Creating Hope: Assisting Veterans with Job Search Strategies

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THE FLORIDA STATE UNIVERSITY

The Career Center
linking futures

Introduction

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Introduction

- What is your experience working with veterans on their job search strategies?
- What do you sense are some of the common issues you see when assisting veterans in their job search?
- What do you hope to learn from our discussion today?

Unique Challenges

- Veterans name “finding a job” as the greatest challenge in transitioning, with transferring military skills to a civilian environment a major hurdle (Prudential Financial, 2012)

Other Veteran Concerns

- Limited support and training from TAP programs
- Cultural barriers
  - Employers misunderstanding of military culture
- Health challenges as a result of military service
- Impact on family

Core philosophical underpinnings

- Use of a career theory to help individuals understand and manage career decision making
- Help clients understand the content of career choice (What's involved) and the process of career choice (The steps involved)
  - The "knowing" and the "doing"
- Foster a learning environment for future career decision making to occur

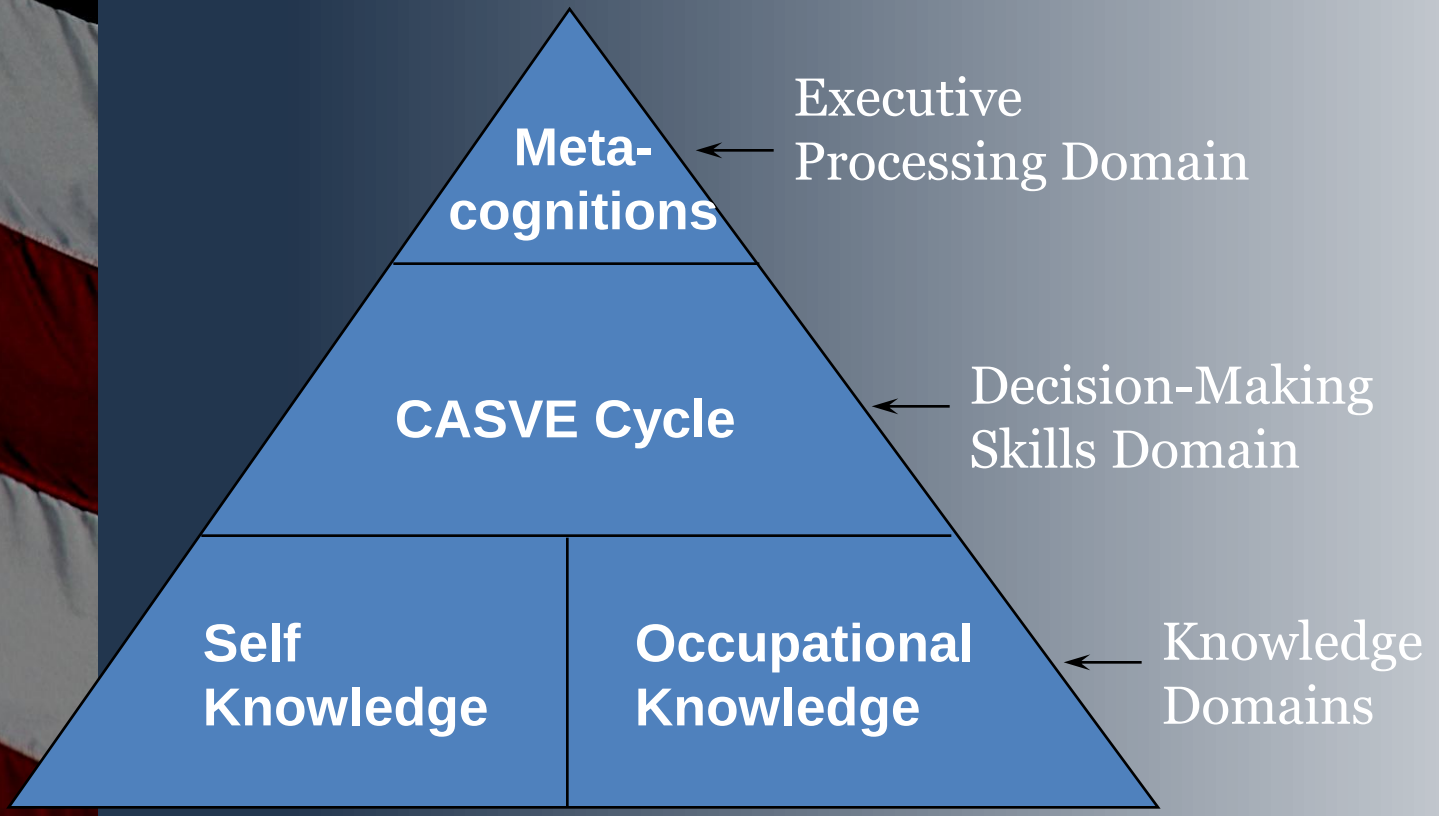
Background of the CIP Approach

- Approach first began to be used in 1971
- Two core constructs:
  - 1) The Pyramid of Information Processing
  - 2) CASVE cycle

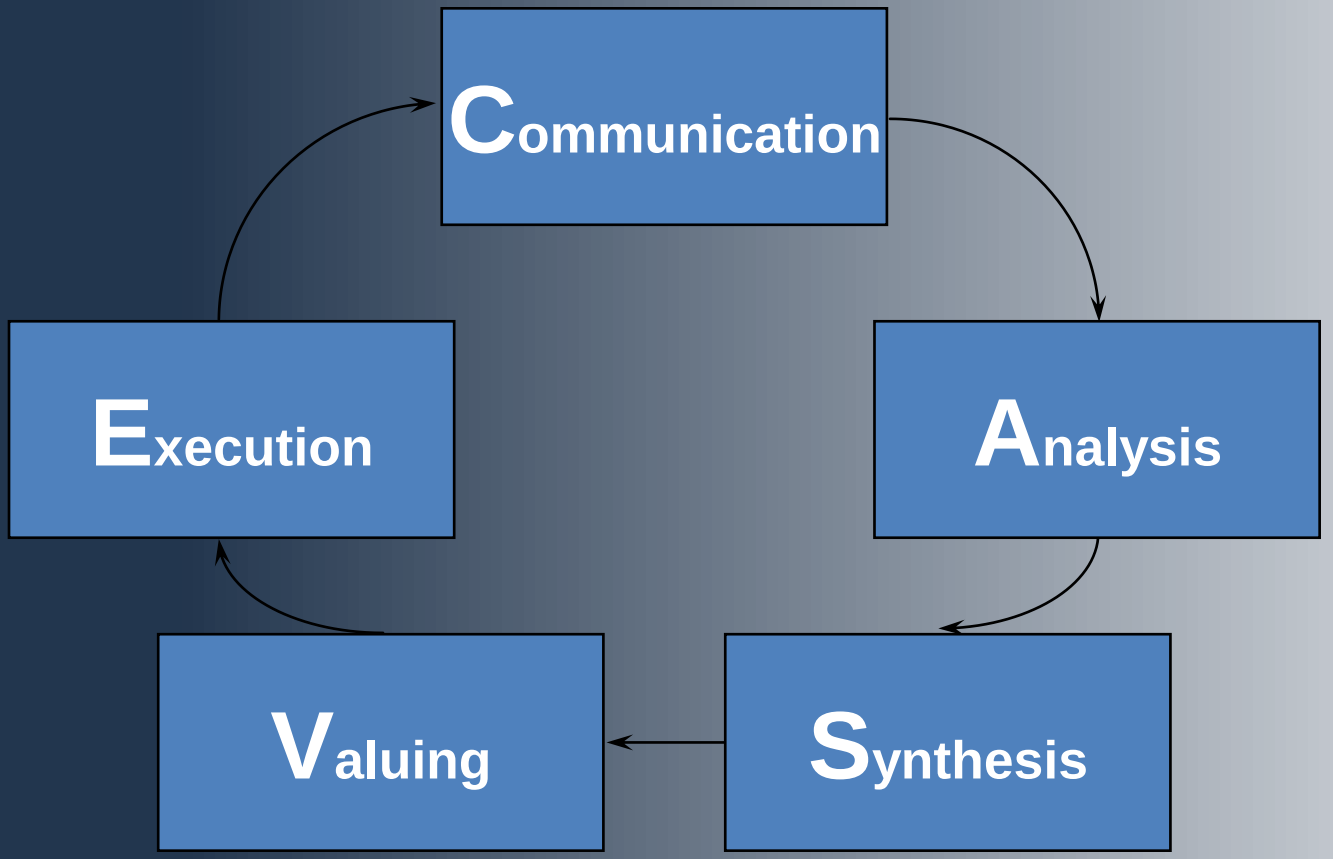
Aims of the CIP Approach

- Help individuals with *current* choices
- Foster learning for *future* choices
- “Give people a fish and they eat for a day, but teach them how to fish and they eat for a lifetime.”

Pyramid of Information Processing Domains



CASVE Cycle



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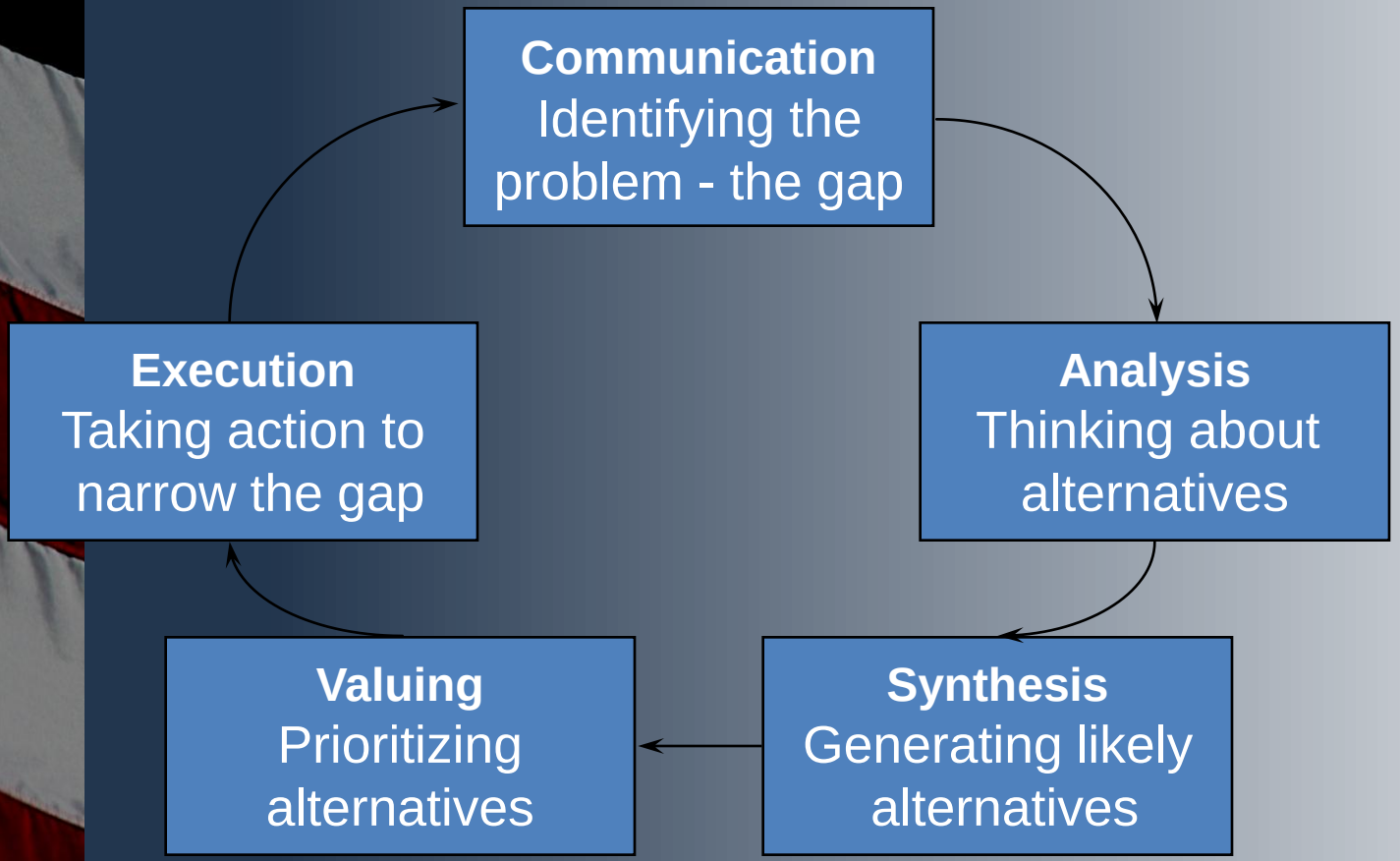
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Identifying the problem - the gap
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Translating Theory to Practice

- Pyramid
  - What's involved in decision-making
  - The content of making a choice
  - What you need to know
- The CASVE Cycle
  - A guide to good decision making
  - The process of making a choice
  - What you need to do

How would you incorporate the key concepts of the Cognitive Information Processing (CIP) approach into your work with veteran clients?

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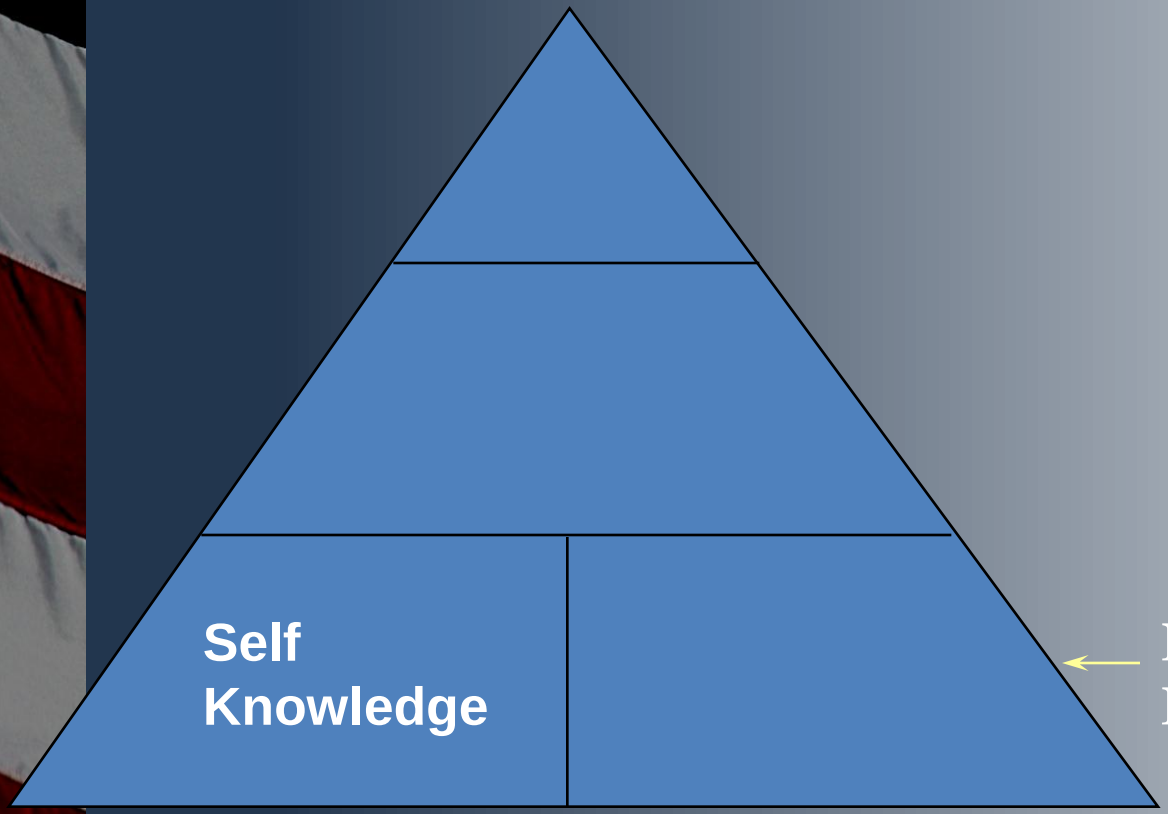

Self-Knowledge

- Values, interests, skills, and employment preferences
- How might career development professionals gather “self-knowledge” information from a veteran?

Other resources

- The Veterans and Military Occupations Finder
  - Self Directed Search (SDS)
- Skills inventory worksheets
- DD Form 2586, Verification of Military Experience and Training (VMET) document
- Card sorts

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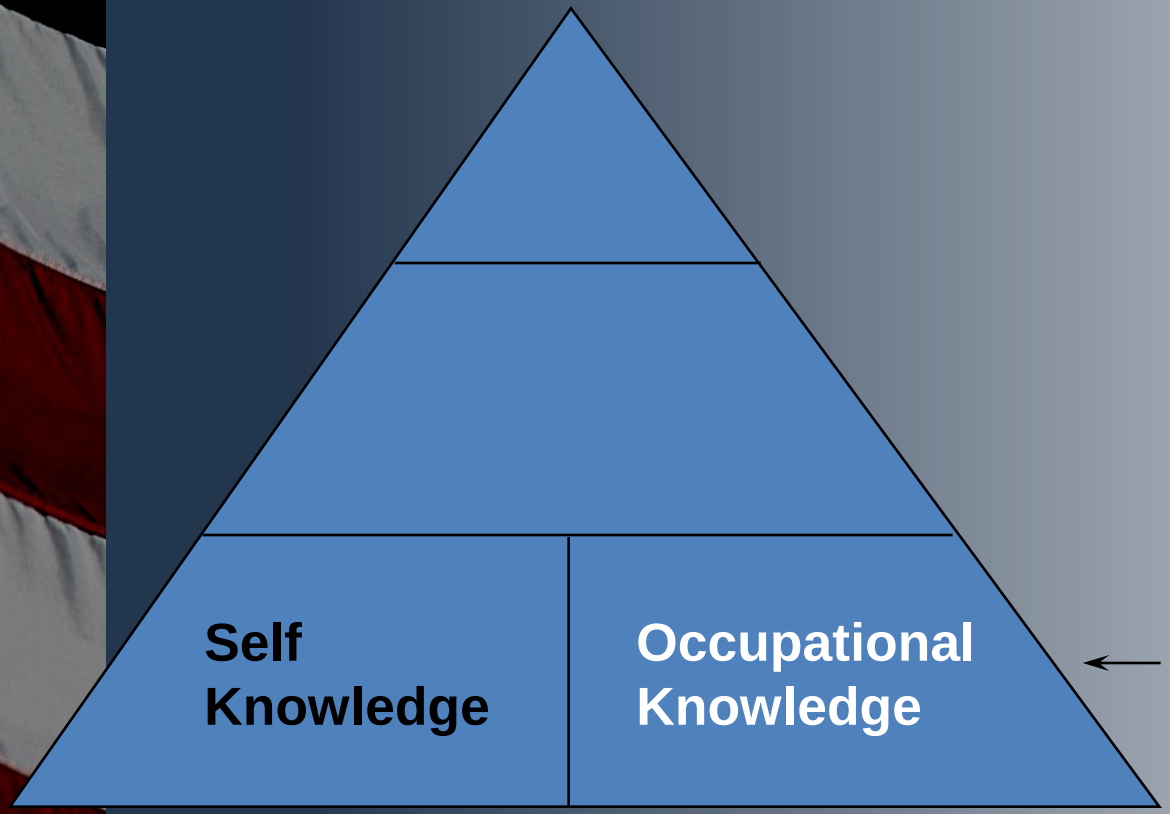

Occupational Knowledge

- Also known as “options knowledge”
- Knowledge of specific options
  - Direct experience or observing others
  - Expands over time
- Schema for organizing the world-of-work
  - Example: The Holland Hexagon

- How might career development professionals gather “occupational-knowledge” information from a veteran?
- May also include researching veteran-friendly employers

Other resources

- Connecting the veteran with students/alumni of similar backgrounds
  - Student Veterans Association
  - Alumni mentor database
- Encourage attendance and participation at networking events
  - Student Veterans Information Exchange events
  - Federal career fair events

Other resources

- Utilizing specialized job search websites will allow insight into “veteran friendly” employers
  - Taonline.com
  - Vetjobs.com
  - Networking groups on LinkedIn and other social media websites
    - EX) Linked-Vets
  - Government positions

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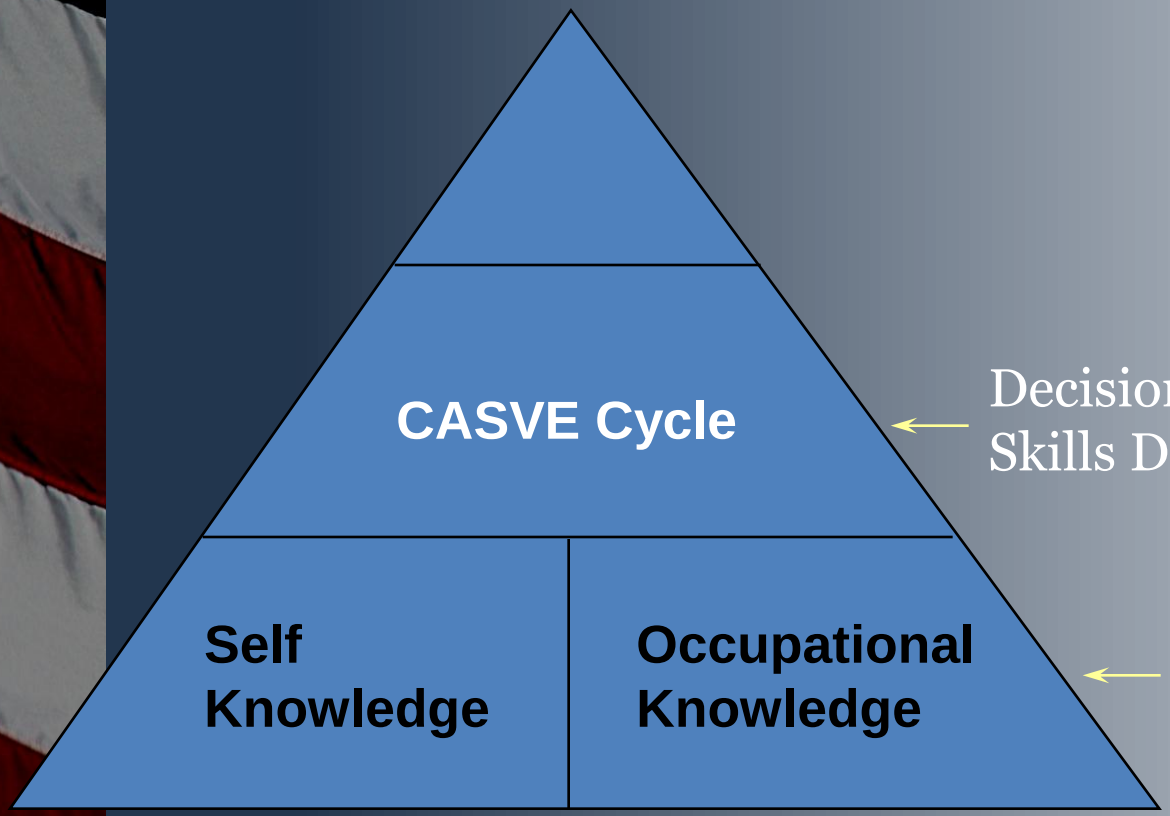

Decision-Making Skills Domain

- Generic information processing skills that individuals use to solve important problems and make decisions
- The CASVE cycle is one model
- Other models exist

- Why might it be important to review appropriate decision-making skills with a veteran?

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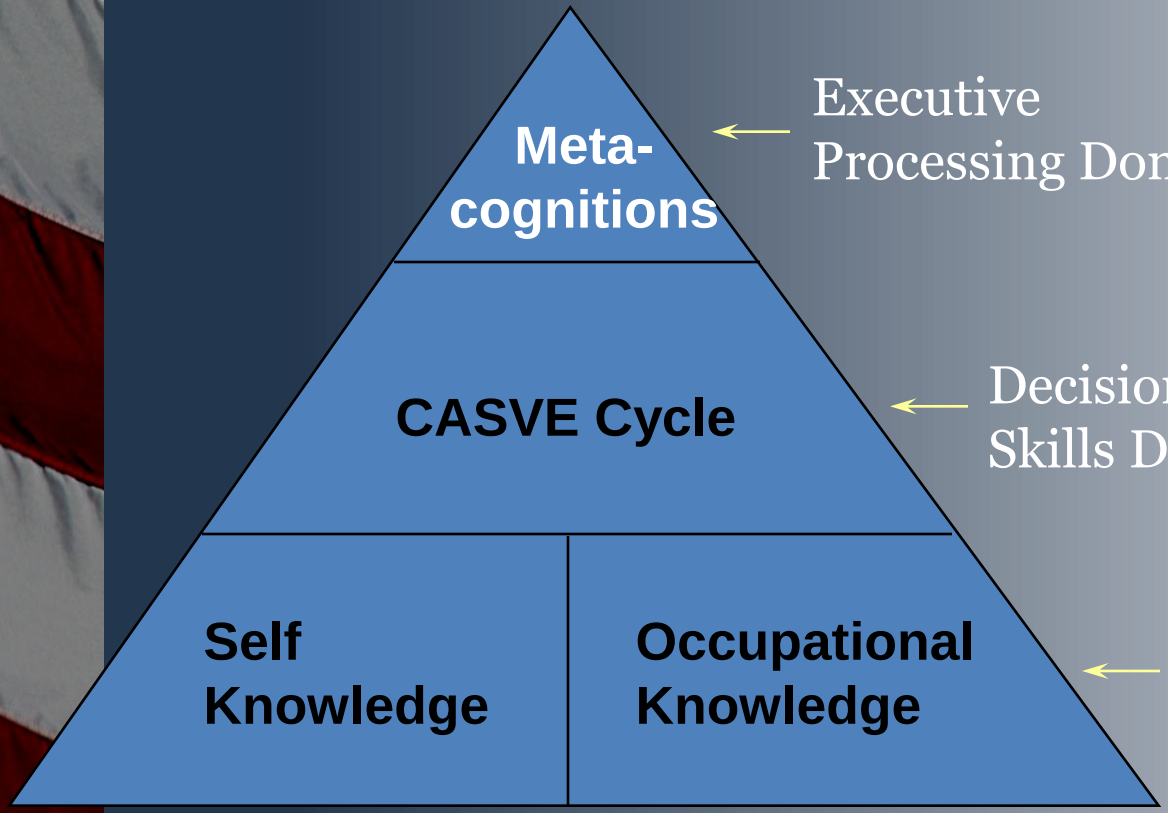


Executive Processing Domain

- Metacognitions
  - Self-talk
  - Self-awareness
  - Monitoring and control

Executive Processing Domain

Influence of self-talk on:

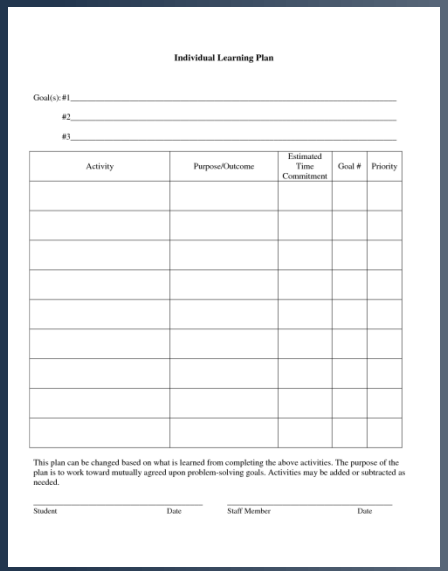
- decision-making skills
- occupational knowledge
- self-knowledge

- How might a veteran's metacognitions influence his/her job search?

- Negative thoughts can interfere with a veteran's job search process
- How might career development professionals assist a veteran in challenging and altering these negative career thoughts?

Other Resources

- Career Thoughts Inventory (CTI)
- Individualized Learning Plan (ILP)
- Decision Space Worksheet (DSW)



Individual Learning Plan

Goal(s): #1_____

#2_____

#3_____

Activity	Purpose/Outcome	Estimated Time Commitment	Goal #	Priority

This plan can be changed based on what is learned from completing the above activities. The purpose of the plan is to work toward mutually agreed upon problem-solving goals. Activities may be added or subtracted as needed.

Student _____ Date _____ Staff Member _____ Date _____

Case Study and Handout

- Case Study
  - José has come to the Career Center to receive assistance with finding employment. José served in the U.S. Army infantry for 6 years experiencing several deployments to Afghanistan and Iraq.
  - José is also about to graduate with an associate's degree in business administration from an online college. He indicates a strong desire to work in the field of human resources in a position that allows him to make a good living and move up in the organization fairly quickly.
  - José is unclear of specific options as well as ways in which he can translate his military experience to civilian employment opportunities. José also exhibited some anxiety about his progress.

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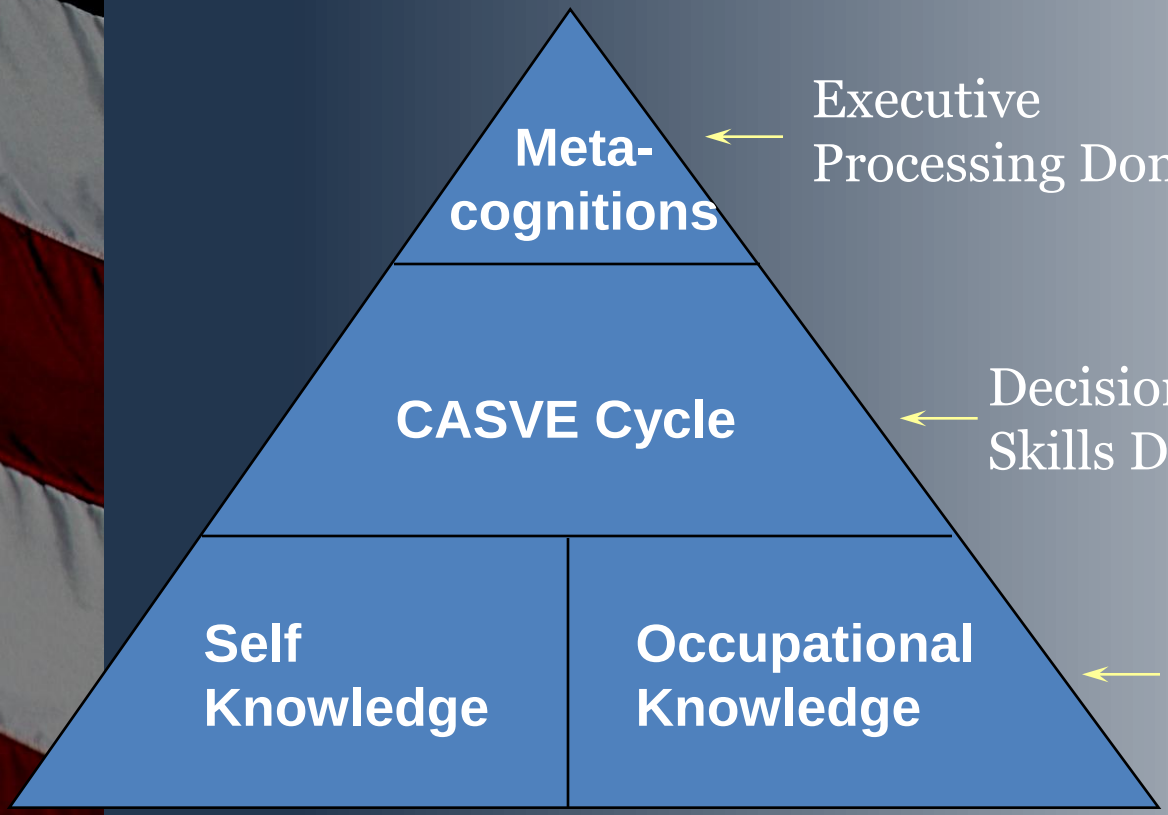
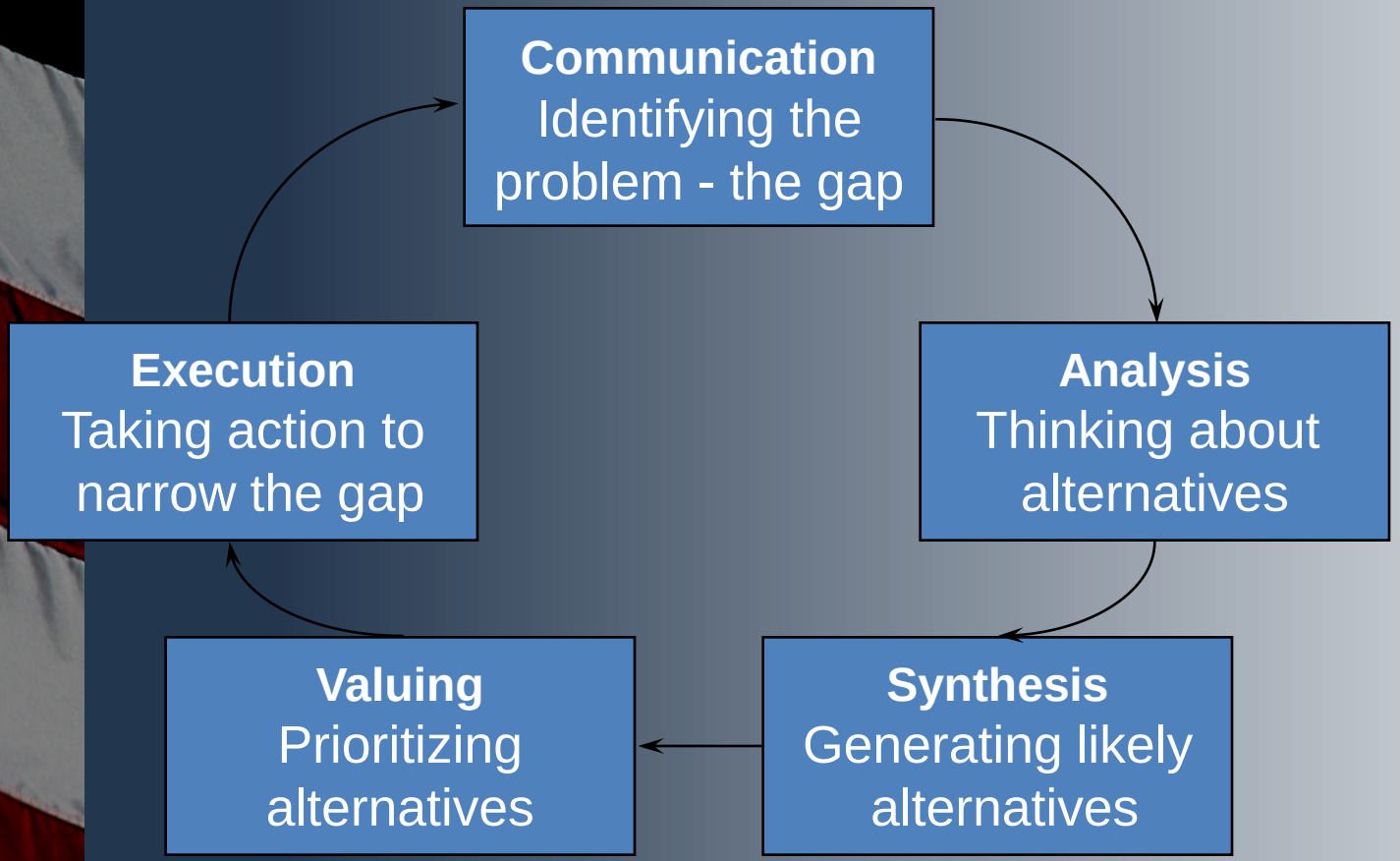


CASVE Cycle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For Additional Information

www.career.fsu.edu/techcenter/

NCDA Veterans Task Force Committee

www.ncda.org

THANK YOU!

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