



Using the Self-Directed Search & My Next Move for Veterans

Self-Directed Search
a part of *Aspíra360*

A Way to Home in On Your
Veteran Clients' Civilian
Occupations

Katie Meyer-Griffith, Ed.S. and Jennifer Greene, Ph.D.

Agenda

 Career Challenges Facing Veterans

 Self-Directed Search

 My Next Move for Veterans

 Case Study: James

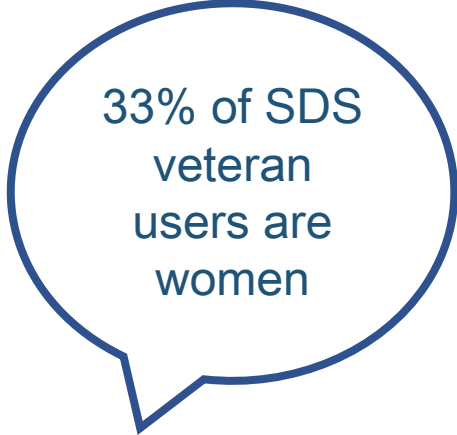
 Resources to Support Veterans

Our Veterans

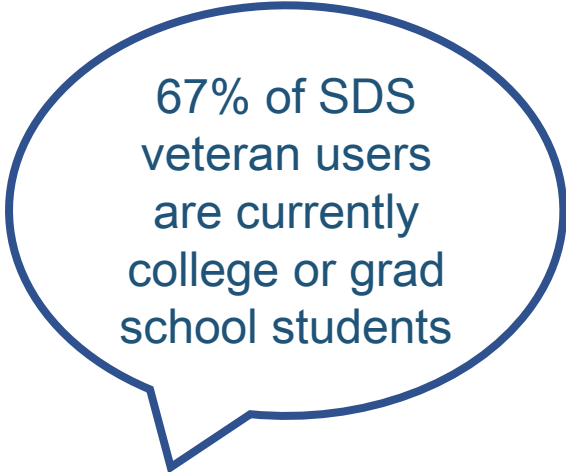
20.4 million men and women are veterans, 8% of the US adult population

Of veterans who have served since 2001

- 18% are women
 - 16% are African American
 - 14% Hispanic
-
- 70% have at least some postsecondary education



33% of SDS
veteran
users are
women



67% of SDS
veteran users
are currently
college or grad
school students

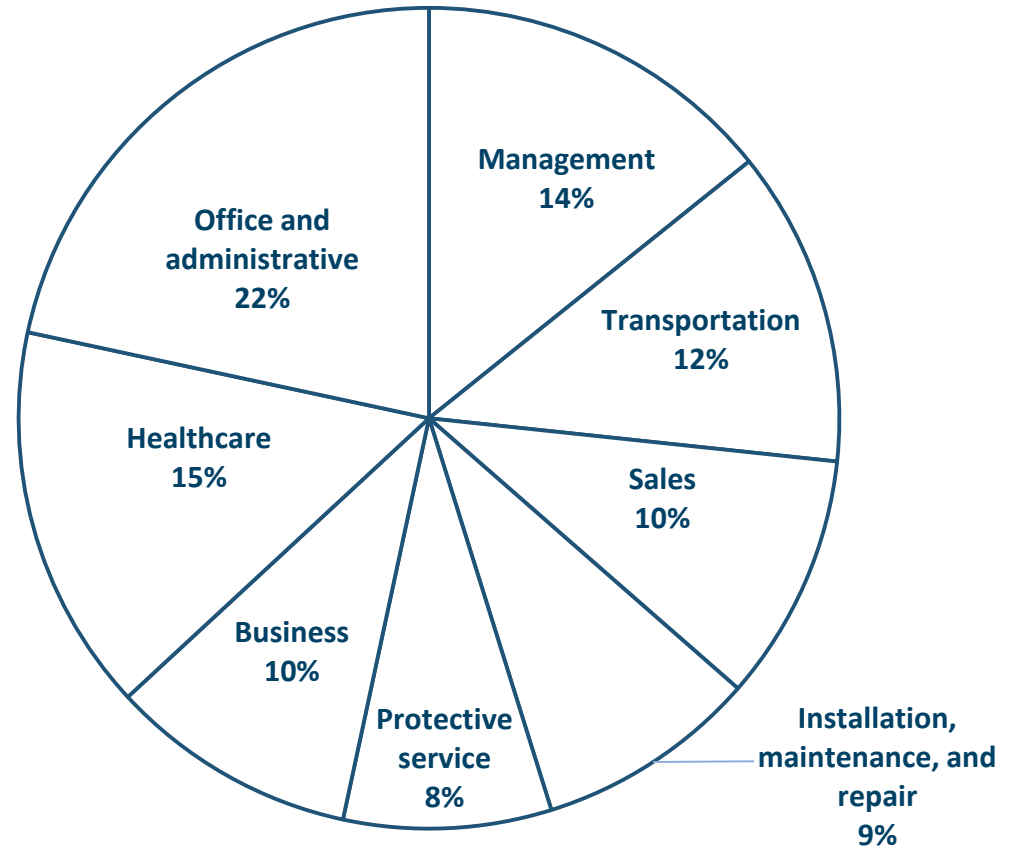
Our Veterans

Good News:

Unemployment among veterans is declining

Most veterans are employed

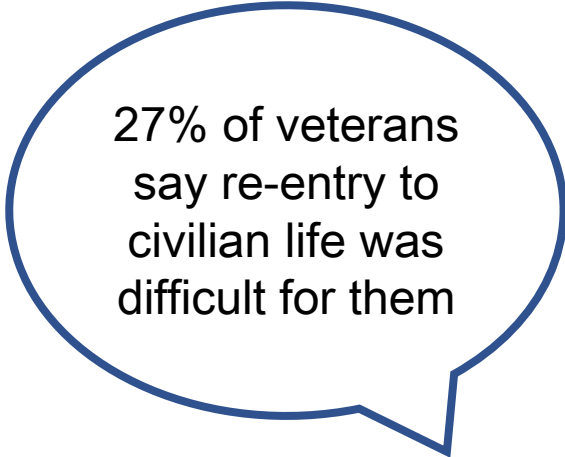
VETERAN EMPLOYMENT BY INDUSTRY



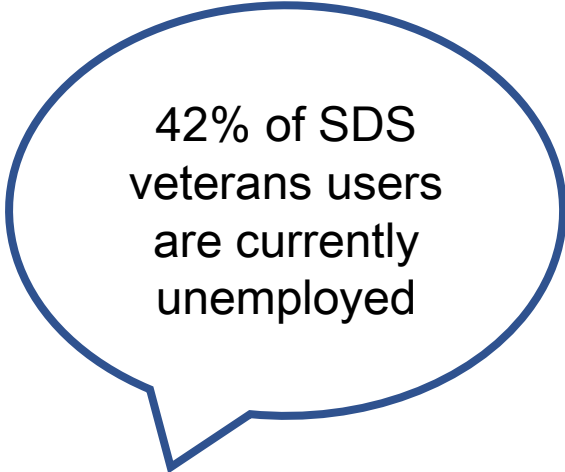
Bad News:

3.7% are unemployed (370,000 veterans)

Of those, 63% are ages 18 to 54, prime working years

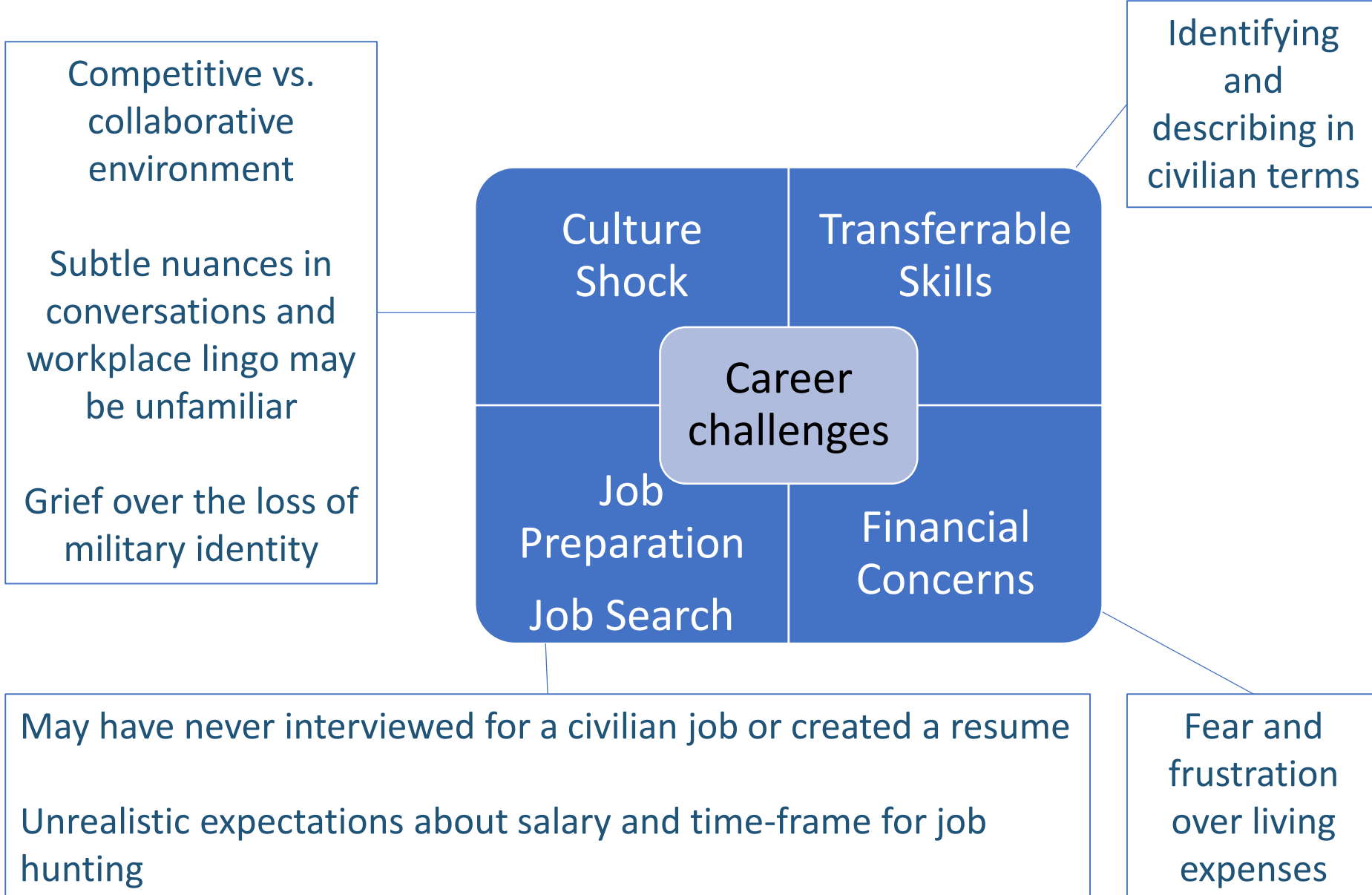


27% of veterans
say re-entry to
civilian life was
difficult for them



42% of SDS
veterans users
are currently
unemployed

Career Challenges



Tools to Serve Veterans



<http://www.self-directed-search.com/>



<https://www.mynextmove.org/vets/>



Self-Directed Search

Self-Directed Search
a part of **Aspira360**

Self-Directed Search (SDS)

Self-administered, self-scored, and self-interpreted career counseling tool.

Originally developed by John Holland, based on his RIASEC person-environment typology:

Realistic

Social

Investigative

Enterprising

Artistic

Conventional

The SDS is a simulated career decision-making activity with sections that cover activities that might typically occur during a career counseling or advising session.

- The activity is structured around questions such as:
 - What occupations have you thought about in the past?
 - Tell me about the things you like to do.
 - What things can you do well or competently?
 - What occupations do or do not appeal to you?
 - How would you rate your abilities and skills compared to others your age?

Self-Directed Search

The top three scores across all SDS sections represent an individual's Summary Code, the three personality types they most resemble.



Provides a link between the individual's personality and occupations/programs of study, which are also described by a three-letter code, called a Holland Code.



In 2017, the SDS was revised to include online reports tailored to specific populations

StandardSDS[®]

For adults making career and educational decisions

VeteranSDS[®]

For military personnel transitioning to the civilian workforce

StudentSDS[®]

For students in middle/high school planning for their futures

Note that StandardSDS and VeteranSDS both use StandardSDS printed materials

Assessment Booklet

Occupations Finder

- Each occupation linked to a Holland code, ed. level, and career cluster
- Icons to indicate Rapid Growth & New and Emerging occupations

StandardSDS[®]

Educational Opportunities Finder

- Each program linked to a Holland code and an overarching category

You and Your Career Workbook

- Includes reflective activities and exercises to engage users in the career exploration process

How To Organize Your Answers

Start on page 3. Find the totals for each "L" (Like) or "Y" (Yes) column. Record the total for each group of Activities, Competencies, and Occupations in the boxes below. Then go to page 12. Find the numbers circled for each of the Self-Estimates and record the numbers in the boxes below.

	R	I	A	S	E	C
Activities (pp. 3-5)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Competencies (pp. 6-8)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Occupations (pp. 9-11)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Self-Estimates (pp. 12) Part 1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Part 2	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total Scores (Add the five R scores, the five I scores, the five A scores, etc.)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>



The letters with the three highest numbers indicate your Summary Code. Write your Summary Code below. If two scores are the same or tied, put both letters in the same circle.

Summary Code

1st 2nd 3rd

Your Summary Code can help you search for occupational options. To fully explore these options, use the **StandardsDS Occupations Finder** and the **StandardsDS You and Your Career Workbook**.

What Your Summary Code Means

Your Summary Code is a simple way of organizing information about people and occupations. It can be used to discover how your special pattern of interests, self-estimates, and competencies resembles the patterns of interests and competencies that many occupations demand. In this way, your Summary Code locates suitable groups of occupations for you to consider.

Search the **StandardsDS Occupations Finder** for every possible ordering of your three-letter code. For example, if your Summary Code is ESC, search for ESC, ECS, SEC, SCE, CES, and CSE occupations by completing Steps 1 and 2 below.



Find the occupations with codes that are identical to yours, and list those occupations that are of interest to you. For instance, if your code is SEI, only occupations with a code of SEI are identical. Next, go to Step 2, even if you did not find an occupation with a code identical to yours.

Summary Code

Occupation	Education	Occupation	Education




Make a list of occupations with codes that resemble yours. Search the **StandardsDS Occupations Finder** for the five other arrangements of your code. For example, if your code is RIE, search for occupations with codes of RIE, RIE, REI, ERI, and ERI. Start by writing down the five possible letter arrangements of your Summary Code. If your Summary Code includes a tie such as RIEA, you should look up all of the letter combinations and their arrangements.

Similar Codes

Occupation	Education	Occupation	Education

Occupations Finder

Alphabetized Index



Alphabetized Index

Description Use this list to look up the jobs you listed in the Occupational Daydreams section of the Standard5DS Assessment Booklet or just to further explore jobs.

★ New and Emerging
† Rapid Growth

Occupation Title	O*NET	HOC	ED	Occupation Title	O*NET	HOC	ED
A							
Abstractor	23-2093.00	CSI	2	Airplane Inspector	53-9051.01	RES	3
Academic Advisor	21-1012.00	SEC	4	Airport Maintenance Chief	49-1011.00	ERS	2
Account Executive	11-2011.00	AES	4	Airport Manager	11-3071.01	ESR	4
Accountant	13-2011.01	CS	4	Airport Utility Worker	53-9099.00	RS	2
Accountant, Cost	13-2011.01	CS	4	† Allergist/Immunologist	29-1069.01	ISE	5
Accountant, Property	13-2011.01	CFR	4	Amusement Park Worker	39-3091.00	SRE	1
Accountant, Systems	13-2011.01	CSE	4	Analyst, Management	13-1111.00	ICR	4
Accountant, Tax	13-2011.01	ECT	4	Anesthesiologist	29-1061.00	RES	5
Accounting Clerk	43-3031.00	CSR	2	† Anesthesiologist Assistant	29-1071.01	RSJ	5
Acquisitions Librarian	25-4021.00	SAJ	5	Animal Breeder	45-2021.00	RES	2
Archivist	27-2011.00	AER	2	Animal Nursery Worker	39-2021.00	NO	1
Archivist	27-2011.00	AES	1	Animal Scientist	19-1011.00	RES	5
Actuary	19-2011.00	OE	4	Animal Trainer	39-2011.00	RES	2
Accountant	29-1199.00	ISR	5	Announcer, Amusement and Recreation	27-3012.00	ESR	2
Accountant	29-1199.01	IRE	3	Announcer, Radio and TV Broadcasting	27-3011.00	SCE	4
Adapted Physical Education Specialist	25-2050.01	SRE	4	Anthropologist	19-3091.01	IRE	5
Adhesive Bonding Machine Operator	51-9191.00	RCS	2	Appeals Referee	23-1021.00	SCE	5
Administrative Assistant	43-6011.00	ESC	3	Appliance Repairer	49-9031.00	RES	3
Administrator, Health Care Facility	11-9111.00	SER	5	Appliance Service Supervisor	49-1011.00	ERS	2
Advertising Sales Agent	41-3011.00	BNS	3	Appraiser	41-9099.00	RES	4
Agent, Aircraft	13-1011.00	ESA	4	Appraiser, Governmental Services	13-2021.01	IES	3
Agent, Airlines	13-1011.00	ESR	4	Appraiser, Real Estate	13-2021.02	SCE	4
Agricultural Inspector	45-2011.00	RIC	2	Arbitrator	23-1022.00	SEA	4
Agriworker	19-1019.00	RES	5	Archaeologist	19-3091.02	IRE	5
Air Analyst	17-3025.00	RES	4	Architect	17-1011.00	AR	5
Air Traffic Control Specialist	53-2021.00	SCE	4	Archivist, Marine	17-2121.03	IRE	5
Aircraft Mechanic, Electrical and Radio	49-2091.00	RES	3	Archivist	25-4011.00	AES	5
Airfield Operations Specialist	53-2022.00	RES	3	Art Appraiser	27-1019.00	IAS	4
Airframe and Power Plant Mechanic	49-3011.00	RES	3	Art Director	27-1011.00	AES	4
Airline Radio Operator	27-4013.00	CRE	2	Art Therapist	29-1123.01	SAI	4

(continued)

Holland Occupational Code Index



Realistic Occupations

Description Includes skilled trades, technical occupations, and some service occupations.

Skills Manual and mechanical skills using machines, tools, and objects.

Activities Physical or hands-on activity; use of machines, tools, materials, and working outdoors.

★ New and Emerging
† Rapid Growth

Occupation Title	O*NET	ED	CLU	Occupation Title	O*NET	ED	CLU
RBA							
Audio and Video Equipment Technician	27-4011.00	3	ART	Engineer, Petroleum	17-2171.00	4	STM
Television Technician	27-4012.00	3	ART	Engineer, Plant	11-9041.00	4	STM
<i>Also see occupations listed under codes IRA, IAR, AIR, and AIT</i>							
RES							
Appraiser	41-9099.00	4	MEF	Geologist, Petroleum	19-2042.00	4	STM
Engineer, Electronics	17-2022.00	4	STM	Materials Scientist	19-2032.00	4	STM
Engineer, Mechanical	17-2141.00	4	STM	Pilot, Commercial Airplane	53-2012.00	4	TRA
Fabricator	19-1032.00	4	AGR	Pilot, Executive	53-2011.00	4	TRA
Pilot, Helicopter	53-2012.00	4	TRA	Aircraft Mechanic, Electrical and Radio	49-2091.00	3	TRA
Proprietor	19-2042.00	4	STM	Aircraft Mechanic, Power Plant Mechanic	49-3011.00	3	TRA
Tool Designer	17-2141.00	4	STM	Aviation Inspector	49-9031.00	3	MAN
Farmer, General	11-9013.02	3	AGR	Die Maker, Jewelry	51-4111.00	3	MAN
Nuclear Medicine Technologist	29-2033.00	3	HEA	Electric Motor Repairer	49-2092.00	3	MAN
Radiation Therapy Technologist	29-1124.00	3	HEA	Electrical Technician	57-3023.02	3	STM
Repairer, Electronics and Computers	49-2011.00	3	MAN	Electrician	47-2111.00	3	AJC
Telecommunications Technician	49-2022.00	3	ART	Electro-Mechanical Technician	17-3024.00	3	STM
Welder	51-4121.06	3	MAN	Laboratory Technician	19-4031.00	3	STM
Cabinetmaker	51-7011.00	2	MAN	Machinist	51-4041.00	3	MAN
Chemical Equipment Operator	51-9011.00	2	MAN	Manager, Hydroelectric Production	11-3051.06	3	BUS
Dockworker	53-7041.00	2	TRA	Motorcycle Mechanic	49-3052.00	3	TRA
Electrician	47-4021.00	2	AJC	Prosthesis Technician	51-9082.00	3	HEA
Engine Tester	51-9061.00	2	MAN	Sound Technician	49-2032.00	3	ART
Engineer, Operating	47-2073.00	2	AJC	Weather Observer	19-4099.00	3	STM
Iron and Steel Worker	47-2221.00	2	AJC	Automobile Body Repairer	49-3021.00	2	TRA
Manager of Mechanics, Installers, and Repairers	49-1011.00	2	MAN	Biomedical Equipment Technician	49-9062.00	2	MAN
Multiple Machine Operator	51-4081.00	2	MAN	Blaster	47-3031.00	2	AGR
Structural Metal Fabricator and Fitter	51-2041.00	2	MAN	Farm Machine Operator	45-2091.00	2	AGR
Substation Operator, Utilities	51-8012.00	2	MAN	Film Projectionist	39-3021.00	2	HOS
Landscaper-Graveler	37-3011.00	1	AGR	Gunsmith	51-4081.00	2	MAN
Engineer, Automotive	17-2141.02	4	STM	Inspector, Missile	51-9061.00	2	MAN
Engineer, Computer Systems Hardware	17-2061.00	4	IT	Inspector, Tester, Sorter, Sampler, and Weigher	51-9061.00	2	MAN

(continued)

Occupation	O*NET	HOC	ED
A			
Abstractor	23-2093.00	CSI	2
Academic Advisor	21-1012.00	SEC	4
Account Executive	11-2011.00	AES	4

Occupation	O*NET	ED	CLU
RIE			
★ Engineer, Automotive	17-2141.02	4	STM
Engineer, Computer Systems Hardware	17-2061.00	4	IT
Engineer, Petroleum	17-2171.00	4	STM

Educational Opportunities Finder

Investigative

Investigative Programs of Study

Investigative programs of study prepare individuals for investigative occupations.

Description: Includes scientific occupations and some technical occupations.

Skills: Problem solving, scientific, writing, or verbal skills.

Activities: Analytical or intellectual activity aimed at troubleshooting or creation and use of knowledge.

Program of study	CIP	Category
IRA		
Biopsychology Also see fields of study listed under IAR, AIR, ARI	30.1001	Interdisciplinary Studies
IRS		
Aerospace Physiology and Medicine	26.0912	Biological Sciences
Agricultural and Horticultural Plant Breeding	01.1104	Agriculture
Agriculture	01.0000	Agriculture
Agroecology and Sustainable Agriculture	01.0308	Agriculture
Agroecology and Crop Science	01.1102	Agriculture
Anesthesiology	60.0403	Residency Programs
Atmospheric Chemistry and Climatology	40.0402	Physical Sciences
Atmospheric Sciences and Meteorology	40.0401	Physical Sciences
Automation Engineer Technology/Technician	15.0406	Engineering Technologies
Biochemistry	26.0202	Biological Sciences
Biological and Physical Sciences	30.0101	Interdisciplinary Studies
Biomedical Sciences	26.0102	Biological Sciences
Botany/Plant Biology	26.0301	Biological Sciences
Chemical Process Technology	41.0302	Science Technologies
Chemical Technology/Technician	41.0301	Science Technologies
Computational Biology	26.1104	Biological Sciences
Computational Science	30.3001	Interdisciplinary Studies
Dairy Science	01.0905	Agriculture
Electromechanical and Instrumentation and Maintenance Technology/Technician	15.0409	Engineering Technologies
Electromechanical Technology/Electromechanical Engineering Technology	15.0403	Engineering Technologies
Endodontics/Endodontology	51.0506	Health Services

Program of study	CIP	Category
IRA		
Biopsychology Also see fields of study listed under IAR, AIR, ARI	30.1001	Interdisciplinary Studies
IRS		
Aerospace Physiology and Medicine	26.0912	Biological Sciences
Agricultural and Horticultural Plant Breeding	01.1104	Agriculture
Agriculture	01.0000	Agriculture

You and Your Career



To learn more about the occupations you listed below, visit www.onetonline.org and type the O*NET code or the job title into the Occupation Search field. This site provides a detailed description about the careers that you recorded in this workbook. Complete a thorough search of the O*NET for careers you may have overlooked that are close to your Summary Code. Exploring occupations in the O*NET database will extend your understanding of any occupation, which is an important part of the Self-Directed Search process. Keep an open mind, and don't reject occupations until you know what they involve.

My Occupational List

TOP PICKS	OCCUPATION	O*NET CODE	HOLLAND CODE	EDUCATION REQUIRED	CAREER CLUSTER	OUTLOOK	SALARY DATA
♥						★↑	
♥						★↑	
♥						★↑	
♥						★↑	
♥						★↑	
♥						★↑	
♥						★↑	
♥						★↑	
♥						★↑	
♥						★↑	
♥						★↑	
♥						★↑	
♥						★↑	
♥						★↑	
♥						★↑	
♥						★↑	
♥						★↑	



If you haven't found any or you've found very few interesting careers, go back and review the **StandardSDS Occupations Finder** again, and continue to work your way through additional careers. If you are still struggling to find any careers that interest you, turn to page 6 of this workbook for additional information about Your Occupational Daydreams, page 7 to learn about Person–Job Fit, and page 12 for information about Making Career Decisions.



Exercise

Throughout this workbook, we have described how unique each person is and how everyone has different career interests. Some interest types have more jobs associated with them than others. Follow the steps listed to the right to further expand your exploration.



Reflection

Review your six RIASEC scores on page 13 of the **StandardSDS Assessment Booklet**. Are they all relatively high (e.g., greater than 20)? Or are they all relatively low?

- If you obtained all high scores, you may have many different interests and skills. You may have many career possibilities and may want to focus on narrowing them down.
- If you obtained all low scores, you may need more time to learn what you are like and what you want from your work. Your interests are the result of what you have learned and experienced up to this point in your life. You may develop new interests by trying out new things.



Suggestions for generating more occupational options

- 1 As discussed in the Exploring Occupations section of this workbook, be sure to review the occupations associated with your three-letter Summary Code (e.g., RAS) and its combinations and permutations (e.g., SAR, ARS, RSA).
- 2 Explore each of your interest types individually. For example, if your code is RAS, go through all Realistic occupations, all Artistic occupations, and all Social occupations.
- 3 Use the code of your most recent daydream occupation (refer to the list on page 6). Be sure to review the other combinations of that code as well.
- 4 It is always a good idea to review your responses on the **StandardSDS Assessment Booklet**—were you honest? Did you make any scoring mistakes? Have you changed your mind about some of your responses after doing some exploration?
- 5 Scan the Alphabetized Index beginning on page 27 of the **StandardSDS Occupations Finder**. An occupation that you want to learn more about may stand out.



Making Career Decisions

When it comes to career decision making, no person and no test can provide perfect assurance. We can outline some ideas and tools that usually reduce unwanted outcomes and risk, but there will always be some risk and some undesirable outcomes. For these reasons, it is helpful to learn as much as you can about yourself and the occupational world.

So far, we have reviewed some things to do if you are thinking about one or more occupations you might like. However, the **StandardSDS** may fail to turn up desirable occupations because (a) your scores are all low, (b) you have many high scores that are about equal and the results suggest too many alternatives, (c) the Summary Code suggests only occupations you feel you wouldn't like, or (d) the first two letters of your code are opposite on the hexagon.

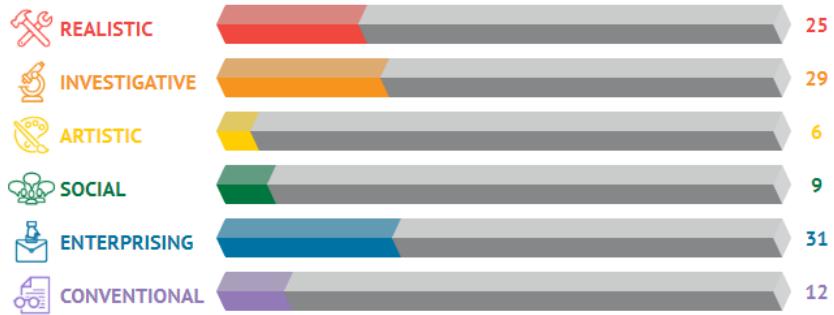
It is important to keep in mind that people develop at different rates and make decisions about their careers at different times. Some people know at age 15 exactly what career they want to follow; others may be 25 years of age or older before making a decision. At the same time, there are some people who have a wide range of interests that do not necessarily become well-defined with age. Such people need more time to find work and nonwork activities to satisfy their diverse interests and talents.

My Report

- My Summary Code
- Exploring Occupations
- My Occupational Daydreams
- Entering the Civilian Workforce
- My Education
- Income
- Career Clusters
- Resources
- [Learn how to use this report](#)

My Summary Code

James Sample
30 / Male 5/25/2018



My Summary Code

EIR

- ENTERPRISING
- INVESTIGATIVE
- REALISTIC

SHARE: [f](#) [in](#) [✉](#)

When you completed the **VeteranSDS**, you described what you like best—your favorite activities and interests. The three personality types that match your activities and interests most frequently make up your three-letter Summary Code. Your Summary Code is a brief way of saying what you like—your combination of interests.


































Based on your responses on the **VeteranSDS**, your Summary Code is EIR, or Enterprising, Investigative, and Realistic.

[Learn more about the six personality types](#)

VeteranSDS Online Report

My Occupational List



TOP PICKS  	OCCUPATION 	HOLLAND CODE  	EDUCATION REQUIRED  	CAREER CLUSTER  	OUTLOOK  	SALARY INFORMATION	RELATED JOB LISTINGS
	Medical Scientist	IER	Advanced degree			\$ Salary Data	 Indeed
	Mathematician	IER	Advanced degree			\$ Salary Data	 Indeed
	Industrial Therapist	IER	Advanced degree			\$ Salary Data	 Indeed
	Systems Analyst	IER	College degree			\$ Salary Data	 Indeed
	Director, Information Resources	IER	College degree			\$ Salary Data	 Indeed
	Web Administrator	IER	College degree			\$ Salary Data	 Indeed



Rapid growth



New and emerging



My Next Move for Veterans

Self-Directed Search
a part of **Aspira360**

Online tool to help veterans learn about their career options

Military transition search: civilian careers relevant to military experience



"I want to be a ..."



Search careers with key words.

Describe your dream career in a few words:

Examples: doctor, build houses

Search

"I'll know it when I see it."



Browse careers by industry.

There are over 900 career options for you to look at. Find yours in one of these industries:

Administration & Support Services ▼

Browse

"I liked my last job."



Find careers like your military job.

Enter the name or code of your military classification. We'll suggest civilian careers with similar work.

Select a branch: ▼

Examples: 0963, radio chief

Find

Want more options? Check out careers in these groups:

Bright Outlook

REGISTERED APPRENTICESHIP

Interests

Job Prep



Still not sure? The [O*NET Interest Profiler](#) suggests careers based on the type of work you enjoy doing.

Storage & Distribution Managers

Also called: Distribution Center Manager, Distribution Manager, Terminal Manager, Warehouse Manager

In the Army: Ammunition Specialist; Ammunition Warrant Officer; Aviation Maintenance Technician (Nonrated); Cavalry Scout; Field Artillery Targeting Technician; Medical Logistics Specialist; Petroleum Supply Specialist; Petroleum Technician; Quartermaster, General; Supply Systems Technician; Transportation Management Coordinator

What they do:

Plan, direct, or coordinate the storage or distribution operations within an organization or the activities of organizations that are engaged in storing or distributing materials or products.

On the job, you would:

- Supervise the activities of workers engaged in receiving, storing, testing, and shipping products or materials.
- Plan, develop, or implement warehouse safety and security programs and activities.
- Inspect physical conditions of warehouses, vehicle fleets, or equipment and order testing, maintenance, repairs, or replacements.

KNOWLEDGE

Transportation

- movement of people or goods by air, rail, sea, or road

Business

- customer service
- management

Arts and Humanities

- English language

Math and Science

- arithmetic, algebra, geometry, calculus, or statistics

SKILLS

Basic Skills

- keeping track of how well people and/or groups are doing in order to make improvements
- thinking about the pros and cons of different ways to solve a problem

Problem Solving

- noticing a problem and figuring out the best way to solve it

Resource Management

- selecting and managing the best workers for a job
- making spending decisions and keeping track of what is spent

ABILITIES

Verbal

- read and understand what is written
- communicate by speaking

Ideas and Logic

- notice when problems happen
- order or arrange things

PERSONALITY

People interested in this work like activities that include **leading, making decisions,** and business.

They do well at jobs that need:

- **Dependability**
- **Integrity**
- **Attention to Detail**
- **Leadership**
- **Stress Tolerance**
- **Adaptability/Flexibility**

TECHNOLOGY

You might use software like this on the job:

Materials requirements planning logistics and supply chain software

- Catalyst International CatalystConnect
- IBM i2 Transportation Manager

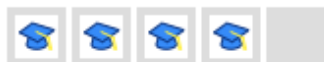
Inventory management software

- Aljex Inventory
- Iptor Supply Chain

Analytical or scientific software

- Integrated Decision Support Netwise Enterprise
- Integrated Decision Support Netwise Frontline

EDUCATION



bachelor's degree
usually needed

Get started on your career:



JOB OUTLOOK



New job opportunities are **likely** in the future.

SALARY:

\$92,460

\$54,300

\$156,710



EXPLORE MORE

- [First-Line Supervisors of Helpers, Laborers, & Material Movers, Hand](#)
- [First-Line Supervisors of Transportation & Material-Moving Machine & Vehicle Operators](#)
- [Logistics Analysts](#)
- [Logistics Managers](#)
- [Transportation Managers](#)

You might like a career in one of these industries:

- [Transportation & Storage](#)
- [Wholesale/Commercial Sales](#)
- [Government](#)
- [Manufacturing](#)

[See more details at O*NET OnLine](#) about storage and distribution managers.

- Military Transition Search using keyword search techniques to identify matching military occupations based on the user's search
- Algorithm was developed by the National Center for O*NET Development

- Search results depend on military-to-civilian occupation crosswalk data from Defense Manpower Data Center (DMDC)
 - Conducts research on personnel, manpower, training, financial, and other data for the Department of Defense
- The same military crosswalk information is freely available through O*NET Web Services, and is the basis of the VeteranSDS Report

Development of VeteranSDS

Report

VeteranSDS Report provides Occupations Finder occupations linked to military occupations, using the My Next Move crosswalk as its basis

A Civilian Occupation Related to My Military Job ⓘ



TOP PICKS	OCCUPATION	HOLLAND CODE	EDUCATION REQUIRED	CAREER CLUSTER	OUTLOOK	SALARY INFORMATION	RELATED JOB LISTINGS
▼ ▼	▼	▼ ▼	▲ ▼	▼ ▼	▼ ▼		
	Logistician	ECS	College degree			\$ Salary Data	Indeed

Development Veteran SDS

Report

Veteran SDS Report also provides Holland Codes for military occupations

Online resources such as the Credentialing Opportunities On-Line (COOL) websites provided info about job duties to facilitate Holland code assignments

Holland codes were reviewed by an expert panel of veterans and/or veteran counselors

You reported the following military occupation:

JOB ENTERED	HOLLAND CODE
Logistics [90A]	EC

Army Duties

MOS 92Z Senior Noncommissioned Logistician

MOS Description

The senior noncommissioned logistician supervises soldiers engaged in supply, services, materiel management and logistics operations. The critical duties for MOS 92Z are: Perform duties of MOS 92A and 92Y at the "5" skill level. Serves as principal NCO of supply and services operations. Supervises operation of organizations performing supply and related service operations such as transportation, property disposal, and commissary operations. Supervises management of materiel support functions in stock control and accounting, procurement, inventory control, and item financial management. Supervises development and preparation of operations information, plans, maps sketches, overlays and related data to employ supply and service organizations. Contributes to staff development and operations of supply support data systems, equipment review, salvage and repair parts supply procedures, and maintenance support systems. Supervises preparation of orders, operating instructions, reports, and related technical materials. Performs liaison between staff and supported soldiers to improve effectiveness of support activities.

92Z Enlisted Feeder MOSs

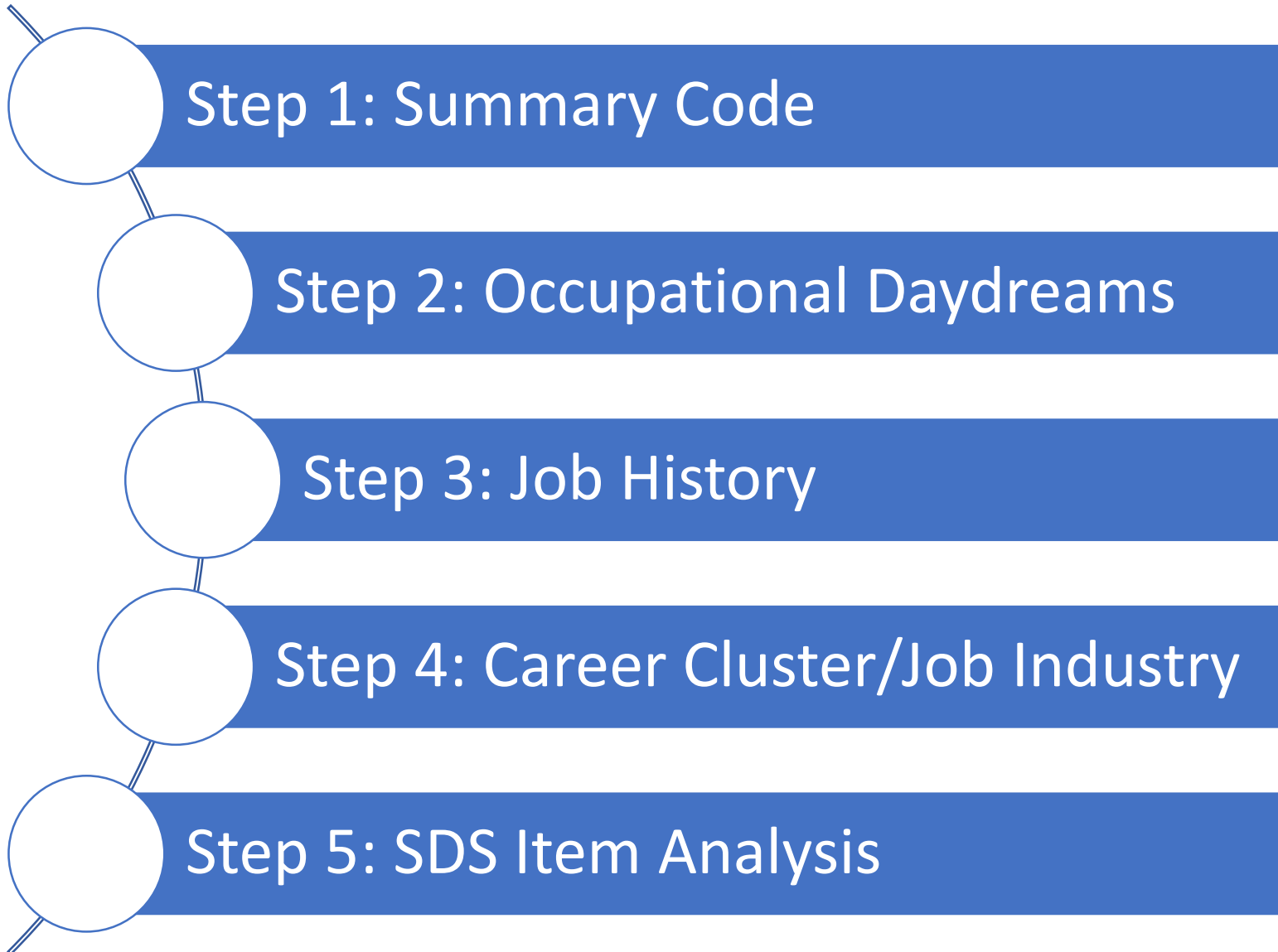
- [92A - Automated Logistical Specialist](#)
- [92Y - Unit Supply Specialist](#)



Case Study: James

Self-Directed Search
a part of **Aspira360**

Career Exploration Steps



Case Study: James



Self-Directed Search[®]
a part of **Aspira360**



- 30 years old
- Army Veteran
- Served 8 years as logistics officer
- College graduate

As he was leaving the military, his transition officer suggested he work with a career counselor and take the SDS.

My Summary Code



Step 1: Summary Code





My Summary Code

- Uncommon code: 10 occupations for EIR
- Explores occupations associated with all combinations of EIR
 - $EIR + ERI + IER + IRE + RIE + REI = 191$ occupations
- Identifies Operations Research Analyst for further exploration



My Occupational List



TOP PICKS	OCCUPATION	HOLLAND CODE	EDUCATION REQUIRED	CAREER CLUSTER	OUTLOOK	SALARY INFORMATION	RELATED JOB LISTINGS
	Operations Research Analyst	IRE	Advanced degree			\$ Salary Data	 Indeed

Step 2: Occupational Daydreams

Explores occupations by the codes associated with each occupational daydream

Also searches by the Aspirations Summary Code (average code of all daydream occupations)

James identifies Airport Manager as a potential possibility

Your Occupational Daydreams



From time to time, people have probably asked you about your occupational daydreams.

On page 2 of the **StandardSDS Assessment Booklet**, you listed occupations you have dreamed about and recorded the three-letter codes for those jobs using the **StandardSDS Occupations Finder**. If you haven't completed this section, do so now before continuing on in this workbook. You can also record this information in the spaces provided below.

My Daydream Occupations

	Code
1. <u>Logistician</u>	E C S
2. <u>Manager, warehouse</u>	E S R
3. <u>Distribution Manager</u>	E C I

My Daydream Occupations

ASPIRATION ENTERED	HOLLAND CODE
Logistician	ECS
Manager, Warehouse	ESR
Distribution Manager	ECI

ASPIRATIONS SUMMARY CODE

Step 3a: Civilian Job History

Civilian job history doesn't always tell the complete story

James worked during college but has no interest in returning to either of those occupations

Does not explore occupations associated with ECS or RCS



Person–Job Fit

It is possible that you may already have a job history. By examining the Holland Occupational Code associated with jobs you have had, you may learn more about your likes and dislikes for future careers.



Exercise

In the table below, list your last three jobs (if applicable), starting with your current, or most recent, occupation. Next, use the **StandardSDS Occupations Finder** to locate the three-letter code for each of the occupations and write the code in the spaces provided. If you can't find the exact occupation, use the occupation that seems most similar.

My Job History

	Code
1. <u>waiter</u>	<u>E</u> <u>C</u> <u>S</u>
2. <u>construction worker</u>	<u>R</u> <u>C</u> <u>S</u>

Step 3b: Military Job History

Explores occupations associated with EC and CE

James sees Budget Analyst listed under CER and adds it to his list

Interests

Earlier in this report you were provided information on your Summary Code of EIR and given a list of occupations associated with the code. When beginning the **VeteranSDS**, you were asked to report your job history.

You reported the following military occupation:

JOB ENTERED	HOLLAND CODE
Logistics [90A]	EC

My Summary Code






EIR

-  **ENTERPRISING**
-  **INVESTIGATIVE**
-  **REALISTIC**

Occupations Based on My Military Job ⓘ



TOP PICKS	OCCUPATION	HOLLAND CODE	EDUCATION REQUIRED	CAREER CLUSTER	OUTLOOK	SALARY INFORMATION	RELATED JOB LISTINGS
▼ ▾	▼	▼ ▾	▲ ▾	▼ ▾	▼ ▾		
	Budget Analyst	CER	College degree			\$ Salary Data	 Indeed

Skills




While in the Army, you gained useful skills and training. However, it may be challenging to translate those into terms that civilian employers or recruiters understand. One way to do that is to examine civilian positions that are most related to your military job.

The table below provides a civilian occupation that have similar required skills and abilities to your military job. By clicking on the occupation, you can review a more detailed list of skills. This information can be used in several ways.

1. There may be occupations listed that you are interested in and want to consider.
2. By exploring the skills related to these occupations, you may find useful terminology that can be used when describing your military position to civilians.

A Civilian Occupation Related to My Military Job



TOP PICKS	OCCUPATION	HOLLAND CODE	EDUCATION REQUIRED	CAREER CLUSTER	OUTLOOK	SALARY INFORMATION	RELATED JOB LISTINGS
	Logistician	ECS	College degree			\$ Salary Data	 Indeed

MY NEXT MOVE      


Careers similar to Army MOS title **logistics**


 Print  Share

Your search matched the Army MOS title:

90A Logistics (Commissioned Officer only)

Try another search:

Army (MOS) 

logistics 

Showing 1 civilian career similar to this title. This career may require additional training, education, or experience.

 Where in the Army?

 **Logisticians**

Step 4a: Career Clusters

Groups of occupations that are generally in the same field and require similar skills



REALISTIC



Agriculture, Food, and Natural Resources



Architecture and Construction



Manufacturing



Transportation, Distribution, and Logistics



INVESTIGATIVE



Health Science



Science, Technology, Engineering, and Mathematics (STEM)



ARTISTIC



Arts, Audio/Video Technology, and Communications



SOCIAL



Education and Training



Hospitality and Tourism



Human Services



Law, Public Safety, Corrections, and Security



ENTERPRISING



Business Management and Administration



Marketing, Sales, and Service



CONVENTIONAL



Finance




Government and Public Administration



Information Technology

Step 4: Career Clusters

Noting that logistician is in Transportation career cluster, James explores similar occupations, like Transportation Planner



Transportation, Distribution, and Logistics

Description:
Manage and provide transportation and logistics services and facility maintenance.

Common Code: Realistic

TOP PICKS	OCCUPATION	HOLLAND CODE	EDUCATION REQUIRED	OUTLOOK	SALARY INFORMATION	RELATED JOB LISTINGS
	Transportation Planner	ICR	College degree		\$ Salary Data	Indeed
	Transportation Manager	ERA	College degree		\$ Salary Data	Indeed
	Transportation Inspector	CRS	Some college		\$ Salary Data	Indeed
	Transportation Director	ESR	College degree		\$ Salary Data	Indeed
	Train Dispatcher	ECS	High School/GED		\$ Salary Data	Indeed
	Traffic Technician	REI	College degree		\$ Salary Data	Indeed
	Traffic Manager	ESR	College degree		\$ Salary Data	Indeed
	Traffic Maintenance Supervisor	ERI	Some college		\$ Salary Data	Indeed

Step 4b: Job Industry

"I'll know it when I see it."



Browse careers by industry.

There are over 900 career options for you to look at. Find yours in one of these industries:

- Administration & Support Services
- Administration & Support Services
- Arts & Entertainment
- Construction
- Education
- Farming, Forestry, Fishing, & Hunting
- Finance & Insurance
- Government
- Health & Counseling
- Hotel & Food
- Management
- Manufacturing
- Media & Communication
- Mining, Oil, & Gas
- Professional, Science, & Technical
- Real Estate & Rentals
- Retail
- Service
- Transportation & Storage
- Utilities
- Wholesale/Commercial Sales

James is interested in management positions and so explores the Management industry on My Next Move

Adds Purchasing Manager to his list of possibilities

Step 5: SDS Item Analysis (Print Only)

Reviewed Competencies
(a.k.a., skills) and Occupations
sections

Endorsed interest in Chief
Executive on Occupations
section and many Enterprising
competencies focusing on
leadership

James explores Chief
Executive on My Next Move



E

	Y	N
Buyer	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Manufacturer's representative	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Chief executive	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Salesperson	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Real estate sales agent	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Retail store manager	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sales manager	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Program director (TV)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Entrepreneur	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Financial manager	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Estate planner	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hotel/motel manager	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marketing executive/director	<input type="checkbox"/>	<input checked="" type="checkbox"/>



E

	Y	N
I know how to be a successful leader	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I am a good public speaker	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I can manage a sales campaign	<input type="checkbox"/>	<input checked="" type="checkbox"/>
I can organize the work of others	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I am an ambitious and assertive person	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I am good at getting people to do things my way	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I am a good salesperson	<input type="checkbox"/>	<input checked="" type="checkbox"/>
I am a good debater	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I can be very persuasive	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I have leadership skills	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I am good at planning a strategy to achieve a goal	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I can successfully negotiate a deal	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I am good at motivating others	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I am good at managing the work of others	<input checked="" type="checkbox"/>	<input type="checkbox"/>



Summary Report for: 11-1011.00 - Chief Executives

[Updated 2018](#)

Determine and formulate policies and provide overall direction of companies or private and public sector organizations within guidelines set up by a board of directors or similar governing body. Plan, direct, or coordinate operational activities at the highest level of management with the help of subordinate executives and staff managers.

Went to O*NET to explore Knowledge, Skills, and Abilities

James identified Critical Thinking as a strong skill

Mathematical Technician identified as a potential option he had not considered

Related occupations for skill:

Critical Thinking — Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

23-1023.00 [Judges, Magistrate Judges, and Magistrates](#)

19-3039.01 [Neuropsychologists and Clinical Neuropsychologists](#) ⭐

Bright Outlook

15-2091.00 [Mathematical Technicians](#)

29-1061.00 [Anesthesiologists](#) ⭐

23-1021.00 [Administrative Law Judges, Adjudicators, and Hearing Officers](#)

[See more related occupations >>](#)

- Career exploration can begin at any point in the list generation process, depending on the needs of the client
- After generating his list, James uses the VeteranSDS report and My Next Move jump start his occupational research
- After narrowing down possibilities, James decides to pursue opportunities as a Distribution Manager (ECI) and Budget Analyst (CER)
 - Most closely matched the skills he developed in the military as well as his personality (EIR)

Researching Occupations

Use icons to easily save, sort, and filter your results

Link to occupational information on the Department of Labor's Occupational Information Network (O*NET)

Icons indicate New & Emerging and Rapid Growth occupations

Filter by education level required

Print results

My Occupational List

TOP PICKS	OCCUPATION	HOLLAND CODE	EDUCATION REQUIRED	CAREER CLUSTER	OUTLOOK	SALARY INFORMATION	RELATED JOB LISTINGS
	Teacher, Drama	ASE	High School/GED			\$ Salary Data	 Indeed
	Airplane Inspector	RES	Some college			\$ Salary Data	 Indeed
	Film and Video Editor	AES	College degree			\$ Salary Data	 Indeed
	Media Marketing Director	ESR	College degree			\$ Salary Data	 Indeed
	Vision Rehabilitation Therapist	SER	Advanced degree		 	\$ Salary Data	 Indeed

Save favorite occupations

Explore occupations by Holland Occupational Code

Explore occupations within similar fields

Link to current salary information

Link to local job openings

Researching Occupations

Salary Data

Occupation:

Budget Analysts

Salary Range:

\$60,200 - \$96,000



Indeed Jobs

Warehouse Manager

CPIGroup - Tampa, FL - 8 days ago

3 years or more experience as a General **Manager**, Operations **Manager** or Warehouse **Manager** of a **distribution** facility or warehouse....

Supply Chain & Logistics Manager

Hiller Carbon, LLC - Tampa, FL - 21 hours ago

The business includes manufacturing, marketing and just-in-time **distribution** of key raw materials to customers throughout North America....

Warehouse Manager - Day Shift \$50-\$55k+bonus

Core-Mark International, Inc. - Tampa, FL - 22 days ago

Production management experience with working knowledge of **distribution** center/warehouse activities over hourly and exempt employees preferred....

[View More Job Search Results](#)

Close

Other Features of VeteranSDS Online Report

Transition Planning Checklist

- Take interest assessment
- Develop your Individual Transition Plan (ITP)
- Review benefits (GI Bill, Tuition Assistance)
- Find a mentor.
- Review your budget and begin planning for changes in your financial situation.
- Consider educational opportunities.
- Research job potential and career outlook.
- Develop a resume.
- Begin searching for jobs based on your interests.
- Learn more about your interests as they relate to your military occupation.

Other Features of VeteranSDS Online Report

See Resources

Self-Directed Search (SDS) Web site	CareerOneStop	National Career Development Association
O*NET Online	Occupational Outlook Handbook	Career Clusters
My Next Move for Veterans		

Storage & Distribution Managers

Also called: Distribution Center Manager, Distribution Manager, Terminal Manager, Warehouse Manager

In the Army: Ammunition Specialist; Ammunition Warrant Officer; Aviation Maintenance Technician (Nonrated); Cavalry Scout; Field Artillery Targeting Technician; Medical Logistics Specialist; Petroleum Supply Specialist; Petroleum Technician; Quartermaster, General; Supply Systems Technician; Transportation Management Coordinator

What they do:

Plan, direct, or coordinate the storage or distribution operations within an organization or the activities of organizations that are engaged in storing or distributing materials or products.

On the job, you would:

- Supervise the activities of workers engaged in receiving, storing, testing, and shipping products or materials.
- Plan, develop, or implement warehouse safety and security programs and activities.
- Inspect physical conditions of warehouses, vehicle fleets, or equipment and order testing, maintenance, repairs, or replacements.

KNOWLEDGE

Transportation

- movement of people or goods by air, rail, sea, or road

Business

- customer service
- management

Arts and Humanities

- English language

Math and Science

- arithmetic, algebra, geometry, calculus, or statistics

SKILLS

Basic Skills

- keeping track of how well people and/or groups are doing in order to make improvements
- thinking about the pros and cons of different ways to solve a problem

Problem Solving

- noticing a problem and figuring out the best way to solve it

Resource Management

- selecting and managing the best workers for a job
- making spending decisions and keeping track of what is spent

ABILITIES

Verbal

- read and understand what is written
- communicate by speaking

Ideas and Logic

- notice when problems happen
- order or arrange things

PERSONALITY

People interested in this work like activities that include **leading, making decisions,** and business.

They do well at jobs that need:

- **Dependability**
- **Integrity**
- **Attention to Detail**
- **Leadership**
- **Stress Tolerance**
- **Adaptability/Flexibility**

TECHNOLOGY

You might use software like this on the job:

Materials requirements planning logistics and supply chain software

- Catalyst International CatalystConnect
- IBM i2 Transportation Manager

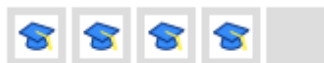
Inventory management software

- Aljex Inventory
- Iptor Supply Chain

Analytical or scientific software

- Integrated Decision Support Netwise Enterprise
- Integrated Decision Support Netwise Frontline

EDUCATION



bachelor's degree
usually needed

Get started on your career:



JOB OUTLOOK



Average

New job opportunities are **likely** in the future.

SALARY:

\$92,460

\$54,300

\$156,710



EXPLORE MORE

- [First-Line Supervisors of Helpers, Laborers, & Material Movers, Hand](#)
- [First-Line Supervisors of Transportation & Material-Moving Machine & Vehicle Operators](#)
- [Logistics Analysts](#)
- [Logistics Managers](#)
- [Transportation Managers](#)

You might like a career in one of these industries:

- [Transportation & Storage](#)
- [Wholesale/Commercial Sales](#)
- [Government](#)
- [Manufacturing](#)

[See more details at O*NET OnLine](#) about storage and distribution managers.

[<< Back to Storage & Distribution Managers](#)



Updated 2018



Summary Report for: 11-3071.02 - Storage and Distribution Managers

Plan, direct, or coordinate the storage or distribution operations within an organization or the activities of organizations that are engaged in storing or distributing materials or products.

Sample of reported job titles: Cold Storage Supervisor, Distribution Center Manager, Distribution Manager, Load Out Supervisor, Shipping Manager, Shipping Supervisor, Terminal Manager, Warehouse Manager, Warehouse Operations Manager, Warehouse Supervisor

View report: [Summary](#) [Details](#) [Custom](#)

[Tasks](#) | [Technology Skills](#) | [Tools Used](#) | [Knowledge](#) | [Skills](#) | [Abilities](#) | [Work Activities](#) | [Detailed Work Activities](#) | [Work Context](#) | [Job Zone](#) | [Education](#) | [Credentials](#) | [Interests](#) | [Work Styles](#) | [Work Values](#) | [Related Occupations](#) | [Wages & Employment](#) | [Job Openings](#) | [Additional Information](#)

Tasks

+ - 5 of 29 displayed

- ⊕ Supervise the activities of workers engaged in receiving, storing, testing, and shipping products or materials.
- ⊕ Plan, develop, or implement warehouse safety and security programs and activities.
- ⊕ Inspect physical conditions of warehouses, vehicle fleets, or equipment and order testing, maintenance, repairs, or replacements.
- ⊕ Respond to customers' or shippers' questions and complaints regarding storage and distribution services.
- ⊕ Develop and document standard and emergency operating procedures for receiving, handling, storing, shipping, or salvaging products or materials.

Resources to Support Veterans



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Thank you!



QUESTIONS?
THANK YOU!

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