The Use of the SDS with Transitioning Veterans

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NCDA 2014

Introduction

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- **Connection to the Topic**

Career Related Concerns of Veterans

- Post 9/11 Veterans Employment Rates > Equivalent Civilian Population (Bureau of Labor and Statistics, 2014)

- Physical Injuries (Marchione, 2012)

- Psychological Concerns Related to Service (Tanielian & Jaycox, 2008)

- Translating Military Experience to Civilian Employment (Hayden, Ledwith, Dong, & Buzzetta, 2014)

- Addressing Career Needs with Post-combat Injuries (i.e. PTSD, TBI, etc.) (Hayden, Green, & Dorsett, 2013).

Benefits of Exploring Interests

- The process of identifying interests and skills is often a critical step in the career planning process – this is no different for transitioning Veterans.

- John Holland's RIASEC theory - most people resemble a combination of six personality types: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional.

- One of the unique features of the theory is how easily it can be applied to a variety of populations.

Benefits of Exploring Interests (cont.)

֎ One major source of the high unemployment rate among Veterans may be related to the challenges in relating skills/interests developed in the military to civilian occupations.

֎ The use of Holland interest types creates a cross-walk between the activities, beliefs, abilities, values, and characteristics of military and civilian occupations.

Use of the SDS and VMOF with Veterans

- The SDS is an easy to use assessment instrument that provides information on an individuals Aspirational Holland code (AHC) and Holland Occupational code (HOC).

- The Veterans and Military Occupation Finder (VMOF) can be used to ascertain what civilian positions are linked to specific military occupations and the corresponding assigned HOC.

- It is often helpful to explore an individual's prior job history to examine what they liked and disliked about that experience.

- Using Holland's typology when examining these job experiences may help uncover patterns and/or discrepancies between one's own Holland code and the code of specific occupations.

Example of the Army Military Occupations Index

Army Occupations

MOC	Military Title	HOC
15R	AH-64 Attack Helicopter Repairer	RI
15X	AH-64A Armament/Electrical/Avionics Systems Repairer	RI
15Y	AH-64D Armament/Electrical/Avionics Systems Repairer	RI
14S	Air and Missile Defense (AMD) Crewmember	RI
14Z	Air Defense Artillery Senior Sergeant	ER
14J	Air Defense Command, Control, Communications, Computer and Intelligence Tactical Operations Center Enhanced Operator-Maintainer	IR
15Q	Air Traffic Control (ATC) Operator	IC
94D	Air Traffic Control Equipment Repairer	RC
15K	Aircraft Components Repair Supervisor	EC
15F	Aircraft Electrician	RI
15Z	Aircraft Maintenance Senior Sergeant	EC
15H	Aircraft Pneudraulics Repairer	RI
15B	Aircraft Powerplant Repairer	RI

MOC	Military Title	HOC
13E	Cannon Fire Direction Specialist	RC
60H	Cardiologist	IS
79S	Career Counselor	ES
88H	Cargo Specialist	RC
19D	Cavalry Scout	RE
15U	CH-47 Helicopter Repairer	RI
56M	Chaplain Assistant	SE
74A	Chemical, Biological, Radiological, and Nuclear (CBRN)	IE
74D	Chemical, Biological, Radiological, and Nuclear (CBRN) Specialist	IE
740A	Chemical, Biological, Radiological, and Nuclear (CBRN) Warrant Officer	IE
35Y	Chief Counterintelligence/Human Intelligence Sergeant	EI
68Z	Chief Medical NCO	SE
46Z	Chief Public Affairs NCO	EA
60R	Child Neurologist	IS
60U	Child Psychiatrist	IS

Example of the Military to Civilian Occupations Crosswalk for Army

Army Crosswalk

MOC	Military Title	O*NET Code	O*NET Title	HOC
155G	0-5A/EO-5B/RC-7 Pilot	53-2011.00	Airline Pilot, Copilot, and Flight Engineer	RI
51Z	Acquisition	11-3061.00	Purchasing Manager	EC
51C	Acquisition, Logistics & Technology (AL&T) Contracting NCO	43-3061.00	Procurement Clerk	CE
67J	Aeromedical Evacuation	11-9111.00	Medical and Health Services Manager	SE
15R	AH-64 Attack Helicopter Repairer	49-3011.00	Aircraft Mechanic and Service Technician	RI
15X	AH-64A Armament/Electrical/Avionics Systems Repairer	49-2091.00	Avionics Technician	RI
152F	AH-64A Attack Pilot	53-2012.00	Commercial Pilot	RI
15Y	AH-64D Armament/Electrical/Avionics Systems Repairer	49-2091.00	Avionics Technician	RI

Use of the SDS and VMOF with Veterans (cont.)

- The VMOF is the only resource that provides HOCs for military positions.

- The two-letter HOC associated with a military occupation can also be used to aid in the exploration of civilian occupations (using the SDS Occupations Finder) that contain those same letters.

- It is also recommended that users explore the codes of their AHC.

Frequency of Holland Codes

Table 1
Frequency of Holland Code Types in the Military Occupations Index

Branch	Number of Occupations	R		I		A		S		E		C	
		n	%	n	%	n	%	n	%	n	%	n	%
Air Force	168	**92**	**54.8**	25	14.9	5	3.0	11	6.5	28	16.7	7	4.2
Army	283	**96**	**33.9**	77	27.2	10	3.5	20	7.1	68	24.0	12	4.2
Coast Guard	81	21	25.9	17	21.0	2	2.5	16	19.8	**24**	**29.6**	1	1.2
Marine Corps	430	**181**	**42.1**	31	7.2	16	3.7	46	10.7	138	32.1	18	4.2
Navy	80	**49**	**61.3**	15	18.8	1	1.3	6	7.5	4	5.0	5	6.3
Average	209	**88**	**42.1**	33	15.8	7	3.3	20	9.6	52	24.9	9	4.3

Table 2
Frequency of Holland Code Types in Military to Civilian Occupations Crosswalk

Branch	Number of Occupations	R		I		A		S		E		C	
		n	%	n	%	n	%	n	%	n	%	n	%
Air Force	153	**69**	**45.1**	18	11.8	5	3.3	17	11.1	33	21.6	11	7.2
Army	392	**140**	**35.7**	110	28.1	5	1.3	69	17.6	56	14.3	12	3.1
Coast Guard	120	20	16.7	22	18.3	2	1.7	16	13.3	**54**	**45.0**	6	5.0
Marine Corps	461	**232**	**50.3**	51	11.1	16	3.5	59	12.8	71	15.4	32	6.9
Navy	82	**50**	**61.0**	2	2.4	1	1.2	15	18.3	8	9.8	6	7.3
Average	241	102	42.3	41	17.0	6	2.5	35	14.5	44	18.3	13	5.4

(Messer & Greene, in press)

Table 4

Frequency of Holland Code Types Within an Active Military/Veteran Sample

High Point Holland Code	Overall Sample (n = 28)		Males (n = 19)		Females (n = 9)	
	n	%	n	%	n	%
R	3	10.7	3	15.8	0	0.0
I	6	21.4	**6**	**31.6**	0	0.0
A	0	0.0	0	0.0	0	0.0
S	**12**	**42.9**	4	21.1	**8**	**88.9**
E	5	17.9	4	21.1	1	11.1
C	2	7.1	2	10.5	0	0.0
Second Letter of Holland Code						
R	7	25.0	**7**	**36.8**	0	0.0
I	2	7.1	1	5.3	1	11.1
A	2	7.1	1	5.3	1	11.1
S	4	14.3	4	21.1	0	0.0
E	5	17.9	4	21.1	1	11.1
C	**8**	**28.6**	2	10.5	**6**	**66.7**
Third Letter of Holland Letter Code						
R	4	14.3	3	15.8	1	11.1
I	6	21.4	2	10.5	**4**	**44.4**
A	3	10.7	2	10.5	1	11.1
S	**7**	**25.0**	6	**31.6**	1	11.1
E	5	17.9	4	21.1	1	11.1
C	3	10.7	2	10.5	1	11.1
High Point Code of First Aspiration Code						
R	5	17.9	5	26.3	0	0.0
I	**9**	**32.1**	6	31.6	3	33.3
A	1	3.6	1	5.3	0	0.0
S	4	14.3	2	10.5	2	22.2
E	7	25.0	4	21.1	**3**	**33.3**
C	2	7.1	1	5.3	1	11.1
Total Across All Letters of HOC and Aspiration Code						
R	19	17.0	**18**	**23.7**	1	2.8
I	23	20.5	15	19.7	8	22.2
A	6	5.4	4	5.3	2	5.6
S	27	24.1	16	21.1	**11**	**30.6**
E	22	19.6	16	21.1	6	16.7
C	15	13.4	7	9.2	8	22.2

(Messer & Greene, in press)

Applications

- Given the higher prevalence of R, I, E, and S types associated with military occupations and Veterans, professionals should become familiar with these personality types.

- This includes common occupations and fields of study.

- It may also be helpful to explore trends among these occupations, the necessary training, and which local employers may be hiring for these types of positions.

- Can be used to expand options beyond analogous contexts such as governmental/consulting jobs.

- Can inform a career advising/counseling interaction by providing options in which to research options in the spirit of the SDS.

Final Thoughts/Questions

- Military members will at some point come to the question of transitioning to civilian employment.

- It is useful to provide resources to enhance knowledge of self and options.

- The SDS and the VMOF are supportive assessment resources designed to inform this process.

- It is important to engage in this discussion within the context of an advising/counseling interaction.

Resources

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Resources

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Resources (Websites)

- Hiring our Heroes - http://www.uschamber.com/hiringourheroes
- Military Hire - http://www.militaryhire.com/
- O*Net Military Crosswalk Search - http://www.onetonline.org/crosswalk/MOC/
- Psychological Assessment Resources Inc.: http://www4.parinc.com/
- State Initiative to Hire Veterans – FL: https://www.employflorida.com/portals/veteran//,TX: http://www.tvc.state.tx.us/tvc/Employment.aspx, VA: http://virginiavaluesvets.com/2012
- Florida State University Tech Center – www.career.fsu.edu/techcenter
- U.S. Department of Labor VETS – www.dol.gov/vets/
- U.S. Department of Labor VETS Job Search Strategies – http://www.dol.gov/vets/programs/tap/tap3_4.pdf