

A Spouse's Point of View

by Deb Kloeppe – President and CEO, MSCCN

Volume 4 Issue 2
2008

IN THE PRESENCE OF OLDER WOMEN

Recently, I spent the weekend at a country resort with a group of women whose intellect, grace, style, and dignity are unsurpassed. Each woman built a career within the corporate environment or private sector to the level of CEO or president. Each woman came from a humble childhood background and achieved higher education from pristine universities through earned academic scholarships. Each woman was self made and self employed. They coined the term "self-wealth". None of these women married for money. None of these women expected to be taken care of by their children or husbands.



Deb Kloeppe (second from right) with special group

All of the women pictured currently volunteer their time and efforts to wonderful missions and causes around the world. You'd think that after decades of fighting sexism, racism, and disparity of pay between female and male associates, they'd be bitter about certain Issues still facing professional women today in the workplace.

Quite the contrary: they expect young female executives to continue the good fight! They expect entry level females of all diversities to carry the torch they passed along. They wanted female workers to create an independent financial ownership in their households, separate of their children and husbands. "Financial stability is the key to a happy everything" they'd say.

My part of the weekend mentorship with these remarkable executives, was to bring the military spouse message to their table. My message was simple: if money is a problem in the military household, then EVERYTHING in the military household becomes a problem. A weekend wasn't enough time to share the fears, heartache, loneliness, and exhaustion military spouses are feeling today due to multiple deployments. I didn't have time to explain why military spouses are so valuable to our nation. I only had snippets of time to learn everything I could from women who made it on their OWN...through hard work, careful financial planning, true grit, and moxy in a (then) male dominated corporate executive society.

"Deb, you have to own the ground you walk on sometimes – no matter how much the earth shakes beneath you" my mentor said to me during the weekend getaway. "Never give in, never give up and always forgive the cruelty and stupidity of others.. always. A woman's energy is meant for goodness and boldness". Those words will burn in my head forever. Never has another woman asked me to forgive the cruelty and stupidity of others. It was a turning point.

Experience is what older women have gained at their core. Wisdom is an earned process. The brain power and balance that older women bring into the home and into the workforce cannot be matched by the younger generation of workers. This is why I urge young female professionals who are just starting out to capture their part of the corporate market - or those spouses who chose to re-career or reinvent themselves to attract executive positions - to seek the counsel and guidance of seasoned professionals. After all, you're going to face many of the same challenges in the workplace that the more seasoned female professionals fought long ago - on YOUR behalf. Then, as you gain experience and age, don't forget to offer mentoring to those less experienced female professionals so the process can continue!

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There is no more noble occupation in the world than to assist another human being — to help someone succeed.

Alan Loy McGinnis

Your MSCCN Events

by Jeff Stone, Adviser to MSCCN and Pinnacle



MSCCN and the Pinnacle Foundation have great things brewing for mid 2008. We will participate in Recruit Military's job fairs, military community job fairs, Charleston Air Force Base's Dress to Impress (14 May 08), just to name a few. Later in the year (Sep), we will be at Ft Campbell's "Volunteer to Career" event, which may prove to be our largest event of 2008.

We have in-demand training sessions lined up at no cost to military families, and of course our placement services are always free to our clients. Simply stated: It is our turn to serve! "How can we afford to do these great things?", you ask. Well, we partner with some of the best companies in America and they often contribute to our cause. We also seek grants from numerous sources including Nonprofit Foundations that companies set aside for philanthropic causes such as ours. Lastly, but certainly far from least, we depend on individual contributions to keep our all-military-spouse and veteran staff resourced to perform their services for military families world-wide. Just as the cliché indicates that "every vote counts", so does every dime that is pumped into an operation such as the MSCCN and Pinnacle Foundation.

If you would like to volunteer (or receive a small stipend) to work a booth at one of the above job fairs, please contact us at askus@msccn.org. Here are a few of the upcoming Recruit Military job fairs:

05/01/2008 - Cincinnati, OH and - Landover (Greater Washington D.C.), MD

05/08/2008 - Kansas City, MO and College Park (Greater Atlanta), GA

05/15/2008 - Tacoma (Greater Seattle), WA and Austin, TX

05/21/2008 - Merrillville (Northwest Indiana), IN

05/22/2008 - Chicago, IL

05/29/2008 - Baltimore, MD and Denver, CO

06/05/2008 - Foxborough (Greater Boston), MA, Norfolk, VA and Concord (Greater Charlotte), NC

06/12/2008 - Columbus, OH and Sacramento, CA

06/19/2008 - Indianapolis, IN and St. Louis, MO

06/26/2008 - Raleigh, NC and Cleveland, OH

Anyone individual or employer wishing to donate to MSCCN or Pinnacle Foundation can do so online at www.MSCCN.org, or mail a donation to MSCCN and the Pinnacle Foundation, 10 Stone Falcon Court, Lake St. Louis, MO 63367.

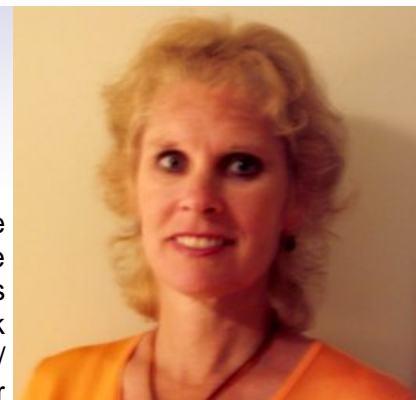
Highlighted Spouse —

Maria McConville

Maria has been married to her Army husband for 20 years. Maria's career as a dietician and fitness trainer has been interrupted by 14 moves.

Maria and her family are currently living at Ft. Campbell, KY while her husband is deployed on a 15-month assignment. She faces the typical chaos associated with a "single" mother of three teenagers but also holds the position of a Deputy Commanding General's spouse with all the duties and responsibilities that position entails. She volunteers for Family Readiness Groups, the PTO, is active with many community health advocacy groups, is co-hosting a conference for 200 spouses, and is pursuing her Master's Degree in Public and Community Health.

Maria's goal as a senior leader's wife is to "empower" military wives to feel good about their volunteer experiences and help them turn their volunteer skill sets into real-life opportunities by building resumes, marketing their volunteer experiences, and pursuing educational and professional goals.



Maria knows it's imperative for spouses to capture the experience and skills gained from volunteer work whether they plan to enter/reenter the work force or want to continue to volunteer in a different capacity. Maria developed the concept for a "Volunteer to Career" symposium scheduled at Ft. Campbell on Sept. 5, 2008. Some of the topics to be addressed include: Creating a Functional vs. a Chronological Resume, Pros and Cons of Furthering Education before Seeking a Career, Marketing Your Volunteer Experience, Enhancing Self-Efficacy, and Developing a 15-Second Elevator Speech in response to "What do you do?" among other topics.

Thank you, Maria, for reaching out to help other military spouses. You are the first MSCCN "Star Spouse Supporter" to be highlighted !

MSCCN Talent Management Gateway—

by Jeff Stone, Adviser to MSCCN and Pinnacle



Efficient and Effective Job Seeking: Where to Look?

Seeking employment can easily become a full time job. With the challenges of today's lifestyles, coupled with military family requirements, time spent finding employment must be efficiently invested. Part of your strategy should be shaped with a knowledge of where most jobs can be found.

According to the Department of Labor (DoL), most applicants seek jobs in the following order:

- | | |
|------------------------|----------------------------------|
| 1. Want Ads | 4. Word of mouth/networking |
| 2. Employment Agencies | 5. Direct Contact with Employers |
| 3. Placement Agencies | |

Conversely, DoL studies reflect that employers seek applicants in a near-reverse method:

- | | |
|---------------------------------|-----------------------|
| 1. Internal Networking | 4. Placement Agencies |
| 2. Job Postings (Company sites) | 5. Want Ads |
| 3. External Networks | |

Note: The methods in which employers seek applicants can vary greatly by industry and/or the demand on certain skills. Additionally, the dynamics are still shifting with the continued proliferation of computers/Internet, even for part-time and entry-level positions.

So, where should you invest your efforts? Perhaps you should start down the employer order above, and assess your personal possibilities. Remember that typically the lower the number on this list, the higher the number of jobs offered. In other words: few good jobs trickle down to the want ads.

If you have solid networking contacts into companies you believe would be a good fit, then by all means proceed there first. Job postings on individual company sites, #2 on the list, is a good option if you have a very small number of firms you would like to work for; otherwise, searching/tracking multiple company sites regularly could become very time consuming.

Enter the Military Spouse Corporate Career Network (MSCCN); a hybrid of job postings and external networks (#2 & #3 on the list). The MSCCN helps military spouses and veterans tap into multiple quality company postings, with often just a single interface on MSCCN.ORG. MSCCN, partnered with some of the best military-friendly employers in the nation, retrieves jobs from sponsored companies' sites and posts them in one area for clients to access free of charge. Next to having an "inside-track" with a company, MSCCN may be the next best way to save you time and energy landing a quality career.

The remainder of the methods can be helpful, though historically with diminishing returns, as you work your way down the list. Most external networks and placement agencies do end up with a host of jobs, but the number of quality jobs pales in comparison to those "listed" in earlier mentioned methods. Nevertheless, some good jobs do slip down to even the want ads. Moreover, for inexperienced/untrained entry-level applicants trying to join the workforce or those who need to start over due to career blemishes, want ads can be even more useful.

The bottom line: hiring is expensive. Companies (and most applicants) want the least hassle and cost (time/resources), and the best long-term fit, out of the hiring process. This renders expensive agencies/networks and advertisements a last resort, and internal networking and internal job postings (like MSCCN delivers), great values for companies and applicants alike. We invite you to explore the MSCCN Gateway today and post your resume to join our network!

The doors we open and close each day decide the lives we live.

Flora Whittemore

MSCCN Employers — News and Jobs

by Kate Midden



As a new member of the MSCCN team, I'm excited about the opportunity to "spread the word" to corporations across the United States about the services we offer to provide corporations access to such a unique and talented group of individuals – military spouses.

I am the daughter of a career Army officer, was married over twenty years to an Army Sergeant and my current husband is in the Air Force. I know from personal experience the sacrifices, frustrations and challenges military spouses face in order to support their military family member's career. I have been blessed to meet so many amazing spouses within the service ranks – intelligent, hard-working, dedicated, creative, supportive – and so willing to share their talents and abilities with others. We are all part of a family, connected by our love for our spouses and our country – unique - and yes, remarkable.

My mission as Manager of Corporate Development is to locate corporations willing to support our efforts by hiring military spouses and providing careers that are flexible, portable and offer growth opportunities within a field or organization.

I'm excited to report that just last week two companies contacted us to request our services in helping them establish connections to the military community. Chrysler Corporation is implementing a corporate and dealership wide "Military Initiative" and hope to utilize our services. An area manager from Aflac requested we contact his corporate headquarters to put together a program because they need our services. **The word is getting out!**

I promise that over the next several months, you will see many additional companies advertising their positions for military spouses on our website. If you're facing a PCS move, are ready to join or re-join the workforce, are searching for a better career opportunity, or transitioning or retiring from the military, make sure you post your resume on www.msccn.org and utilize our services.

A special request to all our spouses and readers – pass the word about MSCCN to every spouse you know who is seeking employment. If there are corporations in your area you believe would be good candidates to join MSCCN in our mission, please take a moment to contact me with the information at k_midden@msccn.org.

Success is not final, failure is not fatal: it is the courage to continue that counts.

Winston Churchill

Recruiter Insider Information!

by Deb Kloepfel, MSCCN President and CEO

What are corporate recruiters? What are their job functions? Recruiters are paid to place candidates in jobs and are without a doubt the best SALES people in the world. In the words of a recruiter “We have to know when a candidate is selling us a bill of goods. You’d be surprised how many people fudge their resumes and fib about their (real) skill sets,” says Megan Fogarty, corporate recruiter for ArtistMakers. “In today’s economy people are feeling a little desperate for high paying jobs with benefits. I’m constantly surprised at how easy it is for many candidates to spin their resume and job interview into a unrealistic scenario.. in short – fabricate their abilities.”

Realistically, spinning your resume and job experience in an interview will be found out quickly. Because great sales people know how to read people and sort fact from fiction, they are also careful of their time because time is money. “Nothing, and I mean nothing, angers a recruiter more than being lied to or exaggerated with”, says Matthew Connors, corporate recruiter for a large staffing agency. “Candidates may not be aware that many recruiters are often times monetarily commissioned to place people into jobs. When the candidate can’t meet the job requirements, due to an exaggerated resume, we lose our commissions. We keep a list of candidates who interrupt our commission flow and we share this list nationwide. Recruiters are very connected to one another – especially in the staffing arena.”

The MSCCN works closely with corporate recruiters everyday. We have a good idea of what they want, we understand what they expect and we strive to get the most job-ready applicant resumes to their desktop. Our experience shows that candidates who exaggerate their experience do not find jobs in a timely manner or remain in positions long.

On positive note, MSCCN statistics show that on average, military spouses interview and represent their skills honestly. We are proud of our military workforce and the type of work ethic they demonstrate in a corporate environment. “We have been in business for over four years and our track record of honest and dependable military spouse applicants is outstanding compared to the civilian marketplace,” says Kloepfel. “I’ll stand by the word of a military spouse any day!”



Bank of America Recruiters at Job Fair

Highlighted Company—Boeing



Boeing is the world's leading aerospace company and the largest manufacturer of commercial jetliners and military aircraft combined. Additionally, Boeing designs and manufactures rotorcraft, electronic and defense systems, missiles, satellites, launch vehicles and advanced information and communication systems. As a major service provider to NASA, Boeing operates the Space Shuttle and International Space Station. The company also provides numerous military and commercial airline support services. Boeing has customers in more than 90 countries around the world and is one of the largest U.S. exporters in terms of sales.

Headquartered in Chicago, Boeing employs approximately 150,000 people across the United States and in 70 countries. This represents one of the most diverse, talented and innovative workforces anywhere. More than 83,800 employees hold college degrees, including nearly 29,000 advanced degrees, in virtually every business and technical field from approximately 2,800 colleges and universities worldwide.

MSCCN sincerely thanks Boeing for its support. Boeing was the first MSCCN charter member and has continued to be a staunch supporter of military spouse employment for many years. Please check the MSCCN Gateway for current Boeing job openings designated for MSCCN applicants.

Working Smarter

by Amy Rossi



Common Mistakes Made by Military Affiliated Applicants on Resumes Part Two – Too Much Information

Five frequent mistakes made by military members and their spouses on resumes are that their resumes contain 1) jargon, 2) too much information, 3) no direction, 4) too many special characters, and 5) efforts to cover up or explain gaps in employment. Remember, your resume is not a life history where you need to chronicle the last 15 years of your life. My personal rule of thumb is to highlight about five jobs or 10 years of relevant work experience. You want your resume to be a representation of the useful skills you have in the job field for which you are applying and that information should be able to be scanned in three minutes or less.

Too Much Information (TMI)

Have you ever been at a party and someone you just met starts to tell you a story about a medical problem that they have and ask you for advice? You start to feel weird and look around to see if anyone else feels as uncomfortable as you. You have just received a dose of TMI and unfortunately candidates make this mistake on their resume. A resume is a 30 second commercial explaining skills you have that are relevant to the job you are applying for, not a miniseries on your life, daily work habits or your personal beliefs. Examples of listing TMI are you have been fired, quit, had legal trouble, suffer from a medical condition, have religious or political preferences, and list them in your resume and try to explain. Let's be honest, there is no perfect candidate or resume because no human being is perfect. We have all made a bad decision and learned from it. Please understand that you should not lie or intentionally omit necessary information. Simply use your cover letter or interview to explain mistakes in your past or current issues that you are facing. A resume should only be used to talk about your strengths and skills that you bring to that particular job. When in doubt, ask a career coach for advice on if the information should be included in your resume or to help you explain it in a cover letter or interview.

I will cover the three other common mistakes in the coming months; until then, take time today to scan your resume and see if you can find examples of TMI.

MSCCN recommends that you have your resume reviewed by your nearest military family or readiness center. If no military installation is nearby, check out the resume resources mentioned on the MSCCN website at <http://www.msccn.org/jobs/resourcesGuide.php>. Two specific resume websites that are quite useful are <http://www.susanireland.com/> and <http://jobstar.org/tools/resume/index.php>.

Kites rise highest against the wind - not with it.
Winston Churchill

Making Choices—Employment and Beyond

by Anne Wight, GCDF, CFLE, and CCRR



A few years ago I realized that what we do with our time and money provides a true insight into who we truly are. For example, if I say that I am an animal lover but I do nothing with my time or money to help animals, then I really am not one. If I say that I am looking for a great job, but do not invest my time and effort (and maybe some money) into learning how to job search and then conducting my job search in the right way, am I a real job searcher or am I just going through the motions?

Before delving further into what I discovered, please take a few minutes and list the things you spend the most time doing and then review your finances and list where your money goes. What do those two lists reveal? Many of us find that we devote a great deal of time and money on entertainment, fast food, technology, recreation, etc. There is nothing wrong with that! What might be wrong is if we declare one thing but invest our time or money in other areas.

Problems surface when we are not aware of our true priorities. If the actions we choose do not match with our stated priorities, then we need to re-examine those priorities and actions and change one or the other. When I worked in personal finance, I taught that spending money was actually a choice of not saving that money. Most of us spend our time and money without understanding that we are making a choice that affects another part of our lives. Becoming more aware of our choices and the impact of those choices helps us to make better choices.

A job seeker faces difficult choices every day. Should I apply for a position that is not my ideal job? Should I tell prospective employers that I am a military spouse? Should I accept less pay than I did previously? Should I try temp agencies and jobs? If the prospective employer asks to do a credit check on me, should I allow it? Until each job seeker examines each choice, the answer is *perhaps*. Let's take a quick look to see possible good choices –

Not an ideal position. It might be a great decision to try a less than ideal position if there are few or no positions in your ideal work field or geographic area. Also, one can learn new skills in a new area of work, plus perhaps end a lengthy period of unemployment.

Tell a prospective employer I am a military spouse? If the prospective employer is an MSCCN partner or sponsor – YES! If not, then don't offer that information, not because you are not proud of it, but because your marital status and what your spouse does for a living has nothing to do with your qualifications for a job.

Accept less pay? If you've had a break from work then accepting less pay may be appropriate. Also, if you changed fields or have moved to an area of a lower cost of living, less pay may be right on target.

Temp agencies and jobs? Do not eliminate these possibilities. You can try new companies and positions with no fear of gaps on your resume since you can list multiple temp jobs as one. Employers understand that many positions are now filled as temp to perm and also value a prospective employee who was willing to go out and expand his or her skills to bring in a paycheck instead of staying unemployed for a long time.

Credit check? Yes, allow the credit check if you are interested in the position. If you are not interested, tell the prospective employer so and advise that the credit check would be unnecessary. Checking one's credit is common for prospective employers and does not affect the job seeker's credit score. Not allowing the credit check to be made will most likely eliminate the job seeker from getting that position.

Become aware of your choices and examine them carefully. You will gain more control in your job search and life!

The difficulty in life is the choice...

George Moore

ABOUT MSCCN

Military Spouse Corporate Career Network (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. The MSCCN Team is comprised of military spouses and veterans.

About The MSEJ

The Military Spouse Employment Journal™ (MSEJ) is published on a quarterly basis 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. MSEJ editor is Anne Wight.



We're on the Web!

See us at:
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