



## Enhance Your Protégé's Career Search

*As your Protégé pursues employment in the civilian workforce, you will be there as a sounding board to provide valuable guidance and feedback. Included below are some suggested activities that can help invigorate your Protégé's job search.*

### **Translate Your Protégé's Military Skills:**

- Ask your Protégé to explain what his or her "job" was like in the military. Work with your Protégé to translate military skills and experiences into civilian terms (i.e. a battalion can be described a large organization and a commander can be called a Senior Military Leader).
- Work with your Protégé to quantify his or her skills and experiences to better understand the value of those skills in terms of dollars, hours, and assets
- Consider what types of roles they might excel in (i.e. sales, project management, engineering, data analysis, risk management etc.)

### **Apply Your Protégés Service to the Job Search:**

- Find out if your Protégé has a security clearance. If so, research jobs that might help him or her utilize that clearance
- Find out if your company has a veterans affinity group. You also might considering asking a colleague who is also a service member to talk to your Protégé about his or her experiences interviewing and landing a job in the corporate world
- Research companies of interest to your Protégé and see if they have a veteran recruitment program or affinity group. (i.e. GE's Junior Officer Leadership Program, Goldman Sachs' Veterans Internship Program)
- Review online job boards that post opportunities specifically for veterans (i.e. [Hero2Hired](#), [VetJobs](#), [Milicruit](#), etc.)
- Explore job postings that your Protégé is interested in, and discuss if he or she is qualified
- Help your Protégé research veteran-focused hiring fairs in his or her area (i.e. [RecruitMilitary](#), [Chamber of Commerce Hiring our Heroes](#), [ACAP Job Fairs](#), etc.)

### **Revitalize Your Protégé's Credentials:**

- Offer constructive feedback to your Protégé's résumé
- Help your Protégé develop an "elevator pitch," focusing on the information your Protégé should convey to potential employers during a brief conversation
- Discuss how your Protégé can brand or market themselves to differentiate him or herself from other candidates
- Share your Protégé's résumé with individuals in professional network for additional critique
- Research local and online networking associations with your Protégé
- Draft a cover letter together and discuss how to customize it for different positions
- Discuss the appropriate use of social media and how employers might utilize this information when making hiring decisions (LinkedIn, Facebook, Twitter, Google+, etc.)
- Keep your Protégé motivated. The job search can be a frustrating and even discouraging process. Be a support system for your Protégé to keep them positive and focused.