

## A Spouse's Point of View Designated web portal and employment program for military spouses— only

By Deb Kloeppe

I am proud to announce the launch of our Military Spouse Corporate Career Network (MSCCN) "Military Employment Spouse Employment Journal" (MSEJ)! Our Journal is serious stuff – no fluff here. We'll keep you informed about "hot jobs" and steer you away from "not-so-hot-jobs".

The primary purpose of the MSCCN is to help our military spouses get good jobs and to provide PORTABILITY of your job as you move from one location to another – all with zero cost to the Department of Defense (DoD), employers and applicants.

How do we provide Portability? Through our applicant tracking! The MSCCN Talent Management System (Web Portal) is a magnificent hi-tech job search, job match and applicant tracking tool. The Talent Management System, which is powered by Brass Ring, Inc., even features "future employment requests". This means, once you're handed "hard" orders for a PCS change – boom – you pull up the MSCCN website and plug in your future location and employment needs, up to six months in advance.

Our system will enable us to help you by tracking your interview process and hiring success, along with a recruiter's interest in your resume! We'll also know who wasn't hired and help them continue to search for the best possible job fit.

The MSCCN is the first Program to offer key representatives from Corporate America, the DoD and all Military Services, equal access to your outstanding skills and experience. The MSCCN wants to give back to all who truly care about our troops and their families

Isn't it amazing how six military spouses with a vision found two Companies (Concentra and Brass Ring) to support this movement as the "right thing to do"! We are connecting the efforts of corporations, the military and the DoD in supporting military spouse employment – all without asking or receiving any funding from federal or state resources. We take this opportunity to thank Concentra, Brass Ring, the DoD and all Branches of Service for dedicating, respecting and committing to "serving" our way of life.

As wonderful as the portal is for job seeking military spouses, employers who value them, and the family centers professionals working in employment readiness, the real strength of MSCCN is the preparatory work we do with corporations. MSCCN companies are not merely military spouse friendly, they value the talents of this often untapped segment of the workforce and actively seek to employ them. Data shared at one of the recent AJST conference sessions noted that only six percent of jobs are obtained using the Internet. That is because the competition is so huge and networking is minimized by using online job boards. MSCCN has addressed both of those issues by networking with employers before allowing them to join the portal and by limiting use of the portal to only military families.



Deborah Kloeppe,

### Inside this issue:

A spouses Point of	1
Ask the HR Expert	2
Hot Jobs	2
For more informa-	2
Success Story	3
Hot off the press	3
Family Centers	4

### Special points of interest:

- **MSCCN is recognized** by ESGR for outstanding support to the Military Community.
- **A Success Story:** A Concentra Hiring Manager's note about the program

## Ask the HR Expert By Rick Carey

**If the economy is doing so well, why are companies still hiring contractors and temporary employees rather than regular “fulltime” employees?**

As our nations economy continues to rebound, many companies are beginning to hire regular employees again. However, you may ask, “why do I still see a lot of temporary and contract positions if companies are starting to grow again? ”.

During cut-backs, senior management almost always tries to learn to balance their hiring practices with company growth better than they did in the past. It is very painful for all involved when employees are let go. As the economic recovery begins, regular employees typically begin to work overtime. Management resists hiring because of uncertainty. Companies want to be convinced this is long term, sustainable revenue growth so they will wait to see what happens over several months. Remember, over the last 10 years, many executives have guessed wrong and lost their jobs.

Once profitable business continues for a sustained period, and begins to impact

turnover, companies will then reluctantly hire temporary or contract employees to hedge their bet to continue to wait out a few more months to verify the viability of their business growth.



**Rick Carey**

Once the growing pain reaches a certain level, management begins to convert temporary and contract employees to regular full-time employees. They will also begin to hire regular employees directly to avoid the cost of the temporary agency fees. Remember, the cost of a temporary employee is often about the same when you figure the total cost of salaries and medical benefits and other employee benefits. Management has to weigh these factors against loyalty, training, skill level, etc.

So, what does this mean for the Military Spouse? Always go for the regular job first but if a contractor position becomes available and it is with a good company, don't hesitate to apply as it often may lead to a regular position during this type of economic recovery.

***Rick Carey is a contributing author to the Military Employment Journal and has over 25 years of business leadership specializing in Human Resources and talent management.***

## HOT JOBS

By Deb Kloeppe & Kim Yarbrough

### Job Info:

Medical jobs are hot and aren't just for nurses anymore!!! Concentra Inc., our founding Company, has hundreds of jobs available to the military spouse and their families.

Here are just a few:

- **Bill Audit Review, Billing Clerk, Billing Supervisor**
- **Workman's Compensation Bill Review**
- **Radiological Technician (on-the-job training in some instances in certain States)**
- **Customer Service Representatives**
- **Area Administrators and Medical Center Administrators**



Name

Address

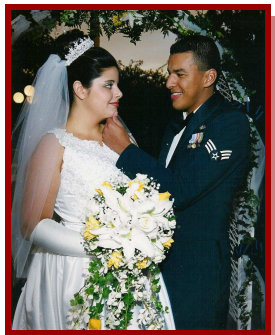
Phone

Please go to **www.MSCCN.org** to search available jobs today!

5080 Spectrum Drive  
C/O Kim Yarbrough  
Suite 1200 West Tower  
Addison, TX 75001-4648

Phone: 800-272-7002 X 8712  
Email: kyarbrough@msccn.org

## A SUCCESS STORY: A CONCENTRA HIRING MANAGER'S NOTE ABOUT THE PROGRAM



Dear Deborah,

I just wanted to forward on a quick note to tell you how happy we are at the Concentra Integrated Services - Tampa with the efforts going on to build a partnership for Military Spousal employment. Although the referrals have started out small in number, they have been mighty in quality. The applicants that have been referred to me from MacDill AFB have been some of the best and most qualified that I have seen in 15 years of interviewing.

In addition to the quality of applicants, Kim Yarbrough has been a great liaison for me to work with. Considering all the open positions in our organizations, it has been an immeasurable plus for us to offer Kim as an additional hand-to-hold for all of our military spouse applicants to ask questions, inquire, and to be sure of their timely interviews and follow up.

Lastly, let me just encourage you to keep moving forward with this initiative. Please continue to "shake the MacDill tree" for us to keep those applicants coming!! Many of our positions are well paying entry-level opportunities here in Tampa. We can offer positions to those of nearly any background and experience. I truly feel that most of our positions could be filled with this spousal program if we had more referrals from the base.

I am excited at this partnership and look forward to a prosperous, and mutually beneficial relationship with MacDill and the Concentra Military Spouse recruiting team!!!

Sincerely,

Christine J. Hampton  
Recruiter - Provider Bill Review  
Concentra Integrated Services

Dance as though no one is watching you  
Love as though you have never been hurt before  
Sing as though no one can hear you  
Live as though heaven is on earth.  
~Souza

### HOT OFF THE PRESS

BY JILL LEWKO

*On February 11, 2005, the National Committee for Employer Support of the Guard and Reserve (ESGR), a Department of Defense agency, recognized Concentra Inc. as a "5-Star" supporter of the National Guard and Reserve in a VIP signing ceremony in Dallas.*

*The ESGR also recognized the Military Spouse Corporate Career Network (MSCCN), a corporate direct hire program founded by Concentra.*



Above:  
Deb Kloeppe President of MSCCN  
and Senator Kay Bailey -Hutchison of Texas  
At the ESGR Signing Ceremony

**We're on the Web**  
**www.MSCCN.com**

# Check out your Military Family Centers

By Anne Wight

Each branch of the military service has a wealth of programs and services to assist all ID cardholders-military members, DoD civilians, and family members. Although the names of the programs or facilities vary among the services, they all offer quality, professional services at no cost. Major areas included are relocation assistance, personal financial management and consumer affairs, transition assistance, job search and individual employment assistance, family-life services, information and referral, and emergency financial aid through service funds.

Eligible clients who are identifying or developing their careers and those who are learning how to facilitate their job search can receive a myriad of services through their local family center. Most have resource areas or separate rooms for those who prefer or are prepared to work independently on their job search. Classes, workshops, and individual appointments are also available to help create resumes, learn about interviewing, and understand the local job market. Many supporting services have been contracted to further assist job seekers.

Family Centers are one of the benefits offered to those working with or for the military. Free, professional services at your disposal. Take advantage of them!

## Family Centers by Branch of Service

By Annette Duncan

**Army** - Army Community Service Centers - Army Employment Specialist

**Navy** - Family Service Centers - Work Life Consultants/Generalists

**Air Force** - Family Support Centers - Work Life Consultants

**Marines** - Family Service Centers  
TAMP-FMEAP-Transition Assistance Program/Family Member Employment Assistance Program

**Coast Guard** - Work Life Centers -

### *Success*

“Success is to be measured not so much by the position that one has reached in life as by the obstacles which he has overcome while trying to succeed.”

~ Booker T. Washington