facebook.com/ncngeducationandemploymentcenter>

## **Charlotte All Veterans Job Fair**

Sponsored by RecruitMilitary

Thursday, November 13, 2014

11:00a.m. - 3:00p.m.

Center Stage@NoDa

2315 N Davidson St

Charlotte, NC 28205

RecruitMilitary is a veteran-owned company dedicated to helping American veterans achieve their dreams: education, veteran jobs and civilian careers, new business and franchise ownership, training, and much more. This service is provided free to veterans and their spouses.

<https://events.recruitmilitary.com/events/charlotte-all-veterans-job-fair-november-13-2014>