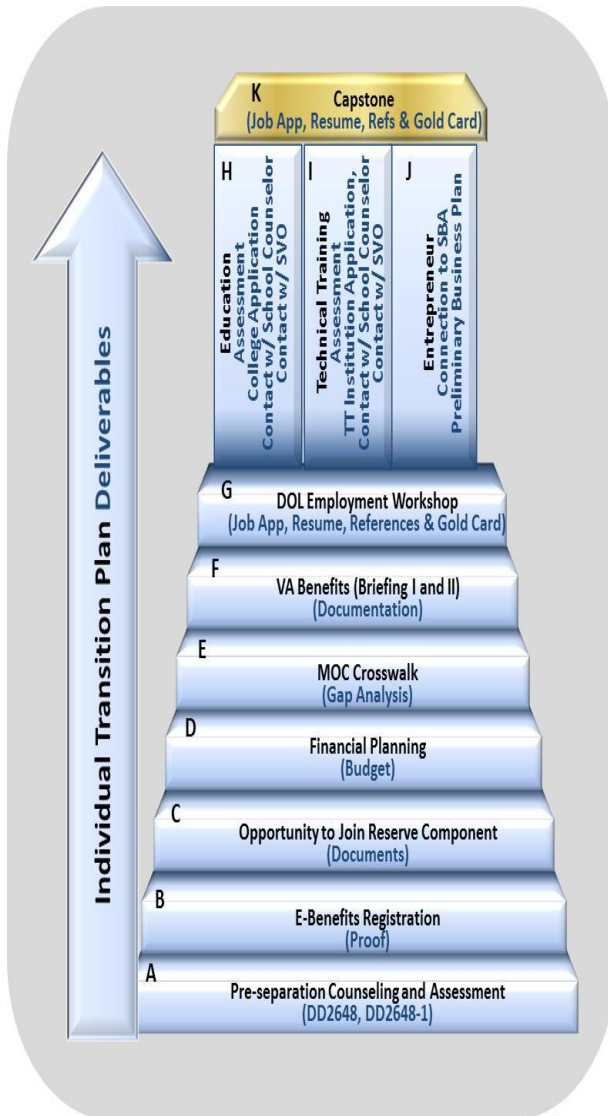


Participant Guide: GPS Military Occupation Codes

Military Occupation Codes Crosswalk

Translating Your Training and Experience

TAPS GPS Road Map



K – Capstone

Service members will attend Capstone which validates and verifies that the service member is prepared to be successful following their military service by producing documentation that they meet all Career Readiness Standards.

J - Entrepreneurship Track

Service members pursuing self-employment in the private or non-profit sector will learn about the challenges faced by entrepreneurs, the benefits and realities of entrepreneurship, and the steps toward business ownership.

I - Technical Training Track

Service members pursuing further technical training will receive guidance and help in selecting schools and technical fields.

H - Education Track

Service members pursuing college education will receive guidance to prepare for the college application process. The Education track addresses such topics as identifying one's educational goals, education funding, and researching and comparing institutions.

G - DOL Employment Workshop

Address the nine key factors that contribute to a successful employment transition.

F - VA Benefits I & II

Inform transitioning Service members of their Veterans benefits options.

E - MOC Crosswalk

Translates military skills, training, and experience into credentialing appropriate for civilian jobs

D - Financial Planning

Provide information and tools needed to identify financial responsibilities, obligations, and goals after separation from the military.

C - Join Reserves

Afford Service member to continue their military service in a Reserve Component.

B - E-Benefits Registration

Provide Service members, Veterans, and their family's access to benefits, information, other services, and support.

A - Pre-Separation Counseling and Assessment

Introduce Service Member to full range of programs and services.

Table of Contents

TABLE OF CONTENTS	3
PREFACE.....	4
MILITARY OCCUPATION CODES (MOC) CROSSWALK	5
MODULE PRE-REQUISITE (PLEASE HAVE WITH YOU):.....	5
MODULE PURPOSE:.....	5
OUTCOME:.....	5
COMPETENCIES:	5
MILITARY OCCUPATIONAL CODE CROSSWALK	6
CROSSWALK	7
TYPES OF JOB SEEKERS	8
TOOLS FOR TRANSITION (CON'T)	9
TOOLS FOR TRANSITION (CON'T)	10
TOOLS FOR TRANSITION (CON'T)	11
CREDENTIALING	12
CREDENTIALS	13
THE IMPORTANCE OF CREDENTIALING.....	14
INFLUENCES ON CAREER SELECTION	15
INFLUENCES ON CAREER SELECTION - CONTINUED	16
O*NET MY NEXT MOVE ---INTEREST PROFILER.....	17
O*NET AND MYNEXTMOVE INSTRUCTIONS	18
O*NET – MY NEXT MOVE FOR VETERANS	20
PERSONALIZED TAP GPS GAP ANALYSIS	21
SUMMARY	25
APPENDIX A—ADDITIONAL PROGRAM RESOURCES	25
VETSUCCESS.GOV	27
VETSUCCESS.GOV FEATURES	28
VA FOR VETS	29
HERO2HIRED	30
HERO2HIRED FEATURES	31
CREDENTIALING OPPORTUNITIES ON-LINE (COOL) WEBSITES	32

Preface

The purpose of this module is to begin the process of identifying skills, experience, credentials, and education that have been obtained while in the military and crosswalking them to civilian opportunities.

You will learn about the different types of job seekers and how to conduct a Military Occupation Code (MOC) crosswalk. You will participate in an activity to crosswalk your individual MOC to civilian career opportunities identifying the gaps needed to be explored in order to be more employable and marketable in the civilian sector.

Military Occupation Codes (MOC) Crosswalk

Module Pre-requisite (Please have with you):

- Verification of Military Experience and Training (VMET) documentation
- Transcripts (SMARTS/AARTS/CCAF)
- Servicemember's performance reports / training records
- Individual Transition Plan (ITP) documentation

Module Purpose:

- By the end of this training, you will develop a MOC gap analysis that will help you identify the skills you have, compared with the skills you need, to obtain the civilian career you desire.

Outcome:

- To complete an initial Gap Analysis Activity

Competencies:

1. Identify civilian jobs that are relevant to personal career goals
2. Identify skills sets required for civilian jobs
3. Research of personally selected geographic locations and demand occupations according to employment outlook/labor market information

Learning Objectives:

- Review and interpret the Verification of Military Experience and Training (VMET) transcripts to civilianize military terminology
- Identify needed credentials/education and balance with Sailor and Marine American Council on Education Registry Transcript, Army ACE Registry Transcript, and Community College of the Air Force (SMART/AART/CCAF) recommended credit
- Identify gaps between current knowledge, skills, and education/training as they relate to civilian occupational requirements
- Identify primary and alternative occupational goals based on labor market information (LMI) and individual qualifications
- Identify and research career employment opportunities of interest
- Update Individual Transition Plan (ITP) information

Military Occupational Code Crosswalk

MOC Crosswalk Introduction

The purpose of drafting a crosswalk of your MOC is to identify and relate civilian career opportunities and requirements to your current military education, training, and experience. The MOC crosswalk helps you identify your skills, experience, and abilities.

Some Servicemembers know that they want to pursue education, a certain career, going into business for themselves, working part-time, or entering a technical field; while others are undecided and could use more exploration and assistance in their career search.

Veterans currently have a much higher unemployment rate than their civilian counterparts. The goal behind the MOC crosswalk is to increase your employability and to provide you with the greatest opportunity for success.

Military experience, values, and ethics (technical skills, dependability, trainability, commitment, dedication, and teamwork) are valued and highly desired by the civilian sector. You have many skills and experiences to offer employers.

The challenge you will face as a Veteran will be to communicate these acquired skills and experiences into marketable civilian traits. This module is intended to make your transition easier, faster, and more productive and will help you determine goals to set, a path to take, and the steps to complete your transition.

Crosswalk

MOC Crosswalk Process

Translating your education, training, experience, and skills into civilian career goals and jobs is a multi-step process that can have a variety of outcomes.

This process is as follows:

1. Examine your military experience and training records
2. Identify civilian occupations that correlate to your experience, abilities, and goals
3. Identify civilian careers that align with your experience and desires
4. Identify the education, experience and credentials required
5. Explore the labor market in the geographic area where you are interested in living
6. Re-evaluate goals based on steps 2-5
7. Document the gap between what you want to do with civilian occupations and skills in demand in the area to which you are relocating

Types of Job Seekers

Initially, it's important to understand the different types of job seekers and where you fit. The types of career exploration techniques you use can and should be tailored for your specific circumstances. Of the categories listed, which one best describes you and your situation?

Transitioning Specialist – A Servicemember who has held a technical military occupation and wants to continue in that occupational area in the civilian workforce. *Example:* an Air Traffic controller in the military who wants to continue as one in the civilian workforce.

Transitioning Generalist – A Servicemember who wants to exploit the general and leadership skills acquired through military service in the civilian workforce. *Example:* a senior NCO with instructional/training background who wants a position as a corporate trainer.

Career Switcher – A Servicemember who wants to pursue a specific civilian occupation that is unrelated to military occupation or experiences. *Example:* an electronics technician who wants to become a history teacher.

Undecided – A Servicemember who has not decided on a specific career path within the civilian workforce. *Example:* a Service member who wants to settle in a specific geographic location without a clear career path.

Multi-Tracker – A Servicemember who wants to pursue a combination of civilian opportunities which may include employment, education, technical training, entrepreneurship, or volunteerism. *Example:* a medical corpsman who is attending college to become a registered nurse while concurrently employed part-time as an emergency medical technician.

Tools for Transition (CON'T)

VERIFICATION OF MILITARY EXPERIENCE AND TRAINING (VMET)

The VMET document is an "all-services" integrated form which displays demographic, training, and experience information that is retrieved from various automated sources.

The purpose of the VMET report is to provide descriptive summaries of military work experience, training history, and language proficiencies. Additionally, the VMET includes recommended college credits associated with an individual's military experience and training, as assigned by the American Council on Education (ACE); and related civilian equivalent job titles, when such information is available.

VMET is designed to provide successfully completed formal military training history and work experience dating back to FY1985 (or earlier, when available).

Data includes:

- Military occupations, titles, and pertinent dates
- Occupation description
- Additional skill codes with title and description
- Training course title, date of completion, length and description
- Any associated ACE recommended credits
- Any off duty education and foreign language proficiencies, as provided by your Branch of Service

NOTE: Documents are requested and delivered thru the VMET web site:

https://www.dmdc.osd.mil/vmet/owa/vmet_web_display.login

Tools for Transition (CON'T)

For crosswalk purposes, you should focus within the following areas:

- All titled “occupation” codes
- “Occupation description from service file” information
- “Related civilian occupation” for related civilian occupation titles
- “Course description from American Council on Education” for consideration in any additional educational and certification requirements identified for career exploration
- “Additional qualification(s)” for review of additional skills sets you may have acquired

The first step in identifying related civilian occupations is to verify the knowledge, skills and abilities (KSAs) that can be used for resume building and verification of experience to an employer.

Purpose of VMET

- ✓ Helps member prepare resume
- ✓ Translates military terminology and training into civilian terms
- ✓ Establishes capabilities with prospective employers
- ✓ Assists in applying to college or vocational institute
- ✓ Lists military job experience and training history
- ✓ Recommends college credit information
- ✓ Certification and licensure
- ✓ Civilian equivalent job titles

Tools for Transition (CON'T)

SERVICE TRANSCRIPTS

Service transcripts are education/training transcripts (SMART/AART/CCAF) obtained online or through the base education office. They may be ordered and evaluated by the Servicemember and may apply to every Servicemember (enlisted, officer, and warrant officer). Transcripts downloaded by the Servicemember are considered unofficial.

- **Sailor and Marine American Council on Education Registry Transcript (SMART)**
 - Identifies upper and lower level credit recommendations
 - Identifies course hours and descriptions
 - Identifies military experience related to college credit
- **Army American Council on Education Registry Transcript (AART)**
 - Identifies upper and lower level credit recommendations
 - Identifies course hours and descriptions
 - Identifies military experience related to college credit
- **Community College of the Air Force (CCAF)**
 - Identifies course hours and descriptions
 - Identifies military experience related to college credit

These resources may overlap with Verification of Military Experience and Training (VMET).

The transcripts provide all education courses and training – even when not in the “line of duty”. The transcripts identify competencies and strengths and how they might apply to various civil career paths.

The transcripts assist with:

- Identifying skills to help guide you to a career field
- Reinforcing career path/continuing education
- Composing your resume
- Determining your education path – you could pursue further education, or use what you have to pursue more education or a “degree” program

Additionally, transcripts recommend college credit for prior experience and learning. You can use these recommendations to advocate for college credit at a learning institution.

When colleges accept your recommended credit hours, time spent in your education process will be expedited saving you tuition dollars and time in school.

For example, 1 semester hour of college credit is recommended for 15 classroom hours through CCAF.

Credentialing

Introduction to Credentialing

Some occupations have certain professional and technical standards required to perform that job. The process of meeting these standards and earning official recognition of credentials— licenses, certifications, or apprenticeships – is called credentialing. Private and government organizations – generally called credentialing boards – set credentialing standards. Some credentials have educational requirements as part of eligibility.

Credentials supply documented proof of your ability to perform in a certifiable career field. They help develop a more diversely skilled workforce, broaden professional development, and validate professional knowledge and skills gained through experience, technical education and training.

Sometimes when doing a crosswalk, multiple credentials are shown. There can be 20-30 related credentials to specific occupations. You will need to do research for the specific occupation and look at job listings to determine specific requirements.

Many military specialties require certification or licensure to perform the same job in the civilian world.

Check with specific state or professional organizations for certification and licensure requirements. Federal, state, or local laws may **require specific credentials** to perform the duties in some occupations.

If you have credentials in occupations you do not wish to pursue, they can still be very important in a related career, so don't discount their usefulness until you conduct thorough research.

Credentials

Three Main Types of Credentials

1. **Licensure** – Governmental agencies—federal, state, or local—grant licenses to individuals to practice a specific occupation, such as a medical license for doctors. State or federal laws or regulations define the standards that individuals must meet to become licensed. Licenses are typically mandatory.
2. **Certification** – Non-governmental agencies, associations, and even private sector companies may grant certifications to individuals who meet predetermined qualifications. These qualifications are generally set by professional associations (for example, National Commission for Certification of Crane Operators) or by industry and product-related organizations (for example, Novell Certified Engineer). Certification is typically an optional credential; although some state licensure boards and some employers may require certification. For many occupations, more than one organization may offer certifications.
3. **Apprenticeship** – A registered apprenticeship program is an industry-based approach to training that combines paid on-the-job learning with job related education. It is a written plan to move an employed apprentice from low or no skill level to the full performance level for occupationally identified skill sets. A registered apprenticeship program must meet program parameters established under the National Apprenticeship Act. The Act and its promulgating regulations are administered by the U.S. Department of Labor’s Office of Apprenticeship or a Secretary of Labor approved State Apprenticeship Agency. (See Appendix A for more information)

The Importance of Credentialing

Why Is Credentialing Important

- May be required by law or by an employer for entry into employment
- May lead to higher pay or improved prospects for promotion
- Demonstrates to civilian employers that training and skills attained in the military are on par with those gained through traditional civilian pathways

Deciding Whether to Pursue a Credential

Licenses are typically mandatory, so if the civilian career you intend to pursue has an associated license, you will need to get that license in order to perform that job. Certifications, on the other hand, are typically voluntary – meaning you can get a job without them.

To determine whether to pursue a certification, consider:

- **Is a certain certification required by an employer?** Look at a sample of specific job advertisements and see whether employers are requiring certain certifications. If multiple employers require or recommend a specific certification, it would be wise to attain it.
- **Will the certification give me a competitive advantage?** Even if the certification is not required, having one might make your application or resume stand out. If you are pursuing a civilian career area that is unrelated to your military occupation or education, training, and experience, and a certification is available in that career field, it is probably worthwhile to attain it. If you plan to pursue a civilian career area and there is a certification that is a direct match with the career, attaining it will also make you more competitive.

Beware of diploma mills! Check to make certain your credentials, license, and apprenticeship program meet quality certifications and are accepted in the location/region of your relocation.

If you determine that a credential is important for your career goals, you might want to consider attending the Technical Track of the TAP.

Influences on Career Selection

Major Influences on Career Selection

If you have an idea of what career field you would like to enter, you will need to research and explore which geographic locations are hiring for your chosen career path. When contemplating relocation, strong consideration must be given to housing availability, associated moving costs, cost of living, and family adjustment.

If you are in the Reserve Component, and continuation of service is desired, strong research is recommended when considering relocation. Identify the interstate transfer and unit logistics involved.

On the other hand, if a location is your top priority, explore careers in your desired area. Consideration must be given to whether the community you want to live in will support your career choice. You may require additional training and education to be competitive and to find work in a certain area.

Questions you should consider asking yourself are, should I:

- Let my career choice dictate where to live?
- Choose a career based on where I would like to live?
- Choose a career/location based on where the jobs are most plentiful and/or lucrative?

Influences on Career Selection - continued

Geographic Location	Labor Market Information (LMI)
Determine your potential priorities: <ul style="list-style-type: none"><input type="checkbox"/> Pursuing a location without your desired profession<input type="checkbox"/> Pursuing your profession regardless of location<input type="checkbox"/> Identifying an alternative profession because of your selected location	LMI can help you: <ul style="list-style-type: none"><input type="checkbox"/> Understand today's complex workforce<input type="checkbox"/> Explore civilian occupations based on employment levels and trends<input type="checkbox"/> Make informed career decisions
Research/explore which geographic locations: <ul style="list-style-type: none"><input type="checkbox"/> Cost of living and finding housing<input type="checkbox"/> Moving costs<input type="checkbox"/> Family relocation<input type="checkbox"/> Reserve Component – continuation of service	Research/explore: <ul style="list-style-type: none"><input type="checkbox"/> National, state, and local employment statistics, job forecasts, wages, and demographics<input type="checkbox"/> A military skills translator to identify a civilian occupation<input type="checkbox"/> LMI data and compare geographic areas

Notes:

Labor market information (LMI) research is critical when determining the next step in your personal career path, whether it is employment, education, starting a business, or technical training.

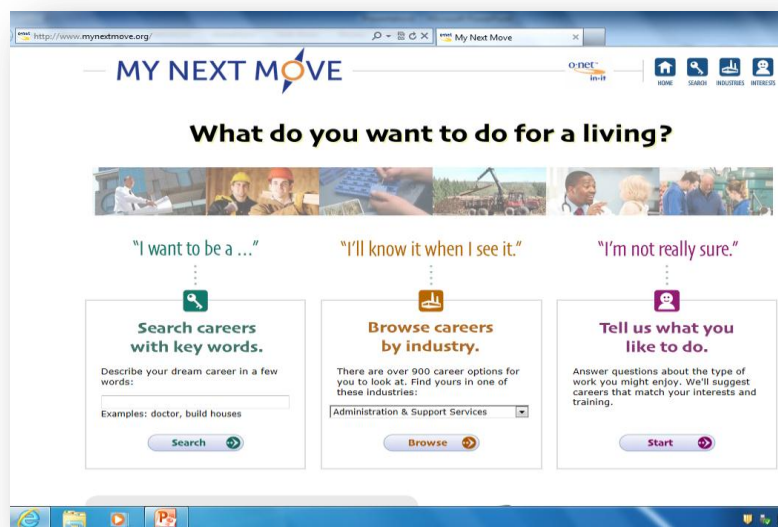
O*NET My Next Move ---Interest Profiler

My Next Move has a section that is excellent for spouses and family members. It contains three main search blocks where you can:

- Search by key words
- Search by career title/industry
- Browse by industry
- Start with an assessment under the “I’m not really sure” search box

TIP: If you are a career switcher, you can use the O*NET Interest Profiler to take a career interest assessment.

NOTE: O*NET does not describe specific Federal government occupations. You can find more information on www.vaforvets.va.gov or www.Vetsuccess.gov.



O*NET and MyNextMove Instructions

O*NET (www.mynextmove.org)

Click on the Start button in the 'Tell us what you like to do' box.
Click the Next button to advance through the Interest Profiler system.

Once you've answered all the questions you will receive your results. You will come to the 'Select a Job Zone' results page. Here you can click on jobs which will require anywhere from little preparation to extensive preparation to pursue that job. You can review the different types of jobs on the list provided which is based on the test you took.

Note, some jobs will not match your desire to do that job at all but there will be some jobs to choose from which should fit you very well. You can go to any other job zone to see different jobs which need different levels of preparation. For example, if you go to Job Zone One you may see jobs which don't match your desire whatsoever. But if you go to Job Zone Four, for instance, there may be jobs listed there which you are very interested in pursuing.

Next, by clicking on your desired job(s) you will be able to review what it takes to do the job, how much it pays, the education required, job matches, available jobs in your area, and so on. To do this, click on ANY tab at the bottom of the main page of the job you are looking into under Education or Job Outlook. Once there you will see an arrow at the top over the information you can move through to receive a variety of information about that particular job.

MyNextMove (www.mynextmove.org/vets)

You will see three areas to choose from:

- Search careers with keywords
- Browse careers by industry
- Find careers like your military job

Search careers with keywords

This is for the type of job you know you want to pursue. You will type in your desired career, for example Event Planner and click search. Once you hit search you will receive a list of jobs which match up to your keyword. Click on any job which you are interested in. Here you will be able to review what it takes to do the job, how much it pays, the education required, job matches, available jobs in your area, and so on. To do this, click on ANY tab at the bottom of the main page of the job you are looking into under Education or Job Outlook. Once there you will see an arrow at the top over the information you can move through to receive a variety of information about that particular job.

Browse career by industry

On the drop down area you will see a wide range of industries. Select the one which interests you most and click browse. You will see a long list of jobs in that particular area you selected. Click on any job which you are interested in. Once there you will be able to review what it takes to do the job, how much it pays, the education required, job matches, available jobs in your area, and so on. To do this, click on ANY tab at the bottom of the main page of the job you are looking into under Education or Job Outlook. Once there you will see an arrow at the top over the information you can move through to receive a variety of information about that particular job.

Find careers like your military job

Select your branch and type in either your MOC/MOS code or job title. On the next page you will see a list of jobs that match the job you did in the military. Click on any job which you are interested in. Once there you will be able to review what it takes to do the job, how much it pays, the education required, job matches, available jobs in your area, and so on. To do this, click on ANY tab at the bottom of the main page of the job you are looking into under Education or Job Outlook. Once there you will see an arrow at the top over the information you can move through to receive a variety of information about that particular job.

O*NET – My Next Move for Veterans

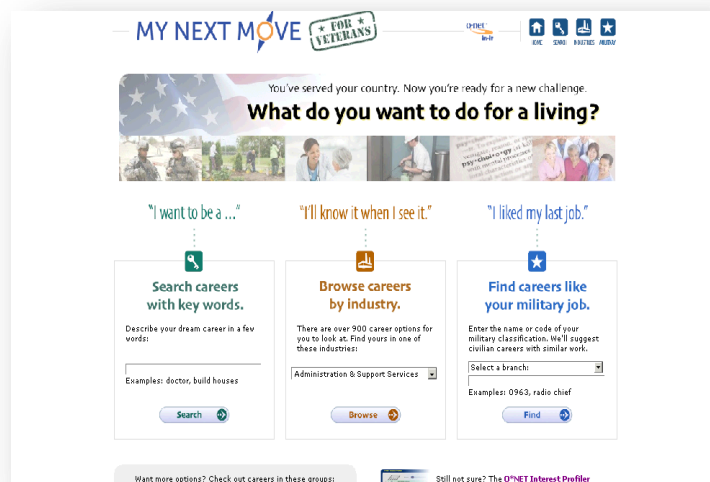
O*NET – MY NEXT MOVE FOR VETERANS

O*NET OnLine (www.onetonline.org) is the nation's primary source of occupational information. This web-based civilian career exploration tool, developed for the U.S. Department of Labor, provides access to civilian occupational information, including required knowledge, skills, and abilities, typical tasks and work activities, and tools and technology used in the civilian sector.

O*NET OnLine – or its companion site My Next Move for Veterans – lets you search for related civilian occupations by entering a military code or title and contains hundreds of standardized and occupation specific descriptors. It may help you identify key words to include in your resume.

O*NET OnLine offers you the opportunity to:

- Access career assessment instruments and an ability, interest, and work importance profiler
- Search for civilian occupations in a variety of ways—by MOC, keyword, industry, skills, etc.
- Explore and compare civilian occupations by viewing summaries of occupational requirements and characteristics
- Link through to state and local labor market information (LMI) for specific occupations—employment, outlook, and wages
- Use key word terms for resume creation
- Discover which occupations have a “bright outlook” (at the national level), have associated registered apprenticeships, or are related to work in green economy sectors



Personalized TAP GPS Gap Analysis

ACTIVITY: MOC Crosswalk to Civilian Occupations

1. Find TAP GPS Gap Analysis form starting on the next page
2. Draft crosswalk using the tools reviewed in this module
3. Discuss elements of this crosswalk with your teammate

Develop your crosswalk using the tools reviewed in this module. Complete the TAP GPS Gap Analysis form as you work through this exercise so all of your data is documented.

At this point you should be identifying or confirming your ***track selection***. For example, if you have discovered that you lack necessary educational requirements, you may have determined the need to enter the Education Track as part of your transition process.

TAPS GPS Analysis

What are at least 3 civilian related occupations? Preferred _____ Alternate _____ Alternate _____	Choose one civilian occupation. _____
--	--

The “what it takes” section of the overview tab describes the education/training requirements. Using this section and your VMET and service transcript, complete the blocks below.

What education/training do I already have? _____ _____ _____ _____ _____ _____	What education/training is required for this occupation? _____ _____ _____ _____ _____ _____	What education/training do I need to pursue? _____ _____ _____ _____ _____ _____
--	--	--

Some career fields also have a work experience requirement. When you explore the career you are interested in, identify your experience and what is needed for the occupation. List your findings below.

What experience / skills do I already have? _____ _____ _____ _____ _____ _____	What experience / skills are required for this occupation? _____ _____ _____ _____ _____ _____	What experience / skills do I need to pursue? _____ _____ _____ _____ _____ _____
---	--	---

At the bottom of this page select the link for O*NET

- On the right side, in the Attention Veterans area, select Mynextmove for Veterans. If you are a military spouse, simply select Mynextmove
- Enter either your career field or search by your MOC in the appropriate search area
- Select an occupation
- In the job outlook box you can identify occupation outlook and research local salary information by clicking on the links and selecting your preferred location
- To learn about specific state information and to do cross-state comparisons, select the “learn more about this occupation” link
- Under state and national trends you can select “employment trends by occupations across states”
- List your findings below

<p>What is the outlook for this occupation in your preferred state?</p> <p>_____</p> <p>_____</p>	<p>What is the salary range for this occupation?</p> <p>_____</p> <p>Does this salary range fit my requirements?</p> <p>_____</p>
---	---

Sometimes you will find that an occupation does not have a positive outlook in a particular geographic area. You may need to look at other areas, consider relocating, or re-evaluating your occupation choice from the list. List your preferences below.

<p>What geographic locations (city/state) has a better outlook?</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p>	<p>Which location(s) (city/state) would you be willing to relocate to?</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p>
---	--

From your VMET, service transcripts, and personal knowledge list the credentials that you currently possess.

- Select the “back to...” link at the top of the page
- In the education area, select “find training” to identify the credentials required or preferred in your selected location
- If licenses, certifications, or apprenticeships are required, you will see a tab in the flow chart near the top of the page
- Click on the tab for more information
- Complete the blocks below to identify the credentials you need to pursue to be a marketable candidate for this occupation and list those below

<p>What credentials (license, certification, apprenticeship) do you already have?</p> <p>_____</p> <p>_____</p> <p>_____</p>	<p>What credentials (license, certification, apprenticeship) are required for this occupation?</p> <p>_____</p> <p>_____</p> <p>_____</p>	<p>What credentials (license, certification, apprenticeship) do you need to pursue?</p> <p>_____</p> <p>_____</p> <p>_____</p>
--	---	--

<p>List any other requirements you see for this occupation.</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p>	<p>Is this a good job to pursue? _____</p> <p>If not, continue to your alternative job listed at the top of the form.</p>
--	---

<p>My Next Steps:</p>
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Summary

The information reviewed in this module was an overview. There are many other things to consider when looking for your next career. The Department of Labor Employment Workshop (DOLEW) will help you further explore aspects to consider, and you are encouraged to conduct research on your own to ensure you are making the most informed decision possible.

Be sure to update your ITP with information gathered and note any alterations you may have made to your track selection. Identify and pursue the next steps to take in your transition process.

APPENDIX A—Additional Program Resources

United Services Military Apprenticeship Program (USMAP)

USMAP is a program (www.usmap.cnet.navy.mil) for Service members who are serving in the United States Marine Corps, Coast Guard, or Navy that allows active duty service personnel to complete different civilian apprenticeship elements while doing their jobs on active duty. It is designed to allow Service members on active duty to complete different elements required under civilian apprenticeship programs. This program is a valuable effort to allow Service members to improve their job skills all the while gaining ground on requirements for civilian apprenticeship programs.

The benefit of using USMAP is that you can access this program online and you leave the military with a certificate of completion, recognized in all 50 states and territories, which makes you more marketable in the civilian community.

Guard Apprenticeship Program Initiative (GAPI)

The GAPI (www.guardapprenticeship.info) is a great way for Army National Guard and Reserve Component Soldiers to use their military skills on the way to a civilian career. When you complete your apprenticeship, you'll be fully certified to work in your chosen occupation or trade.

Working as an apprentice gives you on-the-job training and a paycheck while you earn nationally recognized certification in a specialized field. There are over 100 military occupational specialties approved by the Department of Labor as apprenticeship trades.

Guard apprenticeship doesn't just provide a job and income, but a career. For Soldiers who are unemployed or underemployed, GAPI apprenticeships can offer a way to gain new training and to earning higher wages.

You can find additional information about apprenticeships at the U.S. Department of Labor and apprenticeship offices in every state and territory.

VETSUCCESS: www.vetsuccess.gov

The VetSuccess.gov website provides comprehensive transition resources for Veterans, Servicemembers, and their families to access a variety of interactive tools and information available on topics such as: college, career, retirement, and family life.

VetSuccess.gov also serves as a virtual employment resource center for Servicemembers seeking employment and employers who want to hire Veterans. This virtual employment resource center allows:

- Employers to post current vacancies and find qualified Veteran applicants
- Servicemembers to browse job listings, post resumes, and apply for positions online

The VetSuccess site provides the following benefits:

- Services and assistance to Servicemembers/Veterans with service-connected disabilities
- A variety of interactive tools and information on transition, college, career, retirement, and family life
- Job listings and direct application procedures, and resume assistance and posting capabilities
- A specialized job bank tailored specifically for employers to list job openings for Veterans with disabilities who are participating in the VA Vocational Rehabilitation and Employment (VR&E) program
- JobCentral, a database of more than 8,000,000 job openings listed by Fortune 500 companies and state workforce organizations

VetSuccess.gov Features

Additional resources offered through VetSuccess.gov are:

- College campus information
- Vet Center and Medical Center location and contact information
- Community resource links
- Military Skills Translators
- Support Groups and Mentoring programs
- Veteran Success Stories
- Resume and job interview skills training
- Updated Veteran news articles
- Links to Post 9/11 GI Bill and VA social media
- Integration with E-Benefits and VAforVets
- New National Resource Directory Job Search Widget

TIP: Enrollment in eBenefits allows you and your spouse to register on the VetSuccess.gov website.

NOTE: You can apply for the Vocational Rehabilitation and Employment (VR&E) program and other VA benefits online.



VA For Vets

VA FOR VETS: www.VAforVets.va.gov

VA for Vets is a recruiting and placement tool for Servicemembers and Veterans interested in employment opportunities within the Department of Veterans Affairs (VA). The site offers career-search tools, general career development services, and coaching and reintegration support.

VA honors the sacred pledge that Military Servicemembers and Veterans have made to protect our nation. As part of VA's mission to provide world-class services for the men and women who sacrifice so much for us, the VA created a dedicated career support program just for them: VA for Vets.

VA for Vets offers:

- Military skills translation and career matching services for Veterans seeking employment
- Professional development and deployment lifecycle support for current Veteran and Military Servicemember employees
- Online training and personalized services for the supervisors, HR professionals, hiring managers and coworkers who work with our Veteran employees



Hero2Hired

HERO2HIRED (H2H): www.h2h.jobs

H2H is a comprehensive employment program with a powerful job search engine and online community which is 100% free for Veterans, Servicemembers, spouses, and employers.

The primary purpose of H2H is to reduce unemployment and underemployment among Veterans and Servicemembers in the National Guard and Reserve forces, but it has applicability to active duty as well.

H2H provides military-friendly companies access to this talent pool by allowing them to post job openings, search for and outreach to candidates, and participate in virtual and local hiring events.

H2H contains many useful job hunting tools for you and your spouse: alternate career exploration, job listings, education and training resources, advice and tips, hiring events, virtual career fairs, mobile phone applications, and networking opportunities.

The key features of the H2H website include:

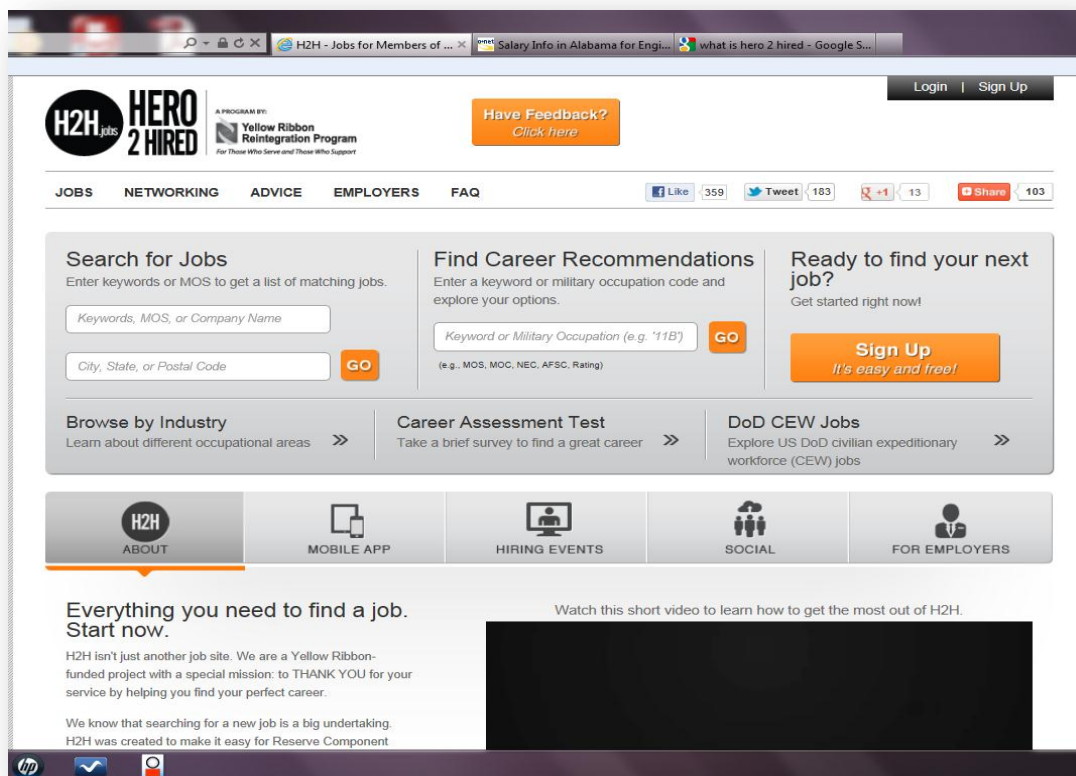
- Military to civilian skills translator
- Modified career assessment for exploration
- Customized job search
- Build and upload resumes
- High-tech/high-touch approach to include mobile apps, live and virtual hiring events, and social networking
- Search for jobs, find career recommendations, browse jobs by industry, take a career assessment test, and explore Department of Defense Civilian Expeditionary Workforce jobs

NOTE: When accessing this site, you must use the “find career recommendations” option or you will be blocked by the sign-in requirement.

Hero2Hired Features

Information on the site includes:

- Career information
- Resume preparation and interview tips
- Employee search by skill
- Geographic locations
- Salary and wages
- Industry and occupational information
- Education and training resources
- Certificate, apprenticeship and training programs
- Virtual career fairs
- Additional exploration tools
- Lots of helpful video clips



Credentialing Opportunities On-Line (COOL) Websites

CREDENTIALING OPPORTUNITIES ON-LINE (COOL)

The Credentialing Opportunities On-line websites – designed for Army and Navy Servicemembers and Veterans and Guard/Reserve personnel – explains how you can meet civilian certification and licensure requirements related to your ratings, jobs, designators, and occupations.

Websites:

- <https://www.cool.navy.mil>
- <https://www.cool.army.mil>

You can use COOL to:

- Get background information about civilian licensure and certification
- Identify licenses, certifications, and apprenticeships relevant to MOCs
- Learn how to fill gaps between military training and experience and civilian credentialing requirements
- Learn about resources and financing available to help gain civilian job credentials
- Links to O*NET for information on civilian jobs

COOL can be used anytime during your military career (post-initial training and post-military service). Credentialing requirements information currently includes enlisted and most officer MOCs.

You need to have no less than 1 year time in service remaining to receive payment for credentials through the Navy COOL program.