



MARINES IN TRANSITION

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In This Issue

Message From the President 1

Message From the Chairman 2

Message From the Chairman Emeritus 3

Helpful Financial Resources Available to Veterans Wanting to Open a Business 5

Lucas Group Shares Success Story 6

A Healing in Sharing War Experiences 7

House Armed Services Member Blasts 'Arrogance' of DoD 9

DoD to Close Domestic Tricare Service Centers 10

MEA 2014 Board 11

Upcoming Events 12

MESSAGE FROM THE PRESIDENT

David Wills, 2014 MEA President

My Fellow Marines,

As a Marine, you have lived the leadership phrase “take care of your people”. As you explore your options during your transition, you now need to take care of yourself. All of you have experienced the stress of change. Whether it was a PCS move, promotion, or deployment, you had to assess the new challenges, and determine a course of action to overcome the obstacles to insure a successful accomplishment of the assignment.

The MEA is here to assist you during your transition. Reach out, you’ll find a friendly hand to help you. Use the on-line resources of Hot Jobs, Resume Review, and the calendar for events that you can use to network.

As you reflect on the past year and contemplate the new year, perform a self assessment and consider the following points:

Know your career goals. Begin by asking yourself a few of the following questions: “Where do you want to be in two to three years?”, “What do you really want to do?”, “What motivates you?”, “What is your personal vision?”, “Where do you want to contribute?”

Continued on page 12

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MESSAGE FROM THE CHAIRMAN

John Beiswanger, 2014 MEA Chairman

The holiday season is already upon us and the New Year's resolutions are about to kick in. Many of us will look to drop a few pounds, eat better, get more exercise, etc. Some of us will look to be more involved or more charitable.

As you make your resolutions I'd like to suggest you consider lending a hand to a transitioning Marine in 2014. "Marines taking care of Marines" is what we say we do but certainly all of us, myself included, can really do a better job and make a difference in a transitioning Marine's life.

The MEA is willing and able to act as a conduit for you. You can help in a variety of ways to include such things as:

- Assist in reviewing resumes
- Act as a sounding board to a transitioning Marine
- Attend the local luncheons to show support for those transitioning
- Assist in finding jobs/networking an individual Marine or companies with openings
- Start a chapter in your area (it is easier now more than ever)
- Work small, medium or large onetime special projects for the MEA
- Keep current with your dues or join for a lifetime
- Volunteer for a Board position

As I said before, if you are reading this, chances are you have received assistance from the MEA. Whether that was help with your resume, help networking or help finding your first job, the MEA has in some way made the transition process a little easier for you. Make a resolution in 2014 to help a transitioning Marine.

Let's get a Marine hired today!

MESSAGE FROM THE CHAIRMAN EMERITUS

Max Wix, 2014 MEA Chairman Emeritus

You tell me that you desire to help transitioning Marines and Corpsmen, et al, in finding employment.

In today's work atmosphere of shrinking budgets and sequestration, too many retirees voice willingness to help a fellow Marine or serviceman or women in finding employment, yet may not be willing to put rubber on the road.

All most will do is take the presented resume as is, not look at it and pass it on to others. A lot of times this is to the detriment of the transitioning Marine.

In a lot of instances, the transitioning individual is really seeking a critique of their resume. They may be unwilling to ask for help, not wanting to show their ignorance or inability to perform basic administrative functions, and will just push you their resume hoping you will put a chop on it and provide some feedback. Problem is that the individual may be an outstanding leader, but not able to articulate this on paper.

Too often, the transitioning Marine (and their helpers) will leave the resume as is and will leave it to a potential employer to figure out whether they will contact the individual.

This leads to apathy on the part of employer who will take the easy route and hone in on a possibly less qualified individual who was lucky enough to figure out to put down some hard evidence of a potential position. If they find a close suitable substitute resume (for the current proposal), the rest will stay in a stack or on their computer, never to see the light of day again.

This leaves the transitioning Marine dangling..... No one is ever going to call. Unfortunately this is the way this kind of business is conducted.

I do not necessarily agree with some who do not want to use Objective and Qualifications on the front of a resume. If you do not use these, this leaves it to a potential employer to figure out if and what they can possibly do with the candidate. NEVER Happen!

Most of our transitioning Marines need to learn up front that they should focus their employment search based upon their already determined experience and knowledge, skills, abilities that is based upon work performed, ergo Objective.

This should be brought out in the text of the resume from the various jobs and positions held AND brought forward into the Qualifications for the position being sought. This should then also be backed up by their education, where applicable by college, military schools or other educational process.

This really comes into play for Logistics folks. Too often recruiters and operationally focused individuals do not go beyond this generic term. Civilian firms Human Resources Departments' Recruiters do not have the experience nor take the time to figure out what to do with you. Most corporate recruiting firm databases will cull out your resume if you do not have the "key words or terms" that the recruiters are looking for.

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MESSAGE FROM THE CHAIRMAN EMERITUS CONTINUED

Logistics may include: transportation, supply, warehousing, distribution, receiving, accounting, property accounting, Fleet Transportation, mechanics (broken down into Heavy Construction Equipment, tractor trailer mechanics, automobile and small engine repairs, construction engineering equipment, computer repairs, electrical, et al.), in a lump called logistics. That is, unless the company specializes in those positions and work.

I'd bet they lump most intelligence specialists, linguists, data collections and analysts in this way too.

The transitioning Marine cannot just say they want to be a "mechanic." Gotta put some meat with the subject.

Same thing with Infantry - need to put this into civilian speak to some extent. Below from one of my age old tirades...

“What is it that you want to do?” Or a more relevant statement is **“What is it that you are qualified to do?”**

Can't just say that I am a Marine and I need a job. O.K. Now what? What can you do? What are your skill sets that you bring to the company?

Remember, a Marine Squad Leader manages time, personnel and equipment and other resources in order to accomplish assigned tasks (mission), etc. Again, you have to be able to articulate this on paper, and verbalize it.

Just think it out and put it down on paper. Other Resources could mean Secure Satellite Communications Equipment operations and/or maintenance, special databases, general and specific information technology(ies), weapons or multiple weapons systems, special skills honed while performing work, management of money (real dollars), financial management and accounting, property accountability and management, operational planning, Equipment Fielding and Training, etc

You should not start searching for a job to perform cyber security if you have no background or education to back that claim up.

An administrator or recruiter should not try to search for a logistics or supply chain management job. This will never work. Had this happen with a retiring Marine Corps Career Recruiter (MOS 8412) trying to figure out why Amazon would not call him after he applied for a job at one of their distribution centers that had touted they were going to hire 1,200 people. I informed him that he should concentrate on Human Resources Management positions, as this was his area of expertise. He was finally successful. He got a job at Amazon as a recruiter.

VA Dental Insurance Program

VA is implementing a comprehensive national VA Dental Insurance Program (VADIP) to give enrolled Veterans and [CHAMPVA](#) beneficiaries the opportunity to purchase dental insurance through [Delta Dental](#) and [MetLife](#) at a reduced cost. Participation is voluntary. Purchasing a dental plan does not affect Veterans' eligibility for VA dental services and treatment. VADIP opens November 15 for the purchasing of plans, with coverage beginning January 1, 2014.

<http://www.va.gov/healthbenefits/vadip/>

HELPFUL FINANCIAL RESOURCES AVAILABLE TO VETERANS WANTING TO OPEN A BUSINESS

Source: Small Business Administration

In 2012, the Small Business Administration (SBA) launched its Boots to Business program, (<http://www.sba.gov/bootstobusiness>) which aims to make entrepreneurial training and resources available to service members transitioning to civilian life. Citing Census Bureau data, the SBA said almost 2.5 million businesses are owned by veterans, representing about 9% of all firms nationwide. Those veteran-owned companies employ an estimated 5.8 million workers.

Another SBA program, Patriot Express, (<http://www.sba.gov/content/patriot-express#>) provides low-interest loans of up to \$500,000 for veterans and other military members, while the agency's Military Reservist Economic Injury Disaster Loan Program (MREIDL) (<http://www.sba.gov/content/military-reservists-economic-injury-loans>) provides loans of up to \$2 million to help small businesses compensate for the loss of an employee to active military duty.

Like all entrepreneurs, service members must weigh the costs and benefits associated with a franchise opportunity before making a commitment. However, in an economic environment that remains challenging, franchising can be an attractive option for transitioning military members. According to a 2012 survey (http://franchisebusinessreview.com/content/files/FBR_Top_Franchises_Veterans_2012.pdf) by Franchise Business Review, veteran franchisees had average annual profits of \$64,000.

As the Franchise Business Review survey concluded, "Hundreds of franchise brands offer special discounts and incentives to prospective franchisees with military experience, making it an excellent time for veterans to consider a franchise opportunity. Franchise brands recognize the significant strengths and related skills that veterans can bring to a business—especially a franchising business, which is built around systems, teamwork, and following a step-by-step protocol."

Résumé Formatting Tips



Create your document using Microsoft Word.

Font size should be 10, 11 or 12 point.

Keep the document to 2 pages (no more than 3, if you have a lengthy career).

Note: Corporate HR management and recruiter firms' database may have virus protection enabled that will not allow them to receive Adobe Acrobat (.pdf) and Word documents containing "text boxes."

LUCAS GROUP SHARES SUCCESS STORY

"I just thought I'd shoot you a quick note to let you know about one of our collective success stories. Below is a note we received from a MGySgt we placed with a steel company this past summer when we pinged him to see how things were going. He initially contacted Lucas Group after hearing about us through you when you forwarded one my opportunities listings his way. I'm not sure how much feedback you get about the good work you do but just figured you'd appreciate his note since you had a hand in his current success."

- John Lutkenhouse, Executive Senior Partner
Lucas Group Associates, San Diego, CA
www.LucasGroup.com

"Life here has been grand. I can't tell you how thankful I have been to have this job. The guys at work say I have not drunk the Koolaid, I have had a full corporate blood transfusion. When you guys said you had something for me in Chicago, my wife cried. We had no desire to live in this area and would have preferred just about anywhere else. When you said steel industry, I figured there was no chance at all since I have no experience. I did not worry about the interview and probably gave answers that are completely inappropriate (I was honest) from an interview coach's perspective. I live about 40 miles from the plant in a small farm town. We are building a beautiful home in another small town not far from here. My kids are loving the area and the schools. I love the shift work, the job responsibilities, the people and the company. This is a great combination of physical and mental challenge. I love every part of this experience. I don't think there are many people who would happily go from E-9 back to shop supervisor."

I get completely covered in stinky grease, oil and hydraulic fluid. We work four 12 hour days (5:30 to 5:30) get four days off, then work four 12 hour nights. It is very hard work, the learning curve is steep and leading people with forty years of experience is a challenge. I love every bit of it. The company is starving for more people with mechanical/electrical/hydraulic abilities. We have a young Navy kid here who was a comm specialist and he is a star performer. What they want most is smart, hard working, mechanically adept. Thanks for getting me here. I love every part of it. Take care."

SHARE YOUR SUCCESS STORIES

The MEA has been collecting success stories (good things) and lessons learned (not so good things) for publication on the MEA website and in the newsletter.

Your personal and corporate stories, lessons learned and any of the benefits you've received from the MEA website, networking events, resume services, mentoring and hot jobs are what we are targeting.

We're requesting you send your two-cents to webmaster@MarineEA.org. Be sure to let us know if you agree to release your identity or if you prefer to remain anonymous. Either way we look forward to your response.

Read our success stories:

<http://marineea.org/index.php/for-marines-menu/tips-and-techniques/28-mea-success-stories>

A HEALING IN SHARING WAR EXPERIENCES

By Bernard E. Trainor

Published: Washington Post, 11/30/13

http://www.washingtonpost.com/opinions/a-healing-in-sharing-war-experiences/2013/11/29/4a197b88-509f-11e3-a7f0-b790929232e1_story.html

I was recently invited to be a panelist at a veterans' symposium on post-traumatic stress disorder (PTSD). I sought to decline, saying that I never had PTSD and had no qualifications to talk about it. I was told that I represented an earlier generation of combat veterans and that my views and experience would be interesting. So I accepted.

Three other panelists had personal family experience with the traumatic aspects of the recent wars in Iraq and Afghanistan. I restricted myself to the Korean War. As background for my views, I explained the generational context of my experience as follows:

I grew up in a working-class neighborhood of the Bronx during the Depression. Sympathy was not a hallmark of the time; stoicism was. Whenever I complained to my mother about a hurt, she told me to offer up my suffering to "the poor souls in Purgatory." In short, facing life as it was characteristic of my generation. Just get on with it.

All of the neighborhood kids a year or more older than I went into the service during World War II, including my brother. Many were in direct combat. They were coming home just as I was going into the Marines as a 17-year-old. I envied their wartime experience.

To me, the returning neighborhood boys were normal, just as crazy as they were before they went to war. Very little was known of what was called "battle fatigue," although it was widespread. Audie Murphy, the most decorated soldier of the war, suffered the rest of his life from what today is PTSD.

When discharged, veterans received \$20 a week for 52 weeks as they transitioned to the civilian job market. It became known as the "52-20 Club." In my neighborhood, the 20 bucks were spent on Friday nights in a gathering at Manion's Bar & Grill on 164th Street and Ogden Avenue. There, the "boys" would drink 10-cent beers and tell lies and war stories to one another. I digested their wild stories, most of them outlandish and funny, though there were a few grim ones. Over time the ritual waned. They got the war out of their system with the telling. They went on to jobs, wives and new lives.

A few years later, it was my turn to go to war and experience combat as an infantry platoon leader of 40 Marines in Korea. Nothing really surprised me. I internalized my experience and got on with it. As far as I know, my contemporary Marine friends were equally unaffected. Passive acceptance of life as it was dealt had its merits.

Of course I had "willies" when I came back to the States. I experienced apprehension when, on homecoming leave, I was playing center field in a pick-up softball game. I felt uncomfortably exposed in the open field and subconsciously feared land mines beyond second base. But my anxiety lasted only about two weeks.

I knew the war was behind me when I drove past a serious automobile accident. Police were pulling bloody victims from the wreck as I went by. It shook me up for the next hundred or so miles. A few weeks earlier, in the outposts of Korea, the sight of carnage wouldn't have bothered me. But I was back in the civilized world, where such things were not expected.

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A HEALING IN SHARING WAR EXPERIENCES CONTINUED

I continued my Marine Corps career as an infantry officer with two more years at war in Vietnam. Maybe deep inside me, there is a malevolent-memory genie, wanting to get out, but for a lifetime I have kept him corked up without any trouble.

It was with that background that I responded to the panel moderator's question about my views on how today's combat veterans can deal with the PTSD "genie."

To some degree, the genie probably exists in all of them. As Homer wrote in the Iliad, "Even the bravest cannot fight beyond his strength." Acknowledging that, I drew on the experience of my generation and my Marine band-of-brothers culture. It took the form of compare and contrast.

When we went to Korea, all ties with home were cut except for mail, which we usually received weeks after it had been posted.

We lacked the questionable benefit of the Internet, Skype or telephone contact with loved ones. As much we would have cherished today's instant communications, there was nothing to distract us from the job at hand. What happened at home was history by the time we learned of it. We were submerged in the war and the companionship it engendered. We were isolated from the world we had known.

Another difference is how we returned from war. Most troops of the Greatest Generation and Korea came home by ship. It was a slow journey with others with shared experiences and nothing to do but look at the sea. The long voyage home allowed all hands to talk with one another and decompress.

Today, troops fly home with the smell of the field still on them. They are plopped down into an unfamiliar environment with loved ones who had learned to live without them. It is often an uncomfortable and strained experience for both parties.

In the days of the draft, home turf was replete with others who had served. Today's all-volunteer soldier is alone; very few of his peers have served in the military, much less gone to war. Rarely are there guys to hang out with at a Manion's. Earlier, the American Legion, the VFW and reunions were a refuge of comradeship. But those are dying institutions, and today's veteran is not a joiner anyway. He is largely isolated, with only his iPhone as a comrade. Wounded or whole, modern veterans speak of yearning to be back with their units, no matter how unpleasant it would be. Many feel alone, no longer a member of Henry V's "band of brothers."

All of this adds up to companionship. Medications, therapy and counselors are important for those who suffer from the visible and invisible effects of war. But as earlier generations know, often the best medicine for bruised bodies and psyches is communion with those who have sipped from the same bitter cup.

From the dawn of civilization, hunters and warriors shared danger in packs. Through the ages, comrades have sustained each other through the heat of battle. Comrades play the same role when the war is done.

HOUSE ARMED SERVICES MEMBER BLASTS 'ARROGANCE' OF DoD

By John T. Bennett and Aaron Mehta

Published: Defense News, 11/14/13

<http://www.defensenews.com/article/20131114/DEFREG02/311140019/House-Armed-Services-Member-Blasts-Arrogance-DoD>

A U.S. House Armed Services Committee Republican is sharply criticizing Defense Department officials for “an arrogance” that has spawned “a disconnect” between the Pentagon and Congress.

GOP Reps. Duncan Hunter of California and Adam Kinzinger of Illinois, during a conference here, also predicted lawmakers are finally frustrated enough with skyrocketing military personnel costs to tackle reforming that long-sacrosanct system.

The always-candid Hunter blasted both civilian Pentagon and military leaders, saying “DoD doesn’t know what it costs to make soldiers, Marines or sailors.

“It simply doesn’t know,” Hunter said “They either have not done the research or they aren’t being forthcoming with Congress.”

The frustrated Marine Corps veteran expressed concerns over what he sees as a disconnect between DoD and Congress.

There is “an arrogance on the part of DoD and the military leadership,” Hunter said.

The Pentagon’s civilian and military leaders should make decisions that are “driven by strategy; it should be driven by threats” – but he feels they are too often not.

Hunter said changes are needed to rid the Defense Department of this attitude. “It’s going to take somebody outside the box to force them,” he said.

The California Republican’s criticism also targeted the Pentagon’s troubled history of developing new weapon systems: “Look at the last three [secretaries of defense], tried to modernize, had trouble.”

Hunter’s criticism came just several hours after HASC’s top Democrat, Rep. Adam Smith of Washington, blasted the Obama White House’s national security staff for largely ignoring even key lawmakers of their own party.

“I get it, they don’t trust us,” Smith said at another event here.

Meantime, Kinzinger, an Air Force Reserve Iraq war veteran, noted the issue of military personnel reform is one lawmakers and citizens are too reluctant to bring up.

Military veterans have no trouble discussing the topic, but “the average person who has never been in the military is scared to death of talking about it because they’re afraid of being labeled anti-veteran or anti-military.”

Hunter predicted that could soon change in a major way.

“We’re going to take a look at personnel. It’s time for Congress to look at this and say, ‘If you’re in, it stays the same. But if you join tomorrow, things are going to be different.’”

Continued on next page

DOD TO CLOSE DOMESTIC TRICARE SERVICE CENTERS

By Patricia Kime

Published: Marine Corps Times, 11/14/13

<http://www.marinecorpstimes.com/article/20131114/BE-NEFITS06/311140028/>

The Defense Department will close its walk-in Tricare Service Centers in the U.S., a money-saving move that is part of the reorganization of the military medical system under the Defense Health Agency.

Tricare officials said Nov. 14 that the walk-in centers, which provide beneficiaries with face-to-face assistance on claims paperwork, enrollment changes, processing and more, were inefficient and underutilized.

After a year-long review, military health system leaders concluded that customers could be better served with a toll-free Tricare telephone customer service center or online.

"We were making beneficiaries come to us rather than bringing customer service to them. We are now re-engineering how we deliver service, and removing any requirement for beneficiaries to 'walk in' at limited, prescribed hours of the day to get their questions answered or problems solved," Tricare spokesman Austin Camacho said.

Many centers are located within military hospitals and clinics, but some are in freestanding buildings on military installations or in the nearby civilian community. They often are staffed with one or two individuals.

According to data provided by Tricare, utilization rates at service centers have varied from eight to 3,000 customers per month.

The cost of running a center ranges from \$30 to \$216 per walk-in customer.

"We saw that many Tricare Service Centers were seeing small numbers of walk-in customers each day. It didn't make sense to continue this approach from a customer service perspective or from a cost perspective," Camacho said. Closing the centers will save a projected \$250 million over the next five years.

To accommodate additional customers, Tricare's toll-free customer service call centers will be improved, to include adequate staff and technology upgrades, according to Camacho.

Tricare also will bolster its online capacity and provide mobile applications for "customer-friendly alternatives," he said.

Overseas Tricare Service Centers will not be affected.

The changeover is likely to begin in spring 2014 but Tricare is still "refining" its plan, Camacho said. (a stated goal without a plan)

HOUSE ARMED SERVICES MEMBER BLASTS 'ARROGANCE' OF DOD CONTINUED

Hunter said one example of how to change the system, which has been endorsed by the Defense Business Board and a slew of think tank budget-cutting study groups, would be to give a Navy SEAL who has done "a lot of tours" a "better retirement" than another troop "who doesn't do anything but stays in longer." "You shouldn't be able to retire [at] 42 years old ... and just pay \$330 a year for Tricare," Hunter said. "You should not be able to be supported and subsidized by the taxpayers. ... I think Congress will finally have the guts to look at that."

MEA 2014 Board Membership

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Upcoming Events



February 21, 2014

**MEA Networking Luncheon
Quantico**

April 11, 2014

**MEA Networking Luncheon
Quantico**

2014 Dates TBA

**MEA Networking Luncheon
Henderson Hall**

Camp Pendleton Chapter

The MEA Camp Pendleton Chapter meets the
3rd Wednesday of every month, 1800,
Pacific Views (formerly the South Mesa
SNCO Club) on Camp Pendleton

**View a listing of events and
job fair on the MEA Calendar**

www.marineea.org

MESSAGE FROM THE PRESIDENT *CONTINUED*

These types of questions tend to help with identifying any development gaps. As you consider your goals, reflect on your strengths and areas for development. Determine actionable action items to identify what you must accomplish to overcome any development gaps you identified.

As you think about the gaps, brainstorm development options to assist you in achieving your development goals, including additional assignments, work experience, and training. Skills employers need are the ability to analyze a report, do research, put together a briefing, create an agenda and facilitate a meeting, etc.

As you work on new tasks to develop new competencies, you may have a learning curve. Allow time for your development, as it will take time to learn new skills.

Use your network and interactions with others to help look for job opportunities. Keep your career goals and talents in mind as you explore transition opportunities.

The MEA is here for you. Our success is when you are successful in your transition.

I look forward to working together in 2014. Most importantly, I extend my warmest wishes to you and your families. Have a safe and happy holiday season and a prosperous New Year.

