

# Vocations for Vets



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# Background

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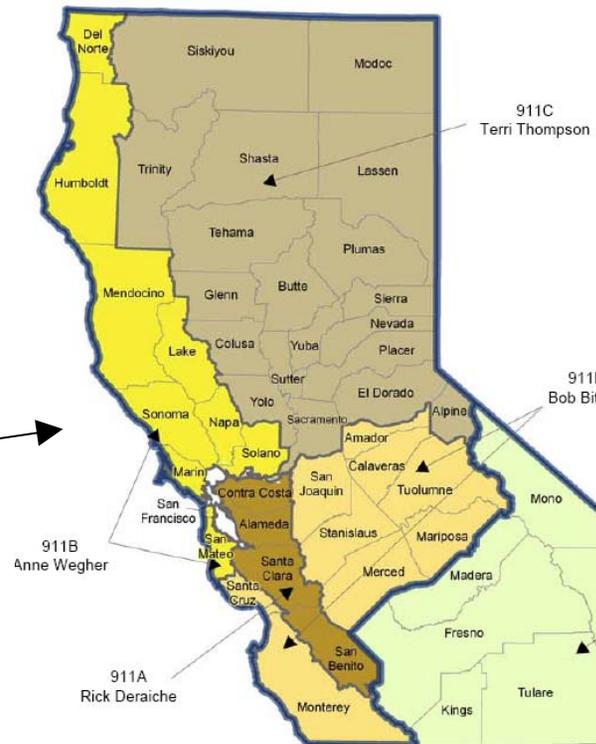
- Request from Veterans' Workgroup
- WSD branches collected top military occupations for each Region
- Top 5 occupations for Northern and Southern Regions and Top 4 for Los Angeles/Ventura

# Top Military Occupational Fields by Region

## □ Northern Region

- Infantry
- Transportation
- Administration
- Medical
- Aircraft Maintenance

Northern 911  
Workforce Services Division  
Division Chief: Diane Ferrari

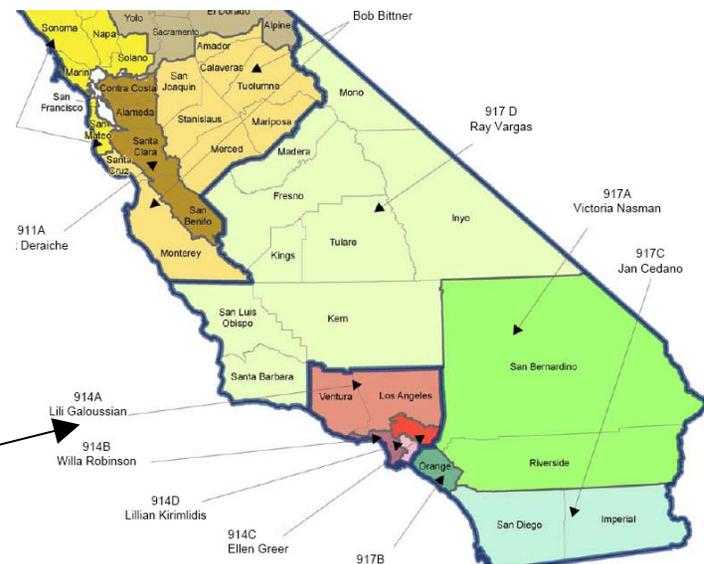


# Top Military Occupational Fields by Region

## □ Southern Region

- Logistics
- Rifleman
- Information Technology
- Military Police
- Machine Gunner

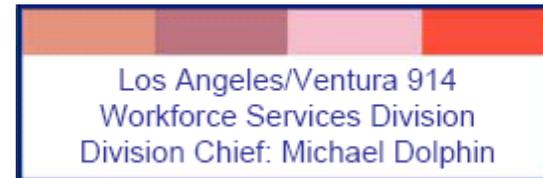
Southern 917  
Workforce Services Division  
Division Chief: Geneva Robinson



# Top Military Occupational Fields by Region

## Los Angeles/Ventura Region

- Radioman
- Electrical Specialist
- Machinist
- Telecommunications Technician



# Finding Related Civilian Occupations

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- Tools used to select the occupations
  - O\*NET
    - KSAs
    - Military Crosswalk
    - Browse by O\*NET Data
  - Military.com
    - Military Skills Translator
  - Labor Market Information
    - 2008-2018 Projections
    - Skills-Based Projections
  - The Conference Board Help Wanted Online™ (HWOL) data series

# Finding Related Civilian Occupations

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- Identify the Knowledge, Skills, and Abilities (KSA's)
  - Using O\*NET Military Crosswalk

Military Crosswalk Search for:  
88m

Search again:

1 code matching "88M" in Military Occupational Classification (MOC)

**88M Motor Transport Operator (Army - Enlisted)**

53-3032.00 [Truck Drivers, Heavy and Tractor-Trailer](#)  [Bright Outlook](#)  
 [Green](#)

- Identify close match to civilian occupation

Summary Report for:  
[53-3032.00 - Truck Drivers, Heavy and Tractor-Trailer](#)

- The civilian occupation lead us to the KSAs

## Knowledge

**Transportation** — Knowledge of principles and methods for moving people or goods by air, rail, sea, or road, including the relative costs and benefits.

**Public Safety and Security** — Knowledge of relevant equipment, policies, procedures, and strategies to promote effective local, state, or national security operations for the protection of people, data, property, and institutions.

**English Language** — Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.

# Finding Related Civilian Occupations



- The KSA's identified were used to identify occupations that best matched

- Knowledge — Transportation

Sort by: Importance	Level	Code	Occupation
96	90	53-2011.00	Airline Pilots, Copilots, and Flight Engineers
95	71	11-3071.01	Transportation Managers <span style="color: green;">✔ Green</span>
94	76	53-1011.00	Aircraft Cargo Handling Supervisors
90	75	53-5021.03	Pilots, Ship
88	82	53-2021.00	Air Traffic Controllers
88	62	53-3032.00	Truck Drivers, Heavy and Tractor-Trailer <span style="color: orange;">✔ Bright Outlook</span> <span style="color: green;">✔ Green</span>
87	64	53-6041.00	Traffic Technicians

# Finding Related Civilian Occupations



CALIFORNIA DEPARTMENT OF  
VETERANS AFFAIRS

- The Military Skills Translator was used to identify Civilian Occupations

- [Truck Drivers, Light or Delivery Services](#)
  - [Truck Drivers, Heavy](#)
- [Motor Vehicle Operators, All Other](#)
  - [Tractor-Trailer Truck Drivers](#)

## Other occupations you may consider

- [Motorboat Operators](#)
- [Bus Drivers, School](#)
- [Industrial Truck and Tractor Operators](#)
  - [Bus Drivers, Transit and Intercity](#)
- [Railroad Brake, Signal, and Switch Operators](#)

## TRANSLATE MILITARY SKILLS TO CIVILIAN CAREERS

Select Service  
 All  Army  Marines  Navy  Air Force  Coast Guard  
Military Job Code  
 Your MDS / APO

[Military Skills Translator](#) > [Army Enlisted](#) > [88M Motor Transport Operator](#)



## 88M Motor Transport Operator (Army - Enlisted)

The Motor Transport Operator supervises or operates wheel vehicles to transport personnel and cargo.

### Duties

- Operate all wheel vehicles and equipment over varied terrain and roadways for support of Army or Joint-service operations
- Operate vehicle mounted, automated information, communication, and navigation systems
  - Manage load, unload, and safety of personnel being transported
- Oversee and check proper loading and unloading of cargo on vehicles and trailers
  - Secure cargo against inclement weather, pilferage, and damage
- Operate vehicle component material handling equipment (MHE), as required
  - Employ both mounted and dismounted land navigation techniques

### Equivalent Civilian Occupations

# Finding Related Civilian Occupations



## □ LMI Data

- Data by Occupation
  - Projection of Employment
- We used California Long Term Projections to identify
  - Average Annual Job Openings
  - 2010 -1<sup>st</sup> Quarter Wages
  - Education and Training Levels

California Occupational Employment Projections 2008-2018												
SOC Code	Occupational Title	Annual Average Employment		Employment Change		Average Annual Job Openings			2010-1st Quarter Wages		Education and Training Levels [7]	
		2008	2018	Numerical [1]	Percent	New Jobs [2]	Replacement Needs [3]	Total Jobs [4]	Median Hourly [5]	Median Annual [5]		
11-3071	Transportation, Storage, and Distribution Managers	12,200	11,600	-600	-4.9	0	340	340	\$40.26	\$83,751	8	
53-3021	Bus Drivers, Transit and Intercity	29,700	32,800	3,100	10.4	520	830	18.91	\$39,344	10		

# Finding Related Civilian Occupations



The Conference Board Help Wanted  
OnLine™ (HWOL)

## ■ Hiring Demand Dashboard App

- Searching by Region and Occupation, job openings are identified for specific time periods

### Recent Job Openings for this Occupation

#### Bus Drivers, Transit and Intercity

HWOL Sources

Los Angeles County, CA; Ventura County, CA  
excluding Third Party Postings; Bulk Employers

Methodology: Active Ads Without Duplicates (HWOL)

Month	Total Job Listings	Top Regions Reported	Sample of Employers
August 2010	22	• San Francisco • Santa Clara	• Pride Industries • Kids Kab
September 2010	29	• San Francisco • Sacramento	• Shasta Co. School Districts • MV Transportation
October 2010	19	• San Francisco • Sacramento	• Tri Delta Transit • UC Davis

Source: *The Conference Board Help Wanted Online™ (HWOL) data series*

# Finding Related Civilian Occupations

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## □ Final Analysis

### ■ Related Civilian Occupations

- O\*NET
- Military.com

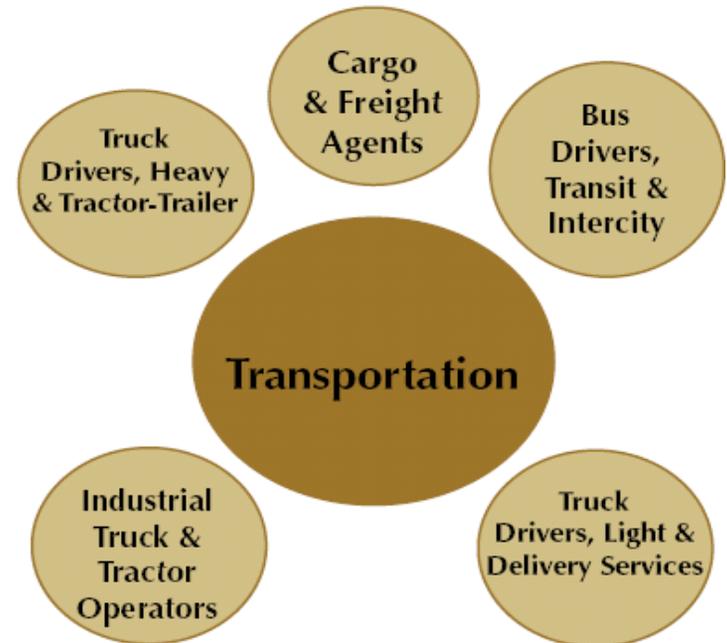
### ■ Job Opening

- Long -Term Projections
- HWOL

### ■ Wage Data Above \$15.00

### ■ Education and Training Level (between 5 – 11)

- BLS Training Level between Bachelor's degree and Short-term on-the-job-training



# Layout – Military Occupation



## Transportation

### Military Occupational Classification

- 88M - Motor Transport Operator (Army)
- 2T151 - Vehicle Operations Journeyman (Air Force)
- 3533 - Logistics Vehicle System Operator (Marines)

This packet is designed for men and women in Transportation leaving the military and entering into civilian occupations. It identifies and describes the current military occupation, and profiles five related civilian occupations that share many of the same skill requirements. These five related occupations are examples and individuals may have skills and interests that would qualify them for many other jobs.

These profiles can be used to:

- Prepare for resume writing and job interviews.
- Help make training decisions.
- Explore new career options in occupations that require many of the same skills.

Each Occupation Profile contains the following information:

- Profile of current military occupation, with Top 7 important Duties and Top 3 pertinent Knowledges, Skills, Abilities, and Work Activities.
- Profiles of the most closely related civilian occupations identified, with Top 5 important Tasks; Top 3 pertinent Knowledges, Skills, Abilities, and Work Activities; Labor Market Information; Education and Training Requirements; and Job Listings in your area.

Each information packet is designed to answer questions like "how much can I expect to earn on this job?" and "what's the outlook for this type of work in the next ten years?"

Labor Market Information Division  
Workforce Services Branch  
Employment Development Department



## Transportation, cont.

### Description

Supervise or operate wheel vehicles to transport personnel and cargo. Perform and manage vehicle operations functions and activities, including dispatching, operating, and servicing motor vehicles such as general and special purpose, base maintenance, and material handling vehicles. Issue driver's licenses, and conduct analyses. Plan, organize, and direct vehicle transportation to support operational missions.

### Important Duties

- Operate vehicles and equipment over varied terrain and roadways.
- Operate automated information, communication, and navigation systems that are mounted on vehicles.
- Manage the safety of loading and unloading personnel during transport.
- Oversee the unloading and loading of cargo on vehicles and trailers.
- Secure cargo during inclement weather, and protects it from pilferage.
- Operate material handling equipment (MHE), as required.
- Use mounted and dismounted land navigation techniques.

### Important Knowledge, Skills, Abilities, and Work Activities

Knowledge	Skills
Transportation	Operation and Control
Customer and Personal Service	Active Listening
Public Safety and Security	Operation Monitoring
Abilities	Work Activities
Multilimb Coordination	Operating Vehicles, Mechanized Devices, or Equipment
Far Vision	Getting Information
Control Precision	Handling and Moving Objects

Source: Occupational Information Network (O\*NET)

# Layout – Related Civilian Occupation

## Related occupation: Bus Drivers, Transit and Intercity

### Description

Drive bus or motor coach, including regular route operations, charters, and private carriage. May assist passengers with baggage. May collect fares or tickets.

### Sample Job Titles

Bus Driver, Bus Operator, Motor Coach Operator, Motor Coach Driver, Transit Bus Driver, Transit Coach Operator, Transit Operator, Charter Driver, Driver

### Important Tasks

- Drive vehicles over specified routes or to specified destinations according to time schedules, complying with traffic regulations to ensure that passengers have a smooth and safe ride.
- Park vehicles at loading areas so that passengers can board.
- Advise passengers to be seated and orderly while on vehicles.
- Inspect vehicles, and check gas, oil, and water levels prior to departure.
- Assist passengers, such as elderly or disabled individuals, on and off bus, ensure they are seated properly, help carry baggage, and answer questions about bus schedules or routes.

### Education and Training Requirements

**Typical Education Level:** Moderate-term on-the-job training. Occupations in which workers can develop average job performance after 1 to 12 months of combined on-the-job experience and informal training.

**Certification:** California requires those Transit and Intercity Bus Drivers who drive vehicles that carry more than ten passengers to have a valid class "B" driver license. Link to America's Career InfoNet Certification Finder at [www.careerinfonet.org](http://www.careerinfonet.org) and type in the keywords "bus driver" to find more certification programs related to this occupation

### 2010 Average Wages

	Hourly	Annual
California	\$19.16	\$39,858
San Francisco-San Mateo-Redwood City	\$21.68	\$45,087
Oakland-Fremont-Hayward	\$22.82	\$47,460
Sacramento-Arden Arcade-Roseville	\$18.30	\$38,059
Other Northern Counties	\$18.80	\$39,102

Source: Occupational Employment Statistics Survey 2010 1st Q

## Bus Drivers, Transit and Intercity, cont.

### Projections of Employment - California Long-Term

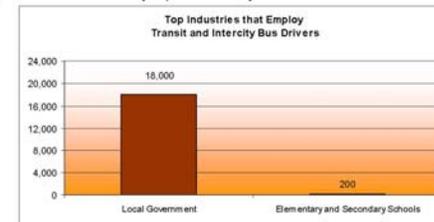
Est. # of Workers (2008-2018)	Numeric Change	Percent Change	Average Annual Openings	
29,700	32,800	3,100	10.4	830

### Projections of Employment - California Short-Term

Est. # of Workers (2009-2011)	Numeric Change	Percent Change	Total Job Openings	
28,700	28,200	-500	-1.7	850

Source: EDD/LMI/D Projections of Employment by Occupation

### Top Industries that Employ this Occupation



Source: C4 Staffing Patterns

### Recent Job Openings for this Occupation

Month	Total Job Listings	Top Regions Reported	Sample of Employers
August 2010	22	• San Francisco • Santa Clara	• Pride Industries • Kids Kab
September 2010	29	• San Francisco • Sacramento	• Shasta Co. School Districts • MV Transportation
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Source: The Conference Board Help Wanted Online™ (HWOL) data series

# Layout – Related Civilian Occupation

## Bus Drivers, Transit and Intercity, cont.

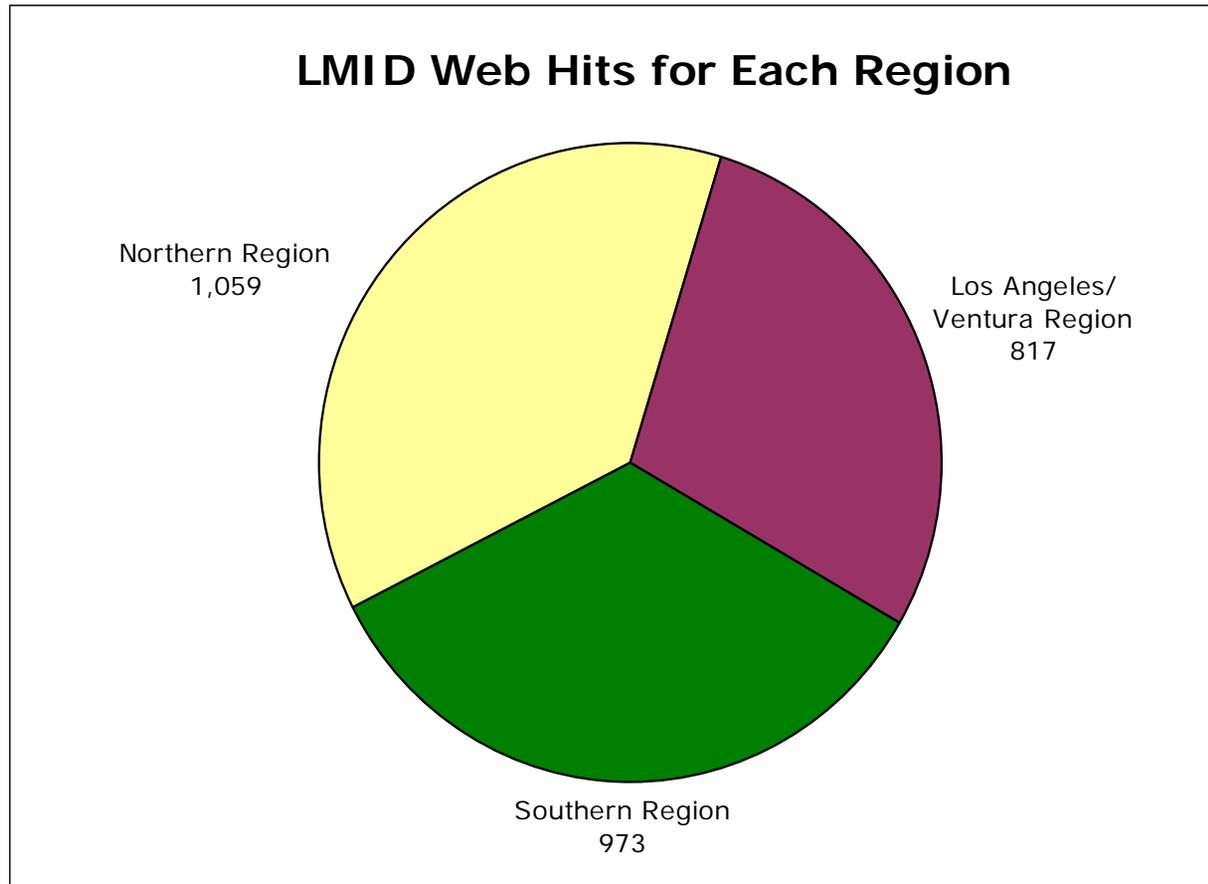
### Important Knowledge, Skills, Abilities, and Work Activities

Knowledge	Description
Transportation	Knowledge of principles and methods for moving people or goods by air, rail, sea, or road, including the relative costs and benefits.
Public Safety and Security	Knowledge of relevant equipment, policies, procedures, and strategies to promote effective local, state, or national security operations for the protection of people, data, property, and institutions.
Customer and Personal Service	Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
Skill	Description
Active Listening	Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
Operation and Control	Controlling operations of equipment or systems.
Operation Monitoring	Watching gauges, dials, or other indicators to make sure a machine is working properly.
Ability	Description
Far Vision	The ability to see details at a distance.
Control Precision	The ability to quickly and repeatedly adjust the controls of a machine or a vehicle to exact positions.
Multilimb Coordination	The ability to coordinate two or more limbs (for example, two arms, two legs, or one leg and one arm) while sitting, standing, or lying down. It does not involve performing the activities while the whole body is in motion.
Work Activity	Description
Operating Vehicles, Mechanized Devices, or Equipment	Running, maneuvering, navigating, or driving vehicles or mechanized equipment, such as forklifts, passenger vehicles, aircraft, or water craft.
Inspecting Equipment, Structures, or Material	Inspecting equipment, structures, or materials to identify the cause of errors or other problems or defects.
Communicating with Supervisors, Peers, or Subordinates	Providing information to supervisors, co-workers, and subordinates by telephone, in written form, e-mail, or in person.

Source: Occupational Information Network (O\*NET)

# Hits for Vocations for Vets Product

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# Questions?

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Thank You!

Vocations for Vets can be found at:

<http://www.labormarketinfo.edd.ca.gov/?pageid=1026>

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