



Steps and Initiatives to Hiring Transitioning Military Personnel & Veterans

Post your job on transitioning military personnel and veteran-related sites (as well as your human resources traditional marketing and posting) to include:

- NCWorks Online run by the North Carolina Department of Commerce, www.ncworks.gov
- NCWorks Veterans Portal, www.veterans.ncworks.gov
- NC4ME a non-profit organization, <http://www.nc4me.org/>

Contact the North Carolina Military Business Center (NCMBC). When companies are seeking veterans for employment, NCMBC works with the transition assistance programs on NC bases as well as organizations that assist veterans to find jobs. Send your job descriptions and contact information to Courtney Smedick at Courtney@ncmbc.us.

Contact the North Carolina National Guard/Reserves. The North Carolina National Guard and Reserves hosts an Education & Employment Center where they collaborate with NC employers who are seeking soldiers and airmen to utilize their military training, experience and education in order to maximize the employer's organization.

Participate in Veteran Hiring Events. Veteran Hiring events are hosted by the transition offices at North Carolina's military installations. These are not job fairs. Hiring events provide the opportunity for an employer, with available jobs to fill, to interview capable transitioning military personnel on-site and offer employment if qualified.

Connect with Veteran-related organizations. Organizations such as Marine for Life, Hiring our Heroes, etc. are valuable resources that can connect employers with veterans who have already exited the service.

Connect with local Workforce Development Boards. These boards support programs to help employers hire veterans, such as on-the-job training and oversee NCWorks Career Centers across the State.

Heroes Make America (The Manufacturing Institute): With 5 locations around the country on bases (one at Fort Bragg), this organization works with active duty service members who are transitioning out to earn industry-specific skills, certifications, and connections for establishing careers in manufacturing.

Transitioning military database. The transitioning military personnel database was created principally to provide data to economic developers and employers about the transitioning workforce. The searchable database identifies and quantifies skills and experience of transitioning military personnel, and catalogues and "translates" military skills and abilities to civilian job equivalents. The database was created using historical data on actual transitions from Army, Air Force, and Marine Corps Transition Assistance Programs in NC, and utilizes the "skills crosswalk" feature on the "O-Net" tool provided to the public by the NC Employment Security Commission.

NCMBC Contacts.

- Scott Dorney, Executive Director, 910-678-0190 or scott@ncmbc.us
- Courtney Smedick, Director of Operations, 910-678-0193 or courtney@ncmbc.us
- Erin Ananian-Gentile, Workforce Business Development Professional, 252-635-3762, erin@ncmbc.us

NCMBC employment resources are economic development initiatives that principally support business recruitment and business expansion in North Carolina and provide the highly skilled, educated, experienced, and disciplined workforce resources that businesses need to successfully engage in the military, federal and civilian marketplace.