

A Spouse's Point of View

By Deb Kloeppe – President and CEO, MSCCN



Deb Kloeppe with Vice Admiral Ann Rondeau, Deputy Commander, U.S. Transportation Command

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MSCCN Employers Are Not Just Military Friendly - They Are Military Supportive!

MSCCN has carved out a very unique place in the military spouse market. Since when did we as military spouses become a “market”?

Since corporations starting viewing spouses as such. Corporations are beginning to take notice of the 1.9 million of us living on (and outside) of military installations.

In business (whether a nonprofit or for profit), bigger isn't always better. There's something to say about a small and mighty program. The MSCCN has a powerful network of loyal clients and corporations. We like it that way. They protect our interest as their own. We need that type of care and concern. As an organization, we made the decision to stay loyal to our core competencies: vocational training and job placement. That's what we do best. I've personally instructed my dedicated MSCCN Team of professionals never to tout ourselves as anything more or less than the job placement specialists we're trained to be.

MSCCN is dedicated to our mission and outreach. So often nonprofits turn the slippery slope when becoming “everything to everyone” to snag a grant here or there. MSCCN never loses sight of our outreach potential or mission purpose. We've walked away from money when we knew the money didn't fit our purpose or when we knew the offer wasn't in the best interest of our spouse, caregiver, and war wounded clients.

We challenge other military spouse groups (especially the super-sized ones) to remain faithful to the intent and purpose of your mission statement, IRS status regulations, and chartered bylaws.

The MSCCN will never sandbox our success. Our success is shared across the board... hence the IRS status: non profit.

Inside this issue:

A SPOUSE'S POINT OF VIEW	1
PSST...PASS IT ALONG	2
HIGHLIGHTED SPOUSE	2
MSCCN TALENT MANAGEMENT GATEWAY	3
HIGHLIGHTED COMPANY – MAGELLAN HEALTH	4
MSCCN EMPLOYER NEWS	4
HOT JOBS!	5
MSCCN AND THE PINNACLE FOUNDATION	6-7
THE PINNACLE FOUNDATION	7
ABOUT MSCCN	8

Choose a job you love, and you will never have to work a day in your life.

~Confucius

Pssst...Pass It Along

By Trina Miller

I love shortcuts. While I am certain I am missing out on some virtue I will contend with later in life, I am always on the lookout for really good shortcuts. Although I'll admit sometimes it may be a bit excessive. An unpleasant task like grocery shopping somehow morphed into a competitive "divide-and-conquer" scavenger hunt. My husband and I have been known to sprint around opposite ends of the store in a feverish race to be the first to rendezvous at the shortest checkout line.

By nature or sheer necessity military spouses are masters in finding shortcuts, especially when it comes to employment. Under the most daunting of circumstances, in the most isolated of new "homes", and in the tightest of labor markets, we make it work. Armed with six resumes in unrelated career fields and a whole lot of Moxie, we put the "hunt" in job hunting. We

network in line at the post office. We get leads from our neighbors down the street. We don't wait for jobs to appear in the Sunday want ads. Heck, sometimes we don't wait for job openings at all. And we are never short on advice to help our fellow spouses locate employment.

Whether you are a veteran job hunter or brand new to the military, always remember to share your shortcut secrets with the rest of us. Your advice might just be what a spouse needed to win their own scavenger hunt and land their dream job. And of course you are always invited to let us help you find employment by uploading your resume to www.msccn.org. MSCCN is proud to be on your team.

Highlighted Spouse — *Babette Maxwell, Co-Founder and Chief Creative Officer, Military Spouse Magazine*

For 35 years, Maxwell has been on the move. First as a 4th-generation Army brat, then as a Navy pilot's wife, she is familiar with packing up her life and family every year or so. However, like most military spouses, her career took a back seat in her husband's cockpit.

A mechanical engineer by education, a military spouse by choice, a mother by experience and an innovator by nature, Maxwell realized that although she found an instant community every time she moved to a new military installation, her connection to her fellow spouses was fragmented at best. That's where the idea for a magazine, by and for her peers, took shape. When the first issue of Military Spouse was

launched in September of 2004, the response from readers proved Maxwell's theory correct. Military spouses want and need a way to connect with each other.

Since then, the magazine has gained new readers and subscribers with every bi-monthly publication, which features topic tailored specifically for them. News makers, like Senator John McCain, Madeleine Stowe and Laura Bush, have shared their thoughts with Military Spouse readers.

Congratulations to Babette on her success!!



MSCCN Talent Management Gateway

by Becky Brillon, MS-HRM

Don't Stop, Drop, and Roll

Sparky the Fire Dog® is credited for teaching all of us to “Stop, Drop, and Roll” if our clothes ever catch fire. Occasionally, I wonder if some of our candidates are on fire when they post their resumes to the Gateway. By this I mean that some resumes are cut and pasted to our site and then left with unidentified fonts and spacing problems that can make a very professional resume look like a bad attempt at keyboarding.

Always preview your resume before you leave the Gateway. What you see on your screen will be what employers see on theirs'. And if you see question marks in the middle of words, or employment dates scattered in with the description of your experience, or page breaks that change your resume to fourteen pages instead of two, then you need to stop and edit.

So, Becky the HR Hound says, “Don't stop and drop your resume off, and then roll out of the site”.

Search Agents Work 24/7

One of the great features of the MSCCN's Gateway is the ability to create Search Agent Managers to save searching time. Search agents are searches you have saved so that you can run them again and/or receive the search results via e-mail. You can choose how detailed the search agent is by selecting state, job category, and keyword.

To create a new search agent, click **Search agent manager** link on the Home page and then click the **Create search agent** button. You may also go to **Search openings**, search for jobs using the criteria you want, and then click the **Create search agent** button. In the Create search agent screen, enter a name for the search, select its frequency, and confirm your e-mail address so you can be notified of the results.

To see the current results of a search agent, select **Search agent manager** in the Home page and click the **Run** link next to the agent's name. Results are returned to you in the Search results screen.

To edit the criteria for a search agent, click the pencil icon next to the search agent's name. You will be prompted to change any or all of the search agent's information. Click **Save** to store your changes.

To change the frequency by which the results of a search agent are e-mailed to you, select a new frequency from the dropdown list under **E-mail frequency**.

To change the e-mail address the search agent's e-mail messages are being sent to, click the pencil icon next to the search agent's name. You can then change any or all of the search agent's information, including the e-mail address that the messages are sent to. Click **Save** to store your changes.

If you want to stop receiving search agent e-mail messages, change the frequency to **None**, or delete the search agent by selecting its checkbox and clicking the **Delete selected search agents** button.

By utilizing this feature, you can stay on top of the job openings posted on MSCCN's Gateway.

Highlighted Company — Magellan Health Services



Magellan Health Services, Inc. is the nation's leading diversified specialty health care management organization. With a strong tradition of clinical care management, we support tens of millions of individuals and families in improving the quality of their lives.

With numerous locations across the United States and opportunities in a diversity of disciplines, Magellan offers several highly satisfying career options, all featuring the chance to make a fulfilling impact. Magellan Health Services employs several thousand people from coast-to-coast and is regularly on the lookout for new associates who can further our mission.

Career opportunities exist in the following fields:

- Accounting
- Administrative
- Claims
- Clinical
- Communications
- Customer Service
- Finance
- Human Resources
- Information Technology
- Sales and Marketing

Upload your resume and apply for Magellan Health Services' positions online through <http://www.msccn.org/>

MSCCN Employer News

by Becky Brillon, MS-HRM

The Military Spouse Corporate Career Network and the Community Association Institute joined forces on June 26-28 to offer seven spouses and two transitioning military members training at Randolph Air Force Base in San Antonio, Texas. The "M-100: Essentials of Community Association Management" training is a comprehensive course that provides a solid foundation to common business concepts and association management practices. The participants learned about community association legal documents and statutes, management ethics, development and enforcement of community association rules, among many, many other topics.



The MSCCN is very pleased that the pass rate of the course was 100% and each candidate may go on to build a career and certification in the exciting community association management field. The MSCCN would like to thank all the staff of CAI and Randolph Air Force Base for their willingness and effort that helped this event be so successful.

Perhaps the most valuable lesson learned from the course is that every spouse can find and utilize experiences and training wherever they are to progress towards their career goals and achieve success. When spouses find themselves in a lengthy job search, they should explore the possibilities of career enrichment through training and certification to make the most of their time and location.

Hot Jobs!!

By Anne Wight, GCDF, CFLE, and CCRR

The Bureau of Labor Standards' Occupational Outlook for 2004-2014 provides projected changes in employment and number of jobs. It is interesting to note how these projections compare to what is seen locally and nationally in 2007.



Chart 6. Percent change in total employment by major occupational group, projected 2004-2014



Chart 10. Number of jobs due to growth and replacement needs by major occupational group, projected 2004-2014



<http://www.bls.gov/oco/oco2003.htm>

Basically, the projections are extremely accurate! If you read through the help wanted ads in local newspapers, research a variety of HR and business literature, and speak to recruiters, you will find occupations currently in high demand. In broad terms, these include finance and banking, sales, call centers, IT, teaching, and the medical field. What specific jobs in these areas are in the greatest demand?

In **finance and banking**, bank teller openings outnumber viable candidates. Also needed in banks are mortgage specialists. In the broader financial services area, there are numerous openings for financial planners, accountants, bookkeepers, credit card call center staff, and collection agents. The **medical field** needs doctors and nurses, physical and occupational therapists, and other professionals, LPNs, CNAs, medical billers and coders, physical therapy assistants, respiratory therapists, and radiology technicians.

Openings in **sales** span several career fields including retail, pharmaceutical, financial products and services, and counter and rental clerks. Computer and **IT** jobs are on the upswing again. Information systems managers with multiple certifications are in great demand.

Elementary and secondary school **teachers** are needed. Numerous **call centers** are now "homeshoring" in the US instead of offshoring to a foreign country. These call centers span various fields of work.

For more information, see the chart on <http://www.bls.gov/oco/ocotjt1.htm> and then explore on your own.

MSCCN and The Pinnacle Foundation — We're the Powerful Organizations You've Never Heard Of

By Deb Kloeppe, CEO and President, MSCCN and The Pinnacle Foundation

The MSCCN and Pinnacle Foundation are powerful hard-charging organizations. We're very well known to the military services and have earned the respect of our corporate partners. Why then do we keep our marketing endeavors and successes under the radar? As an organization, my Team and I decided that success would not come at a high price. We didn't want our mission to creep into unsavory territory as many non-profits do these days. No matter the hardships or challenge, the MSCCN and Pinnacle Foundation rise up to any occasion for the sake of our military spouse applicant in a quiet and thoughtful manner. We're advocates of vocational training and job placement for the military family. The MSCCN works diligently to maintain our robust infrastructure, which is second-to-none in resume collection, job postings, job matches, applicant tracking, and job placement.



Deb Kloeppe with Todd Davis of HealthNet

The missions of both organizations remain prioritized in our core competencies – personal high touch customer service for our corporate clients and military spouse applicants, while working under Memoranda of Understanding with the Army, Navy, Air Force, Marine Corps, and Coast Guard. We're the only organizations in the nation to garner such an honor.

As President and CEO of both the MSCCN and the Pinnacle Foundation, I am so proud to work with my current Team of military spouse independent contractors! I've been asked many times lately why the MSCCN and Pinnacle Foundation continue our meteoric rise. The answer: We follow ALL of the rules set forth by the IRS and non-profit sector. A corner is never turned and the term "slippery slope" isn't in our vocabulary.

Selecting a legal non-profit to donate your time and money to:

When visiting the website or reviewing the material of a non-profit you might be interested in donating your time and money to, remember the five rules of non profit giving. Legal non-profits that are in good standing with the IRS will publish:

- 1). Appropriate Tax ID numbers
- 2). IRS status, such as a 501 (C) 3 or 501 (C)4. If a non-profit states "status pending" please do NOT send them money. It's more than likely a scam.

Resolve to be thyself; and know that he who finds himself, loses his misery.

~Matthew Arnold, "Self-Dependence," *Empedocles on Etna, and Other Poems*, 1852

MSCCN and The Pinnacle Foundation — We're the Powerful Organizations You've Never Heard Of (cont.)

- 3). Bios and information regarding the Board of Directors and Finance Committee. Pristine non-profits also charter a separate Audit Committee.
- 4). Street address as their return address for funding – not a PO Box number
- 5). If the non-profit asks you to donate by calling you on the phone...don't. Only donate when you decide to, not by being urged to by a stranger who calls. Check out the authenticity of the organization to ensure it is not a scam.



The Pinnacle Foundation is a recognized IRC Section 501 (c) (3) organization that builds occupational skills that are in demand by local and virtual economies. We partner closely with the Military Spouse Corporate Career Network, our sister organization, to provide personalized professional career development for our candidates. Together, we provide the best possible training opportunities and career development services for this population.

Pinnacle grew from a realization that a dedicated occupational training program was needed to address the special circumstances of transitioning wounded veterans and their families. Together with MSCCN, we provide occupational development and placement services to military families across the globe.

Pinnacle concentrates on occupations that are:

- **Portable** - Accommodates military families, who incur frequent relocations
- **Virtual** - Accommodates war wounded and their caregivers, as well as other military spouses, with transportation or child care problems
- **Rapid Placement** - Requires less than 4 years of education or training but still provides family-sustaining incomes
- **Transferable** - Developing a database of job seeker skills based upon employer skill requirements, rather than stale or irrelevant job titles, job codes and resumes.

Editor's note: Deb was quoted in a publication recently as saying: "I was once asked why I named the second non-profit The Pinnacle Foundation. As military members rise up in rank, responsibilities, and pay grade, military spouses downslide in their careers, never reaching their pinnacle professionally. The Pinnacle Foundation helps military spouses, transitioning military members, and war wounded and their caregivers reach their professional goals, one step at a time."

As you climb the ladder of success, be sure it's leaning against the right building.

~Quoted in *P.S. I Love You*, compiled by H. Jackson Brown, Jr.

ABOUT MSCCN

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MSCCN

The Military Spouse Corporate Career Network (MSCCN) was developed by a Navy spouse, Deb Kloeppe, and founded by Concentra in 2004. It became a separate non-profit organization in 2005. MSCCN works directly with large corporations and small businesses to place the best applicants in the best organizations. MSCCN is proud to work with military family centers and many military-affiliated nonprofits to find job placements for military spouses, military widows/widowers, war wounded veterans, and caregivers of war wounded. MSCCN staff, referred to as the Team, are all military spouses or veterans.

About The MSEJ

The Military Spouse Employment Journal™ (MSEJ) is published for the web and in print on a quarterly basis. Macro International Inc., a MSCCN corporate sponsor, has partnered with MSCCN staff to develop an abridged printed version of the quarterly newsletter. The Military Spouse Employment Journal (MSEJ) is published in print and is available on the Web at <http://www.msccn.org/jobs/journal.php>

MSCCN encourages career professionals and applicants to submit articles for consideration of inclusion in the MSEJ. Although no monetary reimbursement is paid for articles, sharing knowledge of successful job search techniques helps all military spouses and their families.



We're on the Web!
 See us at:
<http://www.msccn.org/>