Creating Hope: Assisting Veterans with Job Search Strategies

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Introduction

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Introduction

• What is your experience working with veterans on their job search strategies?

• What do you sense are some of the common issues you see when assisting veterans in their job search?

• What do you hope to learn from our discussion today?
Unique Challenges

- Veterans name “finding a job” as the greatest challenge in transitioning, with transferring military skills to a civilian environment a major hurdle (Prudential Financial, 2012)
Other Veteran Concerns

• Limited support and training from TAP programs
• Cultural barriers
  – Employers misunderstanding of military culture
• Health challenges as a result of military service
• Impact on family
Core philosophical underpinnings

• Use of a career theory to help individuals understand and manage career decision making

• Help clients understand the content of career choice (What’s involved) and the process of career choice (The steps involved)
  – The “knowing” and the “doing”

• Foster a learning environment for future career decision making to occur
Background of the CIP Approach

• Approach first began to be used in 1971

• Two core constructs:
  – 1) The Pyramid of Information Processing
  – 2) CASVE cycle
Aims of the CIP Approach

• Help individuals with current choices
• Foster learning for future choices
• “Give people a fish and they eat for a day, but teach them how to fish and they eat for a lifetime.”
Pyramid of Information Processing Domains

- Executive Processing Domain
- Decision-Making Skills Domain
- Knowledge Domains

- Meta-cognitions
- CASVE Cycle
- Self Knowledge
- Occupational Knowledge
CASVE Cycle

- Communication
- Execution
- Valuing
- Analysis
- Synthesis
CASVE Cycle

**Communication**
Identifying the problem - the gap

**Execution**
Taking action to narrow the gap

**Analysis**
Thinking about alternatives

**Synthesis**
Generating likely alternatives

**Valuing**
Prioritizing alternatives
Translating Theory to Practice

- Pyramid
  - What’s involved in decision-making
  - The content of making a choice
  - What you need to know

- The CASVE Cycle
  - A guide to good decision making
  - The process of making a choice
  - What you need to do
How would you incorporate the key concepts of the Cognitive Information Processing (CIP) approach into your work with veteran clients?
Pyramid of Information Processing Domains

Self Knowledge
Self-Knowledge

- Values, interests, skills, and employment preferences

- How might career development professionals gather “self-knowledge” information from a veteran?
Other resources

• The Veterans and Military Occupations Finder
  – Self Directed Search (SDS)
• Skills inventory worksheets
• DD Form 2586, Verification of Military Experience and Training (VMET) document
• Card sorts
Pyramid of Information Processing Domains

- Self Knowledge
- Occupational Knowledge
Occupational Knowledge

• Also known as “options knowledge”

• Knowledge of specific options
  – Direct experience or observing others
  – Expands over time

• Schema for organizing the world-of-work
  – Example: The Holland Hexagon
• How might career development professionals gather “occupational-knowledge” information from a veteran?

• May also include researching veteran-friendly employers
Other resources

• Connecting the veteran with students/alumni of similar backgrounds
  – Student Veterans Association
  – Alumni mentor database

• Encourage attendance and participation at networking events
  – Student Veterans Information Exchange events
  – Federal career fair events
Other resources

• Utilizing specialized job search websites will allow insight into “veteran friendly” employers
  – Taonline.com
  – Vetjobs.com
  – Networking groups on LinkedIn and other social media websites
    • EX) Linked-Vets
  – Government positions
Pyramid of Information Processing Domains

CASVE Cycle

Self Knowledge

Occupational Knowledge

Decision-Making Skills Domain

Knowledge Domains
Decision-Making Skills Domain

• Generic information processing skills that individuals use to solve important problems and make decisions

• The CASVE cycle is one model

• Other models exist
• Why might it be important to review appropriate decision-making skills with a veteran?
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Executive Processing Domain

• Metacognitions
  – Self-talk
  – Self-awareness
  – Monitoring and control
Executive Processing Domain

Influence of self-talk on:

– decision-making skills
– occupational knowledge
– self-knowledge
• How might a veteran’s metacognitions influence his/her job search?
• Negative thoughts can interfere with a veteran’s job search process
• How might career development professionals assist a veteran in challenging and altering these negative career thoughts?
Other Resources

- Career Thoughts Inventory (CTI)
- Individualized Learning Plan (ILP)
- Decision Space Worksheet (DSW)
Case Study and Handout

• Case Study
  – José has come to the Career Center to receive assistance with finding employment. José served in the U.S. Army infantry for 6 years experiencing several deployments to Afghanistan and Iraq.

  – José is also about to graduate with an associate’s degree in business administration from an online college. He indicates a strong desire to work in the field of human resources in a position that allows him to make a good living and move up in the organization fairly quickly.

  – José is unclear of specific options as well as ways in which he can translate his military experience to civilian employment opportunities. José also exhibited some anxiety about his progress.
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Identifying the problem - the gap
For Additional Information

www.career.fsu.edu/techcenter/

NCDA Veterans Task Force Committee

www.ncda.org

THANK YOU!