

☆☆ Hire a ☆☆ **SOLDIER**

SUMMER 2022

Issue 4

**TAP CELEBRATES 30TH
ANNIVERSARY**

BACK TO BASICS

**AER ASSISTANCE
FOR ARMY'S
CAREER SKILLS
PROGRAM**

ARMY EMERGENCY
RELIEF OFFERS 100%
GRANTS TO SUPPORT
SOLDIERS

**MOVING
FORWARD**

MSG JASON RODNEY

**LET YOUR
DREAMS TAKE
FLIGHT**

RUSSIAN-
UKRAINIAN
SOLDIER GETS HIS
WINGS

**THE OFFICIAL
MAGAZINE
OF TAP**

www.armytap.army.mil



Photograph Courtesy of Tracy Tao - Moore
and SFC Joel Irvin



Letter from the Director

The Transition Assistance Program 30th Anniversary coincided with a pandemic. The pandemic drastically changed the method of the Transition Assistance Program delivery, and how we would keep our Soldiers and TAP team safe.

As we responded to the ever - changing effects of COVID - 19, we remained committed to ensuring our service members and their military families received the most up-to-date information, resources, and answers regarding the virus' impacts on their transition.

The COVID - 19 pandemic made the already challenging transition from military to civilian life experience even more stressful for many Soldiers as well as counselors.

We were able to utilize several tools such as Microsoft Teams as well as other programs to provide support and information to Soldiers and their families.

We found that the 24/7 Virtual Center, staffed with Transition Counselors and Certified Financial Planners, was the most popular method of providing assistance to our Soldiers.

As a result of these programs, 105,908 Pre-Separation/Transition Counseling sessions were conducted, 30,128 resumes were completed, and 75,178 individuals underwent Transition Financial Planning.

In spite of the difficult conditions, our teams' flexibility proved to be extremely effective. It's amazing how quickly our team adapts to various methods of working when necessary. This is the way we should always work; we must remain willing to try something new or innovative to help Soldiers transition.

Reflecting upon last year, I am sincerely proud of how we collaborated and what we have accomplished under difficult circumstances.

After all is said and done, I know that regardless of circumstance, getting "Back to Basics" is beneficial for everyone when Soldiers and TAP Counselors discuss future options for transition success.

Walter M. Herd, National Director,
Transition Assistance Program

★★ Hire a ★★ SOLDIER

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*Courtesy of DIVIDS
and Flickr*

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Want to Hire a Soldier?

- Use #HireaSoldier on social media to tag your job openings and transition advice.
- Contact your local TAP Center for regional events, opportunities to get your openings posted on social media, and to meet transitioning Soldiers. Learn more at www.armytap.army.mil.
- Create a training or internship program for Soldiers through the Career Skills Program.

Do You Want to be Hired?

- Join the TAP LinkedIn Connection Group @ www.linkedin.com/groups/7063275/ and get active.
- Contact your local TAP Center for classes and events at www.armytap.army.mil.
- Start transition **EARLY** - 18 months prior to transition or 24 months prior to retirement date.
- Network with employers! Be active in - person and online!
- Join TAP campaigns and connect with the companies that participate!

"The only way to do great work is to love what you do." - Steve Jobs

Over a year ago, when I accepted the editor position, I had no idea what to expect during a pandemic. Understanding the dynamics of my job and how I could help Soldiers and their families while working remotely was challenging.

Throughout the challenges, I recall my father, a Vietnam Veteran, telling me he didn't have access to this kind of program after he left the military, and how that would have helped him and my mother prepare for civilian life. After that conversation, I felt compelled to make a difference. I immediately learned the significance of my job and how I can help our Armed Forces succeed after years of service!

Working with the Transition Assistance Program and assisting our Soldiers find success in civilian life is extremely rewarding. My goal is to provide Soldiers and their families with valuable information through social media, article publications, and the Hire a Soldier Magazine. It is an honor and privilege for me to be a part of a team that provides guidance, ways, and means, as well as tools to ease our Soldiers' transitions to civilian life.

Through the publication of Hire a Soldier Magazine, we hope to connect Soldiers with resources, guidance and success stories from previous transitioning Soldiers. By reading this publication, you are also supporting that effort. We encourage you to share this magazine link and use the hashtag #HireaSoldier. You never know, you may be able to help a Soldier find employment and then you will experience the rewarding feeling of serving those who first served us.

Together, let's Hire a Soldier

Stacie Provine
Editor

ARMY-G1 APPROVES NAME CHANGE FROM SOLDIER FOR LIFE-TRANSITION ASSISTANCE PROGRAM (SFL-TAP) TO TRANSITION ASSISTANCE PROGRAM (TAP)

FORT KNOX, Kentucky - 2021 marked 30 years since the Army initiated the first ever program solely focused on transitioning Army Soldiers into civilian life. In 1991, just as the Berlin Wall hit the ground and as the first Gulf War ushered our Army into a new era, the Transition Assistance Program (TAP) was created.

As TAP celebrated its 30th anniversary, we went back-to-basics with several strategic initiatives including a name change and a new program identity. On 26 October 2020, the Army-G1 approved the name change of the Army's Transition Assistance Program from SFL-TAP to TAP.

The strategic objectives of the name change included raising awareness of TAP's successes; increasing support for and participation in the program; re-inspiring leaders, clients, and team members through education; and repositioning TAP to differentiate itself from other programs.

The Army is the only military service to have a 24/7 Virtual Center, staffed with Transition Counselors and Certified Financial Planners, which Soldiers can access telephonically or on a computer. Anyone eligible for TAP can utilize this service. These services are especially beneficial for transitioning Soldiers who are not located near a brick-and-mortar center.

Transitioning Soldiers can complete all transition requirements through the Virtual Center and can have one-on-one counseling sessions with no appointment needed.

TAP equips transitioning service members with the necessary knowledge, skills, and self-confidence for global success in civilian life.

With more than 30 years of experience, TAP has a high level of credibility with transitioning Soldiers. TAP is and will remain a commander's Program. Commanders benefit from these changes due to the customized methods, which better prepare Soldiers for transition and allow less time away from mission requirements. Additionally, the early start mandate helps to spread out requirements, thus reducing the impact of their absences.

This program allows transitioning service members to have greater control over their transition with more time to assess their readiness, identify their goals, and learn what's required to reach them.

The rebranded TAP was developed on a foundation that places the well-being and transition of Soldiers above all else.

"TAP fulfills a moral obligation to prepare approximately 100,000 Soldiers annually for transition to civilian life, and assists them in achieving their individual transition goals," said Walter Herd, National Director, Army TAP.

TAP has evolved significantly over the past 30 years, and as we continue rebranding, we remain in service to those who first served us, for many more years to come.



RUSSIAN-UKRAINIAN SOLDIER
GETS HIS WINGS: ACHIEVES
AMERICAN DREAM
A CSP SUCCESS STORY

"LET YOUR
DREAMS TAKE
FLIGHT." - Kelly Rozich

Written by Angie Poole & Gregory Corbett
Photograph courtesy of
SPC Sergey Boklach

"When once you have tasted flight, you will forever walk the earth with your eyes turned skyward, for there you have been, and there you will always long to return."

- Leonardo DaVinci

For Soldiers transitioning from active duty, finding success in the civilian workforce is often a daunting mission. Most people do not realize that, while still on active duty, the Army may allow them up to six months of hands-on training in their chosen fields by way of the Career Skills Program. Enrolling in the Transition Assistance Program (TAP) early is essential for participation in this incredible opportunity.

With over 550,000 unemployed veterans nationwide, it is more important than ever to highlight America's warriors and to encourage and inspire others to take advantage of this remarkable resource. One such warrior is SPC Sergey Boklach -- stationed at Fort Wainwright, Alaska, with the 1-25 Stryker Brigade Combat Team's 1-5 Infantry Battalion, who just wrapped up a CSP internship with Fresno Flight Training Inc., setting him up for his dream job as a commercial pilot for Delta Airlines.

Thanks to the leadership and support of Brigade Commander, COL Stephen Phillips and his staff, as well as encouraging TAP counselors, such as Mrs. Brett Scheirmann, and Fort Wainwright's CSP Coordinator, Mrs. Angela Poole, SPC Boklach was able to learn from some of the very best in the industry and earn his private pilot's license -- an achievement made all the more profound as tensions rise and war rages between his native homelands of Russia and Ukraine.

SPC Boklach was born in Siberia to a Russian mother and Ukrainian father. Although he grew up in Russia, he spent every summer with family in Ukraine. At nine years old, his parents brought him to America for a better life, and they were proud when he enlisted in the United States Army. He says his heart is breaking for the people of both Ukraine and Russia, and he vows to use his newfound skills as a pilot to aid in humanitarian efforts: from assisting in the refugee crisis to flying in supplies to foster homes to doing grunt work on the ground. He credits this trait to God, thanking Him for the training and opportunities to serve, and giving Him all the glory.

He fondly recalls a memorable flight - school encounter with two F-16 fighter jets taxiing alongside his practice landings at Fresno International Airport. He waved ecstatically at the two pilots, who responded with a crisp salute. Floored, he gleefully returned the salute, and couldn't wait to tell his fellow Infantrymen that an Officer saluted a Specialist!

With added confidence, he believes the Army has prepared him to achieve success in both the military and civilian

sectors by instilling in him the lessons of discipline, punctuality, professional courtesy, and respect for authority. When asked about the CSP, SPC Boklach's advice to fellow battle buddies transitioning from active duty short and strong: "Start TAP early! 100% do a CSP. Go National Guard. And if you don't have a plan, the Army is great -- reenlist!"

His hometowns are Surgut, Russia, known as "the oil capital of Russia," and Chernivtsi, Ukraine, famous for its beautiful national university. From growing up in Eastern Europe to playing soccer for the Clovis North High School Broncos in Fresno, CA, where he worked as a cashier at the corner grocery store, to Soldiering and now, piloting - from communist rule to democratic freedom - SPC Boklach is living out the American dream. We thank him for his service to this country, continue to pray for his friends and family in harm's way, and congratulate him on a job well done. In fact, if you see a scruffy-faced Boklach around town, feel free to express your gratitude as well. Maybe he will reply to you as he did to me on his last day in the Army: "Honestly, I'm just excited I don't have to shave anymore!" A sentiment to which we all can relate.

As with most milestones in life, despite all the personal hard work and sacrifice toward them, we know we did not get there entirely on our own. Companies such as Lockheed Martin, Microsoft, and Fresno Flight School, and local partners like Universal Welding & Fabrication, are making all the difference in the lives of America's best and bravest.

Army Strong!



Feedback from Participants is Vital to the Success of the Transition Assistance Program

Courtesy Story **DoD Transition Assistance Program** **Defense Visual Information Distribution Service**

ARLINGTON, VA – If you have transitioned out of the active military in the past 30 years, chances are you participated in the Department of Defense (DoD) Transition Assistance Program (TAP). With over 200,000 individuals participating in TAP on an annual basis across 185 installations worldwide, there should be no shortage of participant feedback – but there is – and virtual learning might be to blame.

In-seat learning is the preferred method of delivery for the TAP curriculum. However, during COVID-19, many installations had to switch to a 100 percent virtual or a hybrid model of delivery for TAP curriculum modules.

After each module in TAP, service members have the opportunity to provide feedback via the TAP Participant Assessment on their experience with the curricula, instructor, and knowledge gain.

“Participation in the TAP Participant Assessment is 100 percent voluntary and completely anonymous. Normally when service members are receiving in-person instruction, the instructor will call attention to the survey after each module which in turn increases participation,” said Melinda Manyx, Curriculum Program Manager, Military-Civilian Transition Office (MCTO).

As a result of COVID-19, many service members were forced to use virtual curriculum. “Even though there was still a survey at the end of each course, many people chose not to take it,” she said.

Participant feedback is vital to the success of the program. It allows curriculum creators to gauge what areas of the curriculum are being received well or potentially need revision.

“It also alerts us to any parts of the TAP curriculum or delivery that may need to be addressed or revised or items that just don’t resonate well with the audience,” said Manyx.

So, say you take the participant assessment – what happens next?

“When a service member chooses to take the survey and make comments about their TAP experience, a representative from our office actually reads those comments. It doesn’t disappear into a black hole of survey feedback,” joked Manyx.

In many cases TAP participant feedback has actually changed the TAP curriculum for the better by providing content to update, clarity on the wording, and recommended topics to be included.

The program has changed a lot over the past 30 years and will continue to change to meet the needs of transitioning service members, their families, and their caregivers.

If you are a transitioning service member who has recently attended TAP, in the classroom, virtually, or completed courses online via Transition Online Learning, you can still access the TAP participant assessment and provide your feedback via the link provided during TAP.

If you are unsure of where or how to access the participant survey, contact your local transition office.

“Bottom line, we want to hear from you,” said Manyx.

About the Military - Civilian Transition Office:

The DoD Military - Civilian Transition Office formed as a result of a merger between two DoD programs under the Defense Human Resource Activity's Defense Personnel and Family Support Center in January 2020. The office provides policy and program oversight for the Transition Assistance Program and the Yellow Ribbon Reintegration Program.

MCTO's mission is to continually improve the delivery of resources, information, and assistance provided through the programs, promoting their effective and efficient support of transitioning service members and members of the National Guard and Reserve, their families, and communities worldwide.



Photograph courtesy of DIVIDS

Feedback

TIPS

Helping **YOU** Clean
Up Your Social
Media Accounts
Before Seeking
Employment.

Employers today are overwhelmed with responses for open positions. Because it is easy to send a cover letter and resume to postings online (as compared to the days when you had to mail them, stamp and all) candidates are often less discerning about the positions for which they apply. This is causing recruiters to work harder to sift through resumes and applications for qualified candidates. Social media gives the recruiter a quick way to learn more about candidates. When viewing a candidate's online profiles, the recruiter can see:

- Are they truly passionate about what they claim to care about? Do they post a lot about their interests?
- Do they use good judgement when posting and commenting? Or do they post with reckless abandon, perhaps causing offense or harm to others?
- Do they promote the values that the recruiter's company cares about?
- Do they use correct and accurate grammar and punctuation?
- Are they posting images and sharing content that goes against the company's code of conduct?

Social media posts and comments by transitioning Soldiers may be observed by future employers. Here are **FIVE TIPS** to help you maintain a professional presence online.

- **Do a Google search** - Put your first and last name in quotes in the Google search. You can find news and images in the results. Are all of the results relevant to you? Is someone with your name making bad online decisions? Are there any search results that might negatively reflect on who you are or what you stand for?
- **Un-tag yourself** - In the event that you have been tagged or mentioned in posts or photos that are inappropriate, offensive or distasteful, remove your name from the tag. If the image or comment is damaging, ask the person who originated the post to remove it. However, if they refuse, you at least have the option of untagging your name and minimizing the association.
- **Remove posts and comments**—If you have posted a passionate rant on a news blog, but now see that it could cause someone to have a negative impression of you, it's best to remove the content. Consider whether you need the public to know about your feelings about politics, world events and/or celebrities. Your thoughts and feelings matter, nevertheless posting them on a public site will act as part of your personal marketing kit and tell the story of who you are.

Posting content - You should align your actions with your passions. Think about the topics that interest you, such as process improvement, serving veterans, computer technology, and data mining. Share overly personal information with caution - the hiring manager does not want to know your political affiliation. Show enthusiasm for leading, mentoring, and inspiring others.

- **Ask for forgiveness** - If your posts are archived and cannot be removed or untagged, then tell the hiring manager that they might find content from your past that is unflattering. Being proactive and explaining your actions ("During the 2020 election, I was vocal about the policies presented by the candidates") might alleviate concerns about how they would behave if employed.

We all make mistakes and act in ways that we later regret. That's what makes us human! However, in the case of social media, what happens on Facebook stays on Facebook and is visible to whoever wants to read it (regardless of privacy settings). By considering your social media as a public reflection of what you do and who you are, you should strive for consistency rather than perfection.



Career Skills Program



CREATE YOUR FUTURE



With The Army Career Skills Program (CSP)



BENEFITS

- ❖ Guaranteed Job/Interview into an open position
- ❖ Builds upon skills acquired during military service
- ❖ Provides skills that relate to civilian occupation with industry recognized credentials
- ❖ A high probability of employment
- ❖ Pay commensurate with the knowledge, skills and abilities necessary to perform the job



ELIGIBILITY

- ❖ Must have 180 days of continuous active duty service
- ❖ Anticipated discharge of release from active duty within 180 calendar days of the CSP start date (or upon completion of the MRDP and enrollment in IDES for MEB)
- ❖ Anticipated honorable or under honorable conditions discharge
- ❖ Approval authority is first field grade commander with UCMJ authority in the Soldier's chain of command



HBI EQUIPS SOLDIERS WITH THE SKILLS AND EXPERIENCE TO BUILD SUCCESSFUL CAREERS



*Graduates of Fort Stewart - Hunter Army Airfield
Photograph courtesy of Amanda Hook*

Home Builders Institute provides veteran training and produces qualified graduates in numerous centers. No matter the role, HBI is committed to training and placing veterans, transitioning military personnel in the residential construction industry. HBI has partnered with The Home Depot Foundation (THDF) to develop specialized trades training programs located near ten of the largest military installations in the nation.

In February 2022, Fort Stewart - Hunter Army Airfield

celebrated the graduation of nine transitioning Soldiers. All nine graduates either received or were offered jobs.

Transitioning service members in each region served by an HBI training facility can participate in the cost - free 12 - week program; no military or GI Bill funding is required for the Department of Defense (DoD) SkillBridge program.

During the program, service members spend up to 75% of their time in hands - on - training, earn professional certifications and receive job placement support.

The DoD SkillBridge program's pre-apprenticeship certificateraining (PACT) allows HBI to combine academic learning and hands-on experience to provide high-quality construction trade education.

Service members who wish to pursue careers in the building industry can earn a HBI degree/certificate that will equip them with the skills and experience to build successful careers.

For more information, visit HBI's website at www.hbi.org/industry-career-paths/.

"When I began the retirement process and went through TAP, I learned about the [Career Skills Programs] and found out that there was a carpentry program, so I immediately applied. I decided, it would be a more structured program that would help me to sharpen my skills." - United States Army Sergeant 1st Class Kareem Mills graduated from HBI's Transitioning Military Program.

AER ASSISTANCE FOR ARMY'S CAREER SKILLS PROGRAM



Up to
\$1,500
in assistance

Beginning 1 December 2021, Army Emergency Relief offers **100% grants** to support Soldiers in the Army Career Skills Program

AER can help with CSP Expenses:

BEFORE CSP, including travel expenses, purchase of business attire/uniforms/tools

DURING CSP, including lodging, basic living expenses, and other related costs

AFTER CSP, including relocation prior to ETS to accept a position, and initial rent and deposit

To learn more, visit

www.aerhq.org/news/cspassistance

AER

**How
Will
AER
Help?**

Armey Emergency Relief committed \$3 million in grants to support Soldiers approved for CSP. AER's support of the program further expands its commitment to the Army's No. 1 priority: **People**.

Grants up to \$500 are available for participation in a continental United States CSP, a grant up to \$1,000 for participation in a non - local CONUS CSP; or a grant up to \$1,500 for Soldiers traveling from outside continental United States to participate in a CONUS CSP.

AER Assistance may cover costs related to CSP as follows:

- Travel expenses (airfare or fuel)
- Uniforms/business attire
- Tools/CSP training supplies
- Lodging
- Utilities
- Food

To apply for a grant or to learn more, Soldiers may contact their local AER office or, in the event a local office is inaccessible or located farther than 50 miles away, please contact AER headquarters at assistance@aerhq.org.

The transition from active duty to civilian life is often challenging for Soldiers. Most people don't know that while still on active duty the Army allows Soldiers up to four months of job skills training in their chosen fields by way of the Transition Assistance Program and Career Skills Programs.

With over 550,000 unemployed veterans nationwide, it is more important than ever to highlight the trailblazers, to encourage and inspire others to take advantage of this remarkable resource. Trailblazers like former CPT Nic Williams, previous commander of the Arctic Wolves' Headquarters and Headquarters Troop, 5th Squadron, 1st Cavalry and Bravo, 3rd Battalion, 21st Infantry Regiment, who finished Fort Wainwright's Transition Assistance Program.

Thanks to battalion commander LTC James Howell's great leadership and final approval, Williams was able to become Summit Realty Group's first ever CSP – where seasoned agents Joe Head and Zeb Mabie went on a limb and gave him an opportunity that would set him up for life. Nic is now a top 10 agent out of 300-plus agents in the Alaskan Interior. Within a year of graduating the Career Skills Program, he has built a business and reputation that makes him and his services stand out.

When asked for comment, his advice to fellow Soldiers transitioning off of active duty was as simple as it is effective, "Get into a mindset of using the tools TAP gave you to really sell yourself. Your Army career is only one of many bullets on your resume. Make yourself shine and stand out from a crowd in one way or another."



FORT WAINWRIGHT SOLDIER TURNS TOP TIER REAL ESTATE AGENT: A CSP SUCCESS STORY

Williams has managed to do just that. We thank him for his service to this country and congratulate him on a job well done.

As with most milestones in life, despite all the personal hard work and sacrifice, we know we didn't get there entirely on our own.

Our service members are thriving thanks to companies such as HireMilitary, Microsoft, Amazon, and local partners like Summit Realty Group in Fairbanks, Alaska.

If your business would like to join this incredible program, supporting the troops while adding extraordinary talent to your team, please contact your local CSP Office.

Article by Angie Poole



2022 STATE VETERAN BENEFITS

MILITARY.COM | BY JIM ABSHER



Photo courtesy of Spc. Aura Conejos



Photo courtesy of Thomas Alvarez



Photo courtesy of Staff Sgt. Mary Junell

STAY ON TOP OF YOUR VETERANS BENEFITS

Everyone knows about the federal benefits available to Veterans, but did you know many states offer great benefits to their veterans? There are a number of state benefits available, including free college and employment resources and free hunting and fishing licenses. Additionally, most states offer tax breaks for veterans and specialized license plates, while some even offer cash bonuses to veterans just for serving in the military.

Military.com has compiled a handy summary of the benefits each state and territory offer. Listed on each summary page is a link to each state's Department of Veterans Affairs. Be sure to visit these sites. There may be benefits available to you or your family that you were unaware of.



MILITARY.COM STATE BENEFITS CAN BE ACCESSED AT:
WWW.MILITARY.COM/BENIFITS/VETERANS-STATE-BENEFITS/STATE-VETERANS-BENEFITS-DIRECTORY.HTML

VETERANS SERVICE REPRESENTATIVE



U.S. Department
of Veterans Affairs

START YOUR CAREER WITH VA

Growth opportunities in
5 districts, nationwide



Starting salary of at least
\$49,392 with potential
progression to \$66,531 or
higher after two years

Benefits of working for VA:

- Matching 401K program up to 5%
- Federal Retirement Pension
- Health, Dental, Vision and Life Insurance Benefits
- Professional & Personal Development Opportunities
- Work From Home Opportunities
- Paid Vacation and Sick Days
- Public Transit Benefits
- Casual Work Environment
- Flexible Work Schedules
- Employee Assistance Program
- Growth Potential to Other Positions Within VA
- Chance for you to make a positive difference

Analyze Evidence

Gather and evaluate evidence necessary to make a disability determination

Communicate Decisions

Serve as the primary contact for the Veteran and communicate actions taken on their claim

Be Part of a Team

Work in a team environment to serve a specific population of Veterans and claimants

Who Are You? We are actively recruiting people with non-competitive appointment eligibility, including Veterans, persons with disabilities, and former Peace Corps/AmeriCorps volunteers. You must be organized, analytical, and possess a strong desire to serve our nation's Veterans, Service members, and their families.

What Will You Be Doing? As a Veterans Service Representative, you will gather and evaluate evidence to make a determination on Veterans' benefits claims. You will act as an advocate to ensure the appropriate evidence is received and will communicate with the Veteran to explain the reasons and basis for VA's decision. The majority of the communication with the Veteran is by letter or telephone. Limited in person contact.

Interested?

Email a resume to RESUME.VBASEA@va.gov



We believe that military experience creates unparalleled skills in the civilian workforce. That is why at RecruitMilitary, we are passionate about empowering veterans, transitioning military and military spouses to connect with America's top employers.



■ Chris Newsome | US Army OEF/OIF Veteran
Senior Vice President, DoD Programs

Empowering Veterans Through Meaningful Career Opportunities

We believe that military experience creates unparalleled skills in the civilian workforce. That is why at RecruitMilitary, we are passionate about empowering veterans, transitioning military and military spouses to connect with America's top employers.

What makes us different? Our singular focus on delivering military talent solutions. The RecruitMilitary team is comprised of veterans and military family members as well as industry - experienced civilians, allowing us to serve as subject matter experts for both sides of the military hiring equation, as we have been doing for more than 50 years.

With a tenacious focus on service member connectivity and employer hiring results, we have served more than 1.5 million veterans and transitioning military and worked with 16,000 + organizations.

For Employers

If your organization is struggling with unique hiring challenges, large - volume vacancies, or hard - to - fill openings, we can help.

RecruitMilitary offers a comprehensive group of services for reaching the veteran community. Whether through targeted focus, military hiring events,



contingent placement services, job - seeker database access, or branding your company to top military talent around the globe, our network of DoD partners and transition offices offers access to the largest group of job - seeking military talent in the nation.

Use our networks, resources, services, and military expertise to find the best fit for your open roles.

For Job Seekers

Whether you are transitioning now or in the future, starting a new career, going back to school, or looking for a new job, RecruitMilitary offers a variety of resources to not only ensure you are confident and prepared as you make the next step, but to bring to the point of direct interaction with opportunities and the employers that wish to hire and retain you.

Our services are always free of charge for veterans, transitioning military, members of the National Guard and Reserve, and military spouses and dependents in the job searching process. Let RecruitMilitary help you find your perfect career.

Your resources include but are not limited to:

- Military - focused hiring and networking events (both physical and virtual) across the nation
- The nation's largest sole - purpose military job board offering opportunities across the nation and globe providing access to opportunities regardless of where you intend to reside
- Placement services for those with backgrounds in Engineering, Business Analysis, Technician work, Sales, Cyber Security, Operations, and Team Leadership
- Online resume builder
- Weekly preparation webinars
- A full suite of how - to content to help prepare you for your next career

Our Impact

- "Recruit Military is a first - class organization that manages every detail of the process creating a positive experience for the employer and the candidates." - PNC Bank recruiter
- "The value you get as an employer to promote your brand and interact with candidates from all over the nation with diverse backgrounds and skills is unprecedented. As a jobseeker you get optimal exposure to different companies." - ATN International recruiter
- Our Virtual Career Fairs resulted in 3,800+ expected job offers in 2020.
- Recipients of the U.S. Department of Labor HireVets Medallion Award three years running: 2018, 2019, 2020

RecruitMilitary powers the US Army's Tactical Connection Program in a collaborative effort to ensure each and every transitioning Soldier and their spouse has ease of access to the open opportunities represented by the thousands of organizations with dedicated military hiring programs that wish to add more military talent to their teams.

"Our organization is proud to provide an exclusive, career resource platform for Soldiers and their families worldwide with US Army Transition Assistance Program (TAP)," said Bradley - Morris/RecruitMilitary CEO Tim Best, a former U.S. Army Special Forces attack helicopter pilot. "The skill sets of military trained talent never waiver in demand. Employers are seeking these individuals and it is our mission to connect those who are ready to transition to civilian employment in the most effective, meaningful and successful way. As always, we are grateful for the confidence that the Army Human Resources Command has placed in our team."

"The partnership is designed to directly connect transitioning Soldiers to businesses who are interested in hiring them," said Retired Special Forces Colonel and Army Transition Division Director at Human Resources Command Walter Herd. "The increased efficiency and connection take some of the stress out of job hunting, and help transitioning soldiers make the most of their time spent searching by maximizing their potential results."

Follow Recruit Military on LinkedIn, Facebook, Twitter, and Instagram

RecruitMilitary is a wholly-owned subsidiary of Bradley-Morris.

Empowering the Military Community Through Meaningful Career Opportunities

Military experience creates unparalleled skills in the civilian workforce. That is why at RecruitMilitary, we are passionate about empowering veterans, transitioning military, and military spouses to connect with America's top employers.

Our singular focus on delivering military talent solutions is backed by professionals who have "walked the walk." The RecruitMilitary team is comprised of veterans and military family members as well as industry-experienced civilians, allowing us to serve as subject matter experts for both sides of the military hiring equation, as we have been doing for decades.

What We Do

Publications

- Search & Employ Magazine
- VetTen Newsletter
- Veteran Hiring Insights Newsletter

Career Fairs

- Virtual
- In-Person

Education & Resources

- Webinars
- Job Seeker Blog
- Client Blog

Job Board & Database

Recruiting & Placement Services

Partnerships



- Disabled American Veterans
- USAA
- U.S. Army Human Resources Command
- U.S. Department of Labor
- Military Spouse Employment Program
- Women's Veteran Alliance
- Military Women's Memorial
- American Corporate Partners

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THE IMPORTANCE OF FINANCIAL COUNSELORS

■ Jeffrey Lawrence, AFC Financial Counselor

Transition Assistance Program (TAP) Financial Counselors are individuals that are passionate about financial education, literacy and transferring their extensive knowledge and experience to transitioning service members. As service members prepare for and navigate their way off active duty and into the civilian employment environment, financial readiness is of the utmost importance. Additionally, seeking to mitigate the potential negative economic impacts on high-risk service members is imperative. As a TAP Financial Counselor, our focus is on financial education, financial literacy and assisting service members in the understanding of their current financial health. In addition, we provide tools, strategies and techniques that are used in pursuit of future financial success.

TAP Financial Counselors achieve this by presenting the Financial Planning for Transition course, helping clients complete a Spending Plan, conduct reviews of that plan and provide transitioning service members the opportunity for individual counseling sessions. Topics for those counseling sessions include any and all aspects of the financial environment, such as pre-transition and post transition finances, retirement planning, wealth management/budgeting, investing, debt management and credit solutions, tax conversations, housing, life/medical/dental/vision insurance

information and the overarching development of individual or family financial plans. We also provide financial plan implementation and evaluation guidance. Additionally, information is shared on business startups, business taxes, organizational structure, business finances and valuation. All this is accomplished to assist the transitioning service member in the development of their Post Transition Financial Plan.

TAP Financial Counselors undergo a rigorous curriculum and credentialing process to obtain and maintain their required Nationally Recognized Financial Counseling Certification as described in the SMM (SMM, Feb 2020, pg. 26).

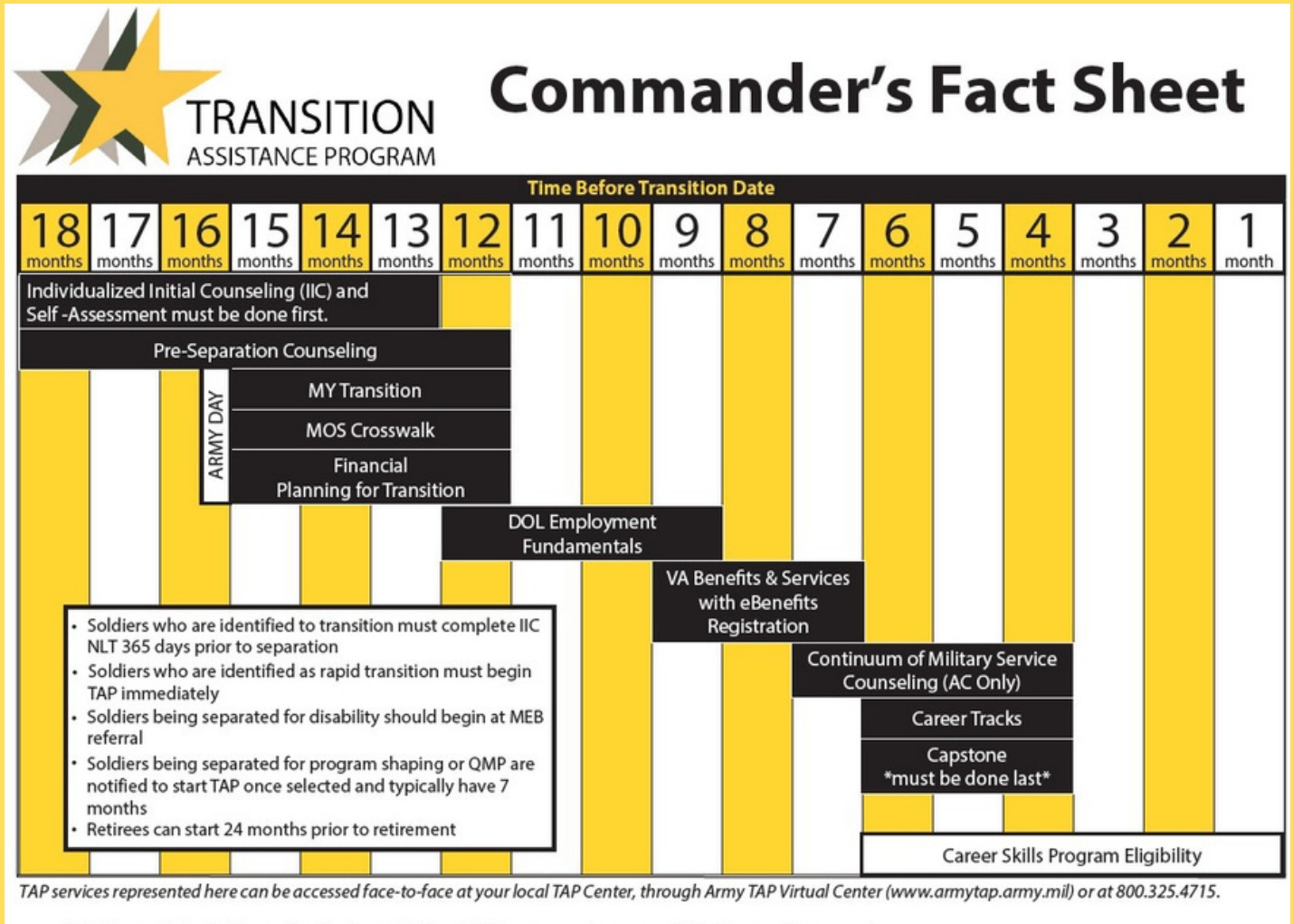
During the transition process, our Financial Counselors conduct a Salary Negotiation course for transitioning service members.

We aim to empower service members in transition to take control of their current and future financial circumstances. We do this through curriculum delivery, individual appointments and building relationships with our clients. Our goal is for clients to use the information gained during the financial portion of the TAP to set themselves up for future financial success.



THE ARMY TRANSITION TIMELINE

Creating Optimal Transition Success



Soldiers transitioning from active duty are provided with career planning, strategies, and training through the Transition Assistance Program.

The program motto is "Go Early, Go Often," encouraging Soldiers to start the transition process earlier and returning to their local TAP Center frequently for classes, scheduling, and counseling.

Soldiers are encouraged to start TAP 18 months prior to their transition date or 24 months prior to retirement.

According to a Hiring Our Heroes / U.S. Chamber of Commerce Foundation study, Veteran respondents " who started their job search at least six months prior to leaving military service were twice as likely to have a job before leaving active duty." In addition, "service members starting [preparation] after transition are more likely to make less than \$50k."

ARTICLE CONTINUED ON NEXT PAGE





Soldiers should complete as many TAP requirements as possible prior to the timeframes to better prepare for job searching.

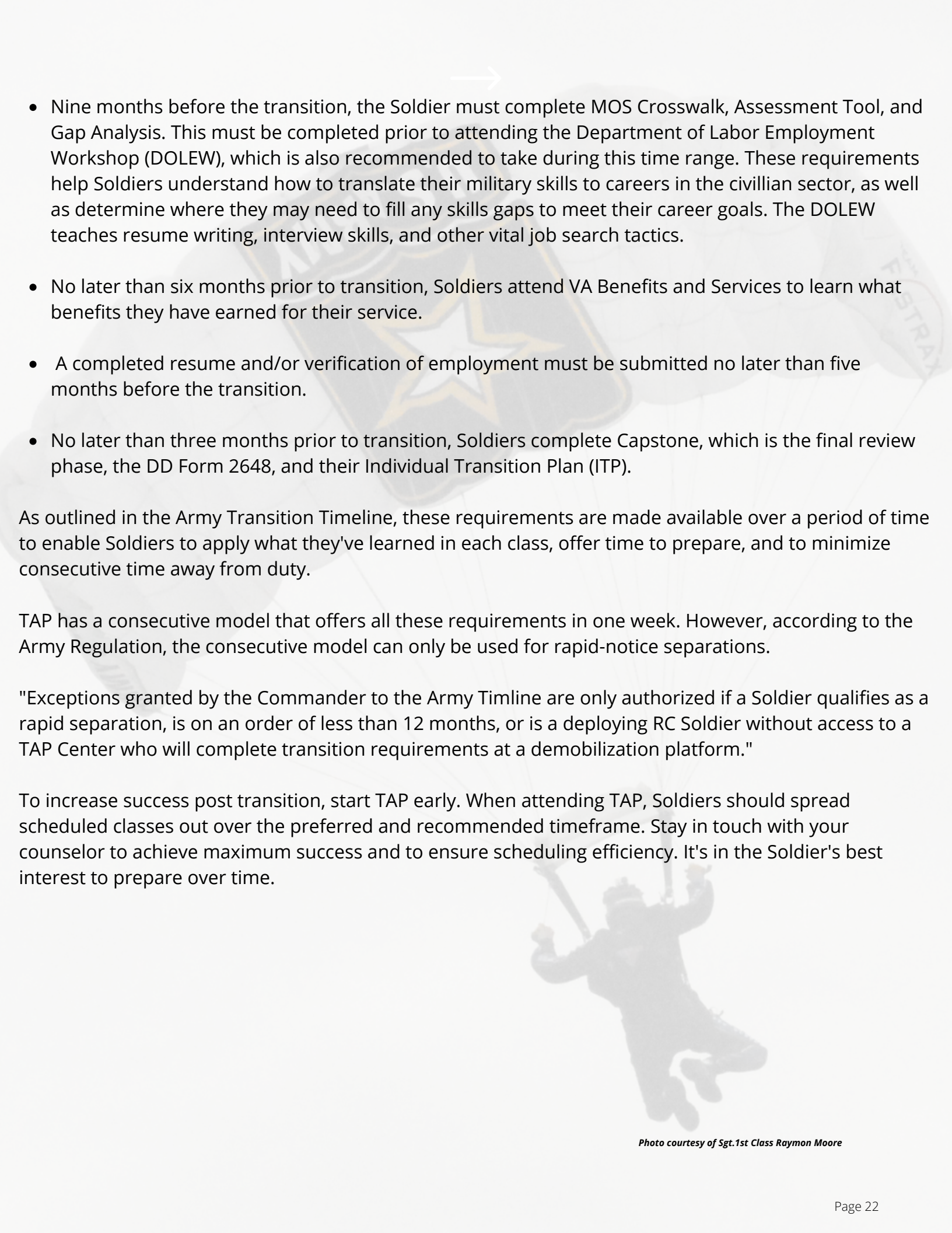
A major concern Soldiers have with TAP is that Commanders don't give them enough time to attend the program or prepare for transition. The military is one of the few employers in the world that helps their employees find their next career. However, a Soldier is still on duty until the date on their DD Form 214.

The Army Timeline for TAP is outlined in AR 600 - 81. It is the preferred method of attending TAP, with classes, counseling, and training spread over the 18 or 24 months allotted to transitioning Soldiers.

Using the Army Transition Timeline offers Soldiers the ability to complete requirements within timeframes that maximize their chances of success in their transition. We recommend Soldiers who use this method "**go often**" to their TAP Center every few months to complete requirements and schedule future transition services.

The schedule is as follows:

- If a Soldier is retiring, they should start TAP 24 months prior to their retirement date. All other Soldiers should begin TAP 18 months prior to transition. Soldiers must complete Preseparation Counseling and Initial Counseling (two - part requirement, with one part as an online video and the second part as a face - to - face counseling, unless virtual services are offered), along with the DD Form 2648 (eForm). By policy, Soldiers must complete these requirements no later than 12 months before transition. However, many Soldiers on TAP social media sites who have started TAP at 12 months comment that they need more time to prepare.
- Following Initial Counseling, Soldiers attend Transition Overview, which includes information on an effective transition.
- Ten months before transition, Soldiers attend the Financial Planning Seminar and begin to develop their Army Transition Spending Plan.

- 
- Nine months before the transition, the Soldier must complete MOS Crosswalk, Assessment Tool, and Gap Analysis. This must be completed prior to attending the Department of Labor Employment Workshop (DOLEW), which is also recommended to take during this time range. These requirements help Soldiers understand how to translate their military skills to careers in the civilian sector, as well as determine where they may need to fill any skills gaps to meet their career goals. The DOLEW teaches resume writing, interview skills, and other vital job search tactics.
 - No later than six months prior to transition, Soldiers attend VA Benefits and Services to learn what benefits they have earned for their service.
 - A completed resume and/or verification of employment must be submitted no later than five months before the transition.
 - No later than three months prior to transition, Soldiers complete Capstone, which is the final review phase, the DD Form 2648, and their Individual Transition Plan (ITP).

As outlined in the Army Transition Timeline, these requirements are made available over a period of time to enable Soldiers to apply what they've learned in each class, offer time to prepare, and to minimize consecutive time away from duty.

TAP has a consecutive model that offers all these requirements in one week. However, according to the Army Regulation, the consecutive model can only be used for rapid-notice separations.

"Exceptions granted by the Commander to the Army Timeline are only authorized if a Soldier qualifies as a rapid separation, is on an order of less than 12 months, or is a deploying RC Soldier without access to a TAP Center who will complete transition requirements at a demobilization platform."

To increase success post transition, start TAP early. When attending TAP, Soldiers should spread scheduled classes out over the preferred and recommended timeframe. Stay in touch with your counselor to achieve maximum success and to ensure scheduling efficiency. It's in the Soldier's best interest to prepare over time.



Photo courtesy of Sgt. 1st Class Raymon Moore

Photo by PFC Ashton Empty



YOU SERVED OUR COUNTRY

SERVING YOU IS OUR HONOR

VA is here to help you navigate and plan for your future health care.

Register for the online Women's Health Transition Training to learn about your VA health care options. Visit TAPevents.org/courses to take the training at your own pace anywhere, anytime.

Find out more: va.gov/womenvet/whtt

VA

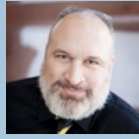


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PREP THE BATTLEFIELD – YOUR TRANSITION



Steve Stankovich

So you have hit your transition window. It is time to sign up for all of the TAP classes/courses/workshops and start preparing for your transition from active service to “civilian life.” Real quick though, you are allowed to start earlier than that by doing your own research and networking...just saying. Anyway, no doubt you will be inundated with service-specific requirements to complete your transition, new jargon, big decisions, additional stress, etc. I jotted down a few things in this article to hopefully assist you with building both your professional and your employment network.

First of all, let me say that I will mention a few organizations (Federal, State, and Private) in this article. Said mentioning of these organizations does not constitute any endorsements from myself, the company I work for, or the United States Government. Okay, I think I covered my six on that so let’s get started.

My transition was driven by (1) where my family and I wanted to reside, (2) what I wanted to do, and (3) what I needed to make financially for us to survive. In my experience, if you prioritize those three things (location, type of employment, finance) early, it makes the transition process a little bit easier. Well, maybe not easier, but it does help you answer a lot of questions along the way. Again, just my experience.

There are federal entities/resources out there to support you and your family in the transition process. The VA and their numerous programs, the service TAP organizations, the VFW, the American Legion, AMVETS, and American Job Centers are just a few. Also, there are companies that assist such as RecruitMilitary, VetJobs-CASY, and Hiring Our Heroes to name a few. There are a ton of others, look them up. Google them, follow them on social media, and call them. Just reach out.

Each state has its own organizations that are there as well. There are state level employment entities like PACareerLink (PA), OhioMeansJobs (OH), Alabama Career Centers, Arizona@Work (AZ), MichiganWorks, Maine CareerCenter, etc. Each state has its own. Search for, connect, and follow them. Each state also has veteran resources. Look them up. Apply for them if applicable. There are also private and veteran specific organizations. There are Invest Vets (MI), INVets (IN), Veterans Leadership Program (Western PA), Vet Tribe (WA), V.E.T.S. on TAP (FL), and many others. Look them up and connect. Use key words like “career, job, workforce, veteran, chamber, employment” in the search bar when researching your state on whatever platform you are using (Google, LinkedIn, Facebook, and LinkedIn).

There are also those individual “heavy hitters” in the transition arena on platforms like LinkedIn. There are too many to name and I’d hate to leave anyone out. You know who these folks are. You can also ask your TAP counselor, others going through transition, or those who have transitioned about who they recommend. Some of these folks provide transition support for a living as part of their job, some because they served and transitioned and want to help others, and some because they have become self-proclaimed transition experts. You’ll encounter all of these. They all have advice. Some is good. Some is not so good.

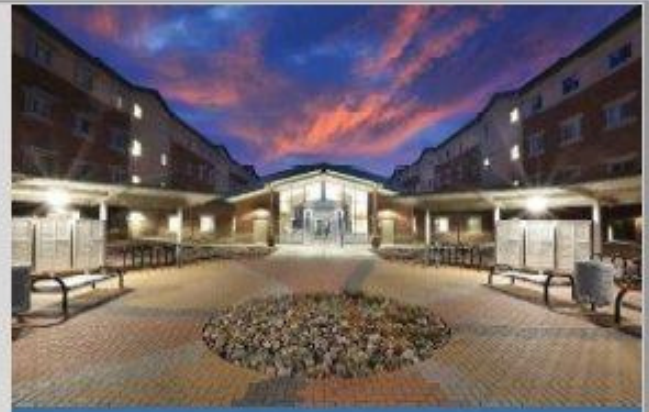
To wrap up, there are a ton of resources out there to help you and your family during your transition from active service to “civilian life.” Do your own research. If you don’t know, ask. When given advice, take it at face value and not as gospel. Your service specific TAP will provide you the basics and get you started. In addition to that, I would suggest that you do your own research, homework, and networking to be successful.



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ONEIDA COUNTY AND ARMY TEAM UP FOR CAREER SKILLS PROGRAM

EDWARD HARRIS
OBSERVER-DISPATCH



Photograph courtesy of Edward Harris

Oneida County Sheriff's Office Sgt. Carey Phair has always felt the call to serve.

With his parent's blessing, Phair joined the United States Army right out of high school. He left active service in early 2001, and joined the National Guard in Utica, unsure of what exactly he wanted to do as a career. Following Sept. 11, 2001, Phair returned to active duty again, serving two years at Fort Drum in Watertown, New York.

A friend at Fort Drum talked Phair into taking the civil service test for the Oneida County Sheriff's Office and Phair has served in the sheriff's office since Jan. 2004.

Last Summer, Phair returned to Fort Drum as part of a Career Skills Program. While there, he learned of an Army internship program with a goal of helping Soldiers adjust to civilian life with an internship in various businesses, including law enforcement.

Phair brought the idea back to Oneida County Sheriff Robert Maciol and an internship program between the sheriff's office and the United States Army was started.

"We aim to work in partnership and create opportunity with veterans," Phair said.

"The program was officially introduced during a press conference called by Oneida County Executive Anthony Picente. The Oneida County Board of Legislators voted on and passed the measure later in the day.

About the internship program

Dubbed the Career Skills Program, it is for Soldiers entering their last months before transitioning back into civilian life. The sheriff's office will train the Soldiers after they are released from their duties with the Army.

The program is free for the county: Soldiers can serve as interns and are paid by the Army.

According to Associated Board paperwork, the internship will consist of work experience at entry - level positions and include 40 - hour work weeks. Interns are not guaranteed a job at the conclusion of the internship.

During the selection process, potential interns would go through a preliminary review, a background investigation, a coordinator's interview and require a sheriff's approval.

Active members of the Army can apply for the program 180 days - roughly six months - prior to transition.

Lorlei Matteson, a Career Skills Program Installation Administrator with Fort Drum, said the program can be established with other career fields. Programs such as this are important because they can help Soldiers determine what to do when they transition."

"It also helps to ease their anxiety," Matteson said, speaking on the transition from military to civilian life. "It can be very hard."

Matteson said there are currently 140 internships - in various career fields - taking place through Fort Drum.

The Oneida County Career Skills Program is the only one in the nation - besides California - that provides internships in the field of law enforcement, Picente said.

"Our veterans are so important," Picente said, noting the knowledge and experience Soldiers can bring to law enforcement fields.

Soldiers' thoughts

Currently there are three Army Soldiers approved to intern at the sheriff's office. They are Corporal Andrew Leibnow, Specialist Jay-cee Miller and Specialist Dylan Schopen.

Miller and Schopen attended the announcement.

"I think law enforcement and the military have similar lifestyles," Schopen said, speaking of his plan to join law enforcement once he returns to civilian life.

The 21 - year - old originally from Illinois, said he would like to work as a patrol officer, should he be offered a position following the program.

Miller, 21, from downstate New York, said he also would like to work as a patrol officer in the sheriff's office, should he be offered a job.

Both Miller and Schopen said this opportunity helps them get their feet in the door in law enforcement. If they do not get jobs with the Oneida County Sheriff's Office, both Soldiers said the program would look good on their resumes as they look at other areas for employment.

"Law enforcement is a brotherhood," Miller said. "The military is too."

*Ed Harris is the Oneida County reporter for the Observer-Dispatch.
Email Ed Harris at EHarris1@gannett.com*



Specialist Jay-cee Miller, and Specialist Dylan Schopen are two Fort Drum Soldiers that have been approved for the program.

THE TRANSITION ASSISTANCE PROGRAM SECRET MENU

The Transition Assistance Program (TAP) offers transition readiness courses to service members who are transitioning. However, most people are unaware that we offer more than just the required classes and counseling.

Using my knowledge of the TAP program and my experience as a Financial Planning Counselor, I have compiled a list of some lesser-known services we offer to the Army community - sort of a "secret menu" - to make sure you make the most of the program.

So you will be more prepared for employment once you are off active duty and for life after the military in general.



Resume Review and Revision Services.....\$0.00

All service members will go through TAP at some point. You will be required to submit a resume to a Career Counselor as part of the program.

Did you know, however, that these counselors are also available to answer your resume questions and assist you in revising it as well? Our Career Counselors are a reliable resource for resume-strengthening ideas. A resume revision or review service can be very costly in the civilian world, so this is a service worth taking advantage of.

One - On - one Mock Interviews.....\$0.00

Not unlike personal resume reviews, having the opportunity to mock interview outside of the military community can come at a high price. With this in mind, it would be wise to utilize the TAP Career Counselors in this regard as well.

As part of the TAP curriculum, you will at some point practice group interviews and one-on-one interviews; however, these will usually take place in a large class.

TAP Career Counselors are available on a scheduled basis to help you prepare for an interview tailored to your job search.

Aptitude Tests and Interest Profiling\$0.00

One of the lesser - used courses offered under TAP is the Vocational Training course. Although some might think that the purpose of the class is to prepare separating service members for vocational or trade school, be assured that this is not the case.

In this course, you will be presented with a unique set of exercises and tests that will help you gain knowledge about yourself, and potentially learn about traits and qualities that you never knew you had. Your newfound understanding of yourself can open up new career prospects and industries that you may not have considered before. After attending the class myself, I came away with a more open-minded approach to the future than when I started. If you attend the class too, you may achieve the same result.

Personal Financial Counseling\$0.00

Financial planning for transition is among the many classes offered by TAP. Basic concepts of personal finance are addressed during this class. Consider sitting in on a session with a Financial Planning Counselor while you are there for class.

TAP Financial Planning Counselors are nationally certified; we work hard and take pride in offering free counseling services to those in the TAP program. We can assist our community with a variety of topics ranging from credit card questions to estate planning. It is also worth noting that these services outside of the military do not come cheap. This is an investment worth making.

Internship Connections \$0.00

TAP's menu focuses primarily on what it produces in - house. In addition to our lesser - known services, the services we offer also have outward - reaching effects. When you visit a TAP Center, ask about the Career Skills Program. Soldiers who have completed TAP and want to connect with internships and employers in the local community can apply for this program. As a result, you can transition from the military with greater stability than you anticipated.

If you haven't already guessed, the best part about this secret menu is that everything on it is **free**, unlike the one you might find at your favorite coffee shop. In addition to being free for active duty service members, it is also free for their families and retirees.

Contact your local TAP Center for more information. You can benefit from these menu options (as well as many others) and reap hefty benefits from them.

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REQUIREMENTS

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Grades of E-6 to E-9, W-1 to W-5, O-3 to O-6.

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The Army JROTC Cyber Pilot program is an innovative, four-year, cyber program that is part of the Army's effort to infuse critical STEM curriculum in high schools across the country.

The Army JROTC Cyber Pilot program provides students with challenging, relevant experiences and prepares them to enter the cyber workforce, pursue postsecondary studies, and/or enter military service.

For more information, call: **1-800-347-6641** Apply by visiting our website: **www.usarmyjrotc.com**



Transition Employment Assistance for Military Spouses and Caregivers (TEAMS) is a series of Department of Labor (DOL) employment workshops that extend the Department's Transition Assistance Program to assist military spouses and caregivers as they plan and prepare for their job search in pursuit of their employment goals. All TEAMS workshops are instructor-led virtual training, provided at a variety of times, to meet the needs of individuals stationed throughout the world.

TEAMS workshops are stand-alone training modules. You can take all of the workshops or just a few and they can be taken in any order that fits your availability and schedule.

Now Available...TEAMS workshops for hosting in your installation classroom!

For local military installation representatives and transition managers interested in hosting live in-person TEAMS workshops, contact your TAP site lead contractor for assistance. If you have any questions, please send an email to milspouse@dol.gov.

We recommend beginning the process of scheduling in-person TEAMS workshops a quarter in advance. We look forward to bringing our successful TEAMS workshops to military spouses and caregivers at your installation.

New TAP Financial Counselor Brings Award - winning Service to Fort Knox

FORT KNOX, Ky. – Her life's work has been focused on helping people achieve financial stability. Now, Laura Willcut is sharing her expertise with the Fort Knox community.

Kristine Patrick of the Transition Assistance Program said hiring Willcut as part of their team has already made an impact.

"She's wonderful," said Patrick. "Soldiers come out of her office going 'Thank you so much.'"

TAP is a program designed to aid Soldiers as they transition off active duty. What many may not realize though, is that they can always take advantage of these services.

"Retirees have TAP services for life," said Patrick.

Willcut's specific role in TAP is to serve as a financial counselor. Patrick said Willcut's personalized approach is a representation of how all aspects of the program have come to work for Soldiers and families.

"Now we really focus the program on the individual [instead of] a one size fits all, where we made everybody do the same thing," said Patrick. "It's changed to where we tailor it to what your goals and needs are."

While providing financial counseling to Soldiers may be new to Willcut, she has spent years developing her skills and knowledge in money management. She recently received an award from the Internal Revenue Service for her volunteer work processing tax returns for Kentucky residents who received unemployment during COVID.

Although Willcut said she felt very honored, it was the work itself she felt most proud of.

"Recognition is nice, but that's not what it's about," said Willcut. "It's about sitting across the table from that person who is feeling afraid and helping lighten the load for them."

Now that she has the opportunity to work directly with the military, Willcut said she feels honored in a whole new way.

"I have family that fought and died for this country," said Willcut. "By serving Soldiers and Families, I'm honoring a piece of them every day."

Willcut said helping people develop confidence in themselves and their financial planning abilities has become her passion. She explained her goal is to make everyone who walks into her office feel as comfortable as possible so together, they can work toward solutions that best benefit the Soldier.

"I sort of see myself as the mom," said Willcut. "I'm genuinely interested and want to bring people to a place where they trust themselves."

While Willcut encouraged anyone looking for financial planning advice to visit her office, she said she truly hopes younger Soldiers will take the most advantage of her services so they might gain skills they'll be able to use for years to come.

"I want everyone who comes in here to be able to leave knowing something they didn't know before, something they can carry with them their whole lives; something that could make a ripple that keeps on going.

"It's that connection with people -- to actually be able to make a difference for someone."

Willcut has survived cancer not once, but twice. She said with all she's overcome; her focus now is to make a difference in the world.

"I've led a roller coaster life at times," said Willcut, "but I'm still here and still standing, and I wouldn't be without so much support from even the most unexpected places at times. So much has been given to me, and I have to give that back."



By Jenn DeHaan

MOVING FORWARD



By Annette P. Gomes
Army Recovery Care Program

MSG JASON RODNEY

ARLINGTON, Va., – Growing up in Kingston, Jamaica, MSG Jason Rodney says there's one childhood vision that prominently stood out among the rest; seeing his father in uniform as a young boy.

"My father was a Soldier in the Jamaican Defense Force and I think that vision [of him in uniform] initially inspired my desire to become a Soldier."

The chemical specialist has served for over 20 years. His career was derailed when he tore the labrum in his shoulder and had ankle surgery to repair damage from previous injuries, resulting in him entering the Army Recovery Care Program in April of 2018. He was assigned to the Warrior Transition Battalion, Fort Bragg, North Carolina to heal, recover, and prepare for the next chapter of his life – retirement.

"The thought of retirement was bittersweet, more sweet than bitter though. I've met a lot of amazing people and created a few unbreakable friendships during my time in the Army, so I'll really miss that," Rodney said. "It was an honor," he added.

During his time at Fort Bragg, Rodney says the WTB genuinely cared for him, his family and his well-being. "My family endured a lot over the past 21 years including five deployments. I can't get that time back, but I can enjoy our time together moving forward. I get to do a lot of little things with them that I wasn't able to before.

Rodney created his own recipe for success by utilizing the Transition Assistance Program, or TAP. The program provides Soldiers with counseling, seminars, and employment and education workshops, in an effort to help them transition to civilian life. As a result, Rodney recently secured a job with a major airline.

"MSG Rodney definitely put in the time and effort to get the job he desired," said Lisa Ordukaya, Transition Counselor at the Fort Bragg WTB. "I believe his biggest asset is networking and that's key. We helped him with his resume and interviewing skills. He was very focused on moving forward and it shows."

Although networking played a major role in Rodney securing a job, he says it's the values he learned in the military and a lesson his own family lives by that made his journey special.

"I think being able to adapt to different situations and environments is important. I also believe dedication, time management, being detail oriented and committed are a few things that I believe helped prepare me for civilian life," said Rodney. "If you take those qualities, along with my family's motto: 'If you want to go fast go alone, if you want to go far go together,' you will be destined for greatness."



The Warrior Care and Transition Program is now the Army Recovery Care Program.
Although the name has changed, the mission remains the same: to provide quality complex case management to the Army's wounded, ill and injured Soldiers.



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SERVING YOU IS OUR HONOR

VA is here to help you navigate and plan for your future health care.

Register for the online Women's Health Transition Training to learn about your VA health care options. Visit TAPevents.org/courses to take the training at your own pace anywhere, anytime.

Find out more: va.gov/womenvet/whtt



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Transition Assistance Program

If you are preparing for transition, ask yourself the following three questions and prioritize what is most important to you:



- **Where do you and your family want to live?**
- **What career do you want to pursue?**
- **What is your desired income?**

One of these questions is more important than the other two, and the most important one will drive everything else....



TRANSITION
ASSISTANCE PROGRAM

GO EARLY. GO OFTEN.



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