



US Veterans Webinar Series

Session 3: Gaining Employment in the Tech Industry

September 2018

Welcome to the 3rd
session of the
U.S. Veterans:
Navigating Your
Transition to a
Tech Career
webinar series

- Use the Q and A panel to ask questions.
- Use the Chat panel to communicate with attendees and panelists.
- A link to a recording of the session will be sent to all registered attendees.
- Please take the feedback survey at the end of the webinar.

U.S. Veterans Series: Navigating Your Transition to a Tech Career



- Session 1: Aligning Your Military Experience to Tech Careers
- Session 2: Exploring Tech Career Options for Veterans
- Session 3: Gaining Employment in the Tech Industry

Access Series @ <http://bit.ly/transition2tech>

Today's Host

Gena Pirtle

gpirtle@cisco.com



Veteran & Workforce
Programs Manager
Corporate Affairs
Cisco

Joining You Today

Angie Coolidge
Recruiter
Cisco Systems



Brenda
Stultz-Roae
Recruiting Manager
Cisco Systems



Arodi Grullon
Fernandez
US Marine



Agenda



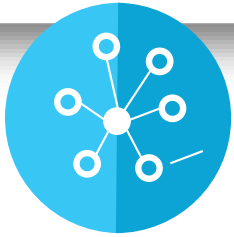
- 1 Overview
- 2 What's Your Brand?
- 3 Veteran Talent Incubation Program (VTIP)
- 4 Veteran Spotlight: Arodi
- 5 Q&A



An estimated 200,000+ service members transition out of the military each year.

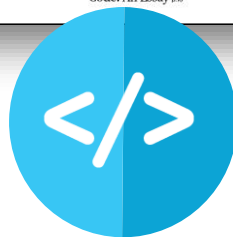
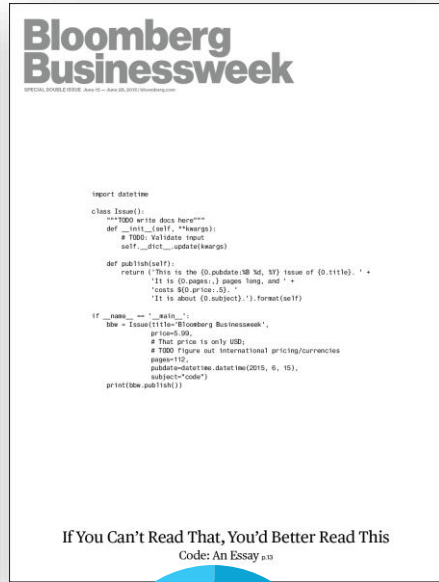
Each transition is unique...

What's your journey?



Everything becomes connected

Networking



Everything becomes software-based

Programmability



Everything generates data



Everything can be automated

Security



Everything needs to be secured

A Digital Future

Total users and connections

- 4.1 billion Internet users
- 26.3 billion networked devices and connections

Video

- 7 trillion video clips (e.g., YouTube)—more than 2.5 daily video clips per person on earth for a year

By 2020, worldwide...

- 5.6 billion mobile users = over 70 percent of the global population

Mobile devices

- Internet traffic will be 92 times greater than in 2005

Internet traffic



Shortage of Qualified Workers

Companies are struggling to find the right candidates. There is a mismatch between the skills companies need and the skills employees have.



Filling Jobs

38% of employers globally, 32% in US and Canada are having difficulty filling jobs



Qualified Candidates

89% of US IT hiring managers surveyed challenged to find qualified candidates



Vacancies

2M unfilled ICT-related jobs in next decade
1M+ cybersecurity job openings in 2016

Guest Speaker

**Brenda
Stultz-Roae**
Recruiting Manager
Cisco



Skills Gained in the Military that Civilian Employers Value



Skills you should
build that might
not be
developed in the
Military



Presentation
Skills

Business
Acumen

Focus on Self
(Lifelong Learning)

Manage Your Personal Brand on LinkedIn and on Your Resume

- Concise language
- Focus on results
- Translate skills to business relevant terminology

No matter how you define success, it starts with your profile.

Your profile is your personal billboard. It says who you are as a professional. And makes you a part of our professional community. Follow our simple steps to craft a great profile, and remember to update it as you grow in your career journey.

1. PHOTO

A photo helps people put a face to a name. Your photo doesn't need to be perfect. It just needs to show the real you. Upload something recent, then enhance it with our filters.

3. SUMMARY

Think of your summary as your "elevator pitch." It should describe what you do and also highlight your strengths. Pro tips: Stick to a few short paragraphs, lose the jargon, and be your authentic self.

5. PICTURES & VIDEOS

Say it – and show it. Add photos, videos, and media to tell your professional story in a more visually engaging way.

7. ENDORSEMENTS

Add skills you want to be known for, and your network can endorse you for the ones you've listed. A high number of endorsements adds credibility to your profile.

The screenshot shows a LinkedIn profile for Blair Decembrele, a 2nd-degree connection. The profile includes a profile picture (1), a cover photo with the hashtag #InItTogether, and a bio (2) that reads: "Consumer & Editorial Marketing Communications at LinkedIn | LinkedIn • Lehigh University | New York, New York • 500+ In". Below the bio are "Connect" and "InMail" buttons. A tip (3) suggests enhancing the profile with a high-quality photo, brand-driving programs, and additional product/service specifications. The "Experience" section (4) lists a role as "Group Manager & LinkedIn Career Expert, Global Integrated Marketing & Communications" at LinkedIn from Nov 2018 to Present. A tip (5) suggests adding a powerful LinkedIn profile. The "Education" section (6) lists Lehigh University (Bachelor of Arts in Marketing, Communications, Journalism), Needham High School, and Syracuse University in Florence. The "Featured Skills & Endorsements" section (7) shows skills like "Media Relations" and "Social Media" with endorsement counts and names.

2. LOCATION

The more details you add, the more LinkedIn can help you connect to your next opportunity. When you add your location, you're more likely to be contacted for jobs in your area.

4. EXPERIENCE

Starting with your current position, write about your major wins, projects, and the value you brought to your team. Keep your descriptions clear and concise. Bullet points are fine.

6. EDUCATION

Tell people where you went to school and what you studied. Did you know? Members who list their education details get up to 11x more profile views.

Guest Speaker

**Angie
Coolidge**
Recruiter
Cisco



Veteran Technology Incubation Program (VTIP)

- Provides certification training leading to employment at Cisco
 - CCENT & CCNA training
 - Soft skills boot camp
 - Mentoring / Job Shadowing
- Expanded program to include include disabled veterans (LTIP -Project Life Changer)



Ready to use your military experience to build a career in IT?

VTIP can lead the way.

Veteran Talent Incubation Program (VTIP)

VTIP offers a pathway into a network engineering career at Cisco by providing a rigorous six-month development program focused on technical and consultative skills. Participants who successfully meet all of the program milestones are eligible to receive a full-time offer as a Customer Support Engineer or Network Consulting Engineer primarily in our Raleigh, NC office or potentially in other US Cisco offices.

Program Offerings



- Mentoring from experienced Cisco engineers
- Training check points and study sessions
- Corporate culture and soft-skills training
- Passing CCENT and CCNA exams required (Exam vouchers provided) (No federal endorsement implied)
- CCENT & CCNA self-paced online training + instructor-led webinars
- Job shadowing

Tips: Marketing Yourself

- Create a personal brand/don't brag- Personal branding should always come from a place of authenticity and not from the goal to “spin” or “twist” the truth to make you sound better than you are
- Be able to articulate why you are valuable and relevant, and help others see the value in your skills and abilities- Soft skills are key, the ability to learn, the ability to lead and the ability to communicate are skills that are valuable
- Learn how to translate your military experience to corporate-sell your experience in your interviewers “language”

Tips: Marketing Yourself

- Take the transition assistance training that's offered prior to separation – attend the classes, do the homework and really prepare yourself to leave
- Social Media is your Friend
 - Be purposeful in what you post
 - Have a goal- connect with companies you are interested in
- Network Intentionally- target contacts in the area you want to end up. Develop relationships, “Find an In”
- Pay it forward

Tips: Translating Your Skills

- Military to Civilian translation Cites:
- <https://vetjobs.com/vet-ta-articles/vet-ta29/>
- <https://www.military.com/veteran-jobs/skills-translator/>
- <https://www.onetonline.org/crosswalk/MOC/>
- <https://www.careeronestop.org/Toolkit/ACINet.aspx>

MY STORY...

ARODI GRULLON FERNANDEZ



Dominican descent. Raised in PR. Joined the Marine Corps.

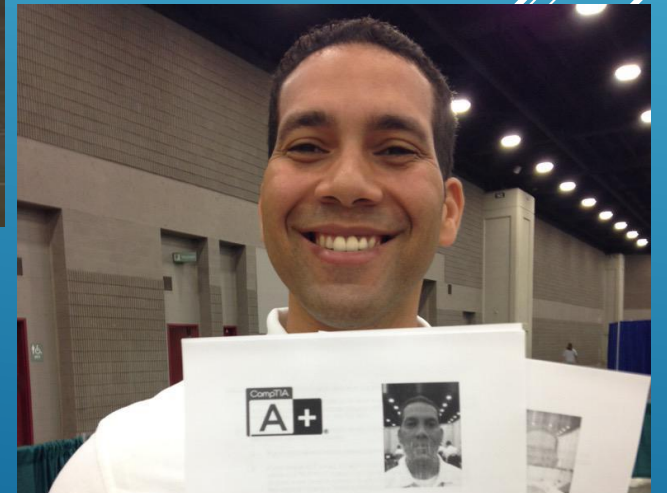
Served 12 years in the Marine Corps

Stationed in Okinawa, California, and North Carolina.

1161 Refrigeration Mechanic

Platoon Sergeant/ Maintenance Chief/ Ops Chief

Deployed to Iraq and Afghan





GI Jobs Article

Featuring NetAcad Dream Team & VTIP alumni Arodi Grullon Fernandez – now employed at Cisco:

Q: What attributes of a potential job were of most value to you and why?

A: “The most important aspect to me at the time was to find something I would enjoy. The culture was also a factor since I missed the camaraderie of the military. Work/life balance is great, but I did not want a job just to check-in and out; I wanted to be involved.”

TELECOM TRANSITION **SUCCESS**

SERGEANT **ARODI GRULLON FERNANDEZ**

Customer Support Engineer, Cisco, Inc., Fulton, Md.



Age: 33
Military Service: Sergeant (E-6), Marine Corps (2002-2014)
MOS: Information Mechanics (21181)
Education:
• Associate degree, network and system administration, Crown Community College, 2016
• Associate degree, cybersecurity and network management, Crown Community College, 2016
• Cisco Certified Network Associate (CCNA), 2016
• CompTIA Security+, 2016
• CompTIA Network+, 2015
• CompTIA A+, 2015

What worked best in your job search?
Being flexible and taking opportunities when they presented themselves. Before working for Cisco, I took an IT job at my community college. I knew it was not something I would do forever, but it was a good opportunity for experience. Also, I was enrolled with the Wounded Warrior Project, and they were the ones that directed me to Cisco's Veteran Talent Incubation Program, through which I ultimately got my job. The program was not easy, but it was totally worth it.

What was the hardest interview question you were asked? Why do you think that you deserve this job?

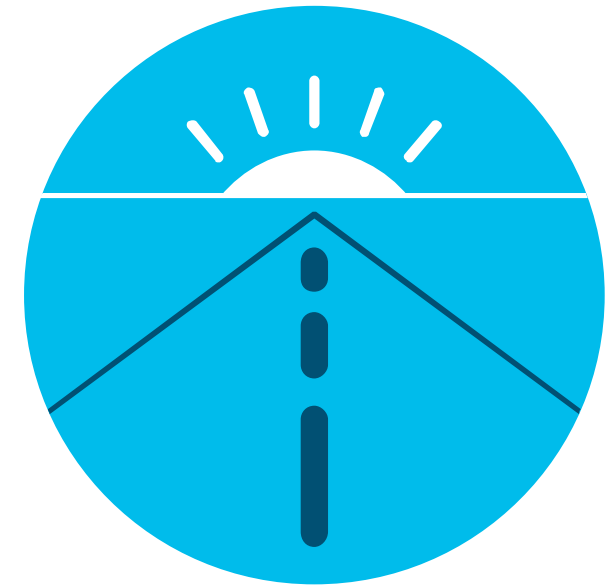
What attributes of a potential job were of most value to you and why? The most important to me at the time was to find something I would enjoy. The culture was also a factor since I missed the camaraderie of the military. Work/life balance is great, but I did not want a job just to check-in and out; I wanted to be involved.

Best advice for transitioning service members? Find something you will enjoy doing, and don't be afraid of having to start at the bottom. You will rise quickly if you stay motivated and do the best job you can. Most importantly, polish those on-the-job skills. If you're in IT, take an hour a day to work on a certification or project. You will learn the most doing hands-on work.



Next Steps

- Watch the recordings from sessions 1 and 2 if you were unable to join
- Check out Veteran Transition Resource Guide (to be sent to participants after the series)
- Coming Soon: Talent Bridge for Vets
- Questions? vet-connection@cisco.com



Questions?



Thank you.

