



MILITARY OCCUPATIONAL CODES CROSSWALK

Translating Your Training and Experiences



September 2015



MOC Crosswalk

- Module Prerequisite
- Module Purpose
- Outcome
- Competencies
- Learning Objectives



What kind of Jobseeker are you?



**Transitioning
Specialist**



**Transitioning
Generalist**



Career Switcher



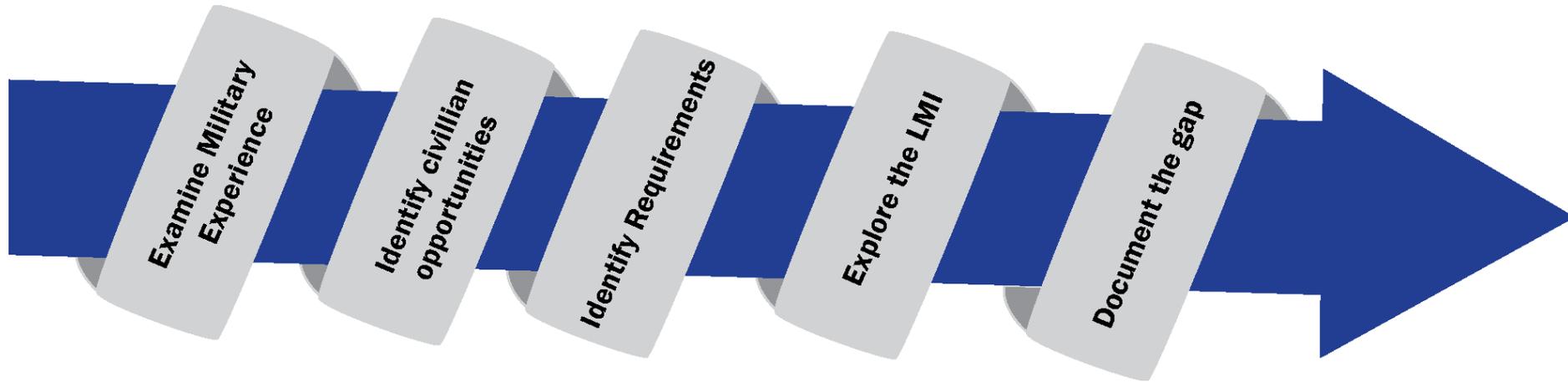
Undecided



Multi-Tracker



Crosswalk Process





Gap Analysis

GAP Analysis

Part A: Filling in the Gap

Complete the "Where am I now" column, the "Where am I going" column, and finally *fill the Gap* by completing the "What do I need to fill in the Gap" column.

<p>Where am I now?</p> <p>Current MOS: _____</p> <p><i>Use VMET, JST, CCAF, and Professional Evaluations to complete this column.</i></p>	<p>What do I need to fill in the Gap?</p>	<p>Where am I going?</p> <p>Civilian Occupation: _____</p> <p><i>Use Results from Kuder Journey, My Next Move for Veteran and O*Net to complete this column.</i></p>
<p>Experience and skills I have:</p>	<p>Experience and skills I need to obtain:</p>	<p>Experience and skills this occupation requires:</p>
<p>Education and training I have:</p>	<p>Education and training I need to obtain:</p>	<p>Education and training this occupation requires:</p>
<p>Credentials (licenses, certifications, apprenticeships) I have:</p>	<p>Credentials (licenses, certifications, apprenticeships) I need to obtain:</p>	<p>Credentials (licenses, certifications, apprenticeships) or any other requirements for this occupation:</p>



Valued Skills

Valued Skills are the Foundation
of the Profession of Arms



Skills which are valuable to employers, mostly refers to nontechnical skills – commonly know as soft, valued or essential skills



Purpose of VMET

- Helps members prepare resume
- Translate military terminology and training into civilian terms
- Establishes capabilities with prospective employers
- Assists in applying to college or vocational institute
- Lists military job experience and training history
- Recommends college credit information
- Suggests related certification and licensure
- Provides Civilian equivalent job titles



VMET: Experience History

OCCUPATION: 7253, Air Traffic Controller-Radar ← Title and Code

DUTY OCCUPATION:

MARINE CORPS, ACTIVE: CORPORAL, Pay Grade E-4
SEP 2008 - AUG 2010 (1 Year 11 Months)

← Duty: Current position
Dates of Experience

MARINE CORPS, ACTIVE: LANCE CORPORAL, Pay Grade E-3
JAN 2007 - SEP 2008 (1 Year 8 Months)

Occupation Description

OCCUPATION DESCRIPTION FROM SERVICE FILE FOR: 7253

(Description dates JUL 2000 - OCT 2014)

Air traffic controllers-radar perform various duties within a radar facility incident to the control of air traffic at an established air traffic control facility, expeditionary airfield, or remote landing areas. They coordinate aircraft movement information with associated facilities or agencies, coordinate current weather and airfield conditions as required, and perform air traffic control duties in both tactical and nontactical air traffic control organizations. This MOS may be assigned as a skill designator MOS only.

RELATED CIVILIAN OCCUPATIONS FOR: 7253

Air Traffic Controllers (ONET 53-2021.00)
Air-Traffic-Control Specialist, Station (DOT 193.162-014)
Air-Traffic-Control Specialist, Tower (DOT 193.162-018)

← Related Civilian
Occupations, O*NET, and
DOT Occupation Code



VMET: Training History

MILITARY TRAINING: AUG 2006 - NOV 2006, 2006

NAVY COURSE: C-222-2010, Air Traffic Controller

LENGTH: 14-16 weeks (560-640 hours)

COURSE DESCRIPTION FROM AMERICAN COUNCIL ON EDUCATION:

(NV-1704-0004, Exhibit dates JUL 1994 - OCT 2008)

Upon completion of the course, the student will be able to fulfill apprentice-level technical requirement for an air traffic controller eventually leading to FAA certification in control tower operations.

Lectures and practical exercises in basic air navigation and navigational aids; aviation meteorology; airport traffic control; and air traffic rules and regulations, communication procedures, and radar use.

CREDIT RECOMMENDATION FROM AMERICAN COUNCIL ON EDUCATION

(NV-1704-0004, Exhibit dates JUL 1994 - OCT 2008)

In the lower-division baccalaureate/associate degree category, 3 semester hours in national airspace system, 2 in aviation meteorology, 2 in Federal Aviation Administration (FAA) regulations, and 2 in navigation principles. In the upper-division baccalaureate degree category, 6 semester hours in air traffic control (1/96)(10/00).

(MARINE CORPS TRAINING HISTORY COURSE: 67A)

(NAVY TRAINING HISTORY COURSE: C-222-2010)

Training Dates, Course
Number and Length

Course Description
according to ACE

Credit recommendation
from ACE



JST

Status: Active

Military Course Completions

Military Course ID	ACE Identifier Course Title Location-Description-Credit Areas	Dates Taken	ACE Credit Recommendation	Level
750-BT	AR-2201-0399 Basic Combat Training: Upon completion of the course, the recruit will be able to demonstrate general knowledge of military organization and culture, mastery of individual and group combat skills including marksmanship and first aid, achievement of minimal physical conditioning standards, and application of basic safety and living skills in an outdoor environment.	13-MAR-1987 to 07-MAY-1987		
	<ul style="list-style-type: none"> • First Aid • Marksmanship • Outdoor Skills Practicum • Personal Physical Conditioning (10/00)(10/00)		1 SH 1 SH 1 SH 1 SH	L L L L
500-75D10	AR-1406-0011 Personnel Records Specialist: US Army Training Center Ft Jackson SC To train individuals to maintain personnel records.	08-MAY-1987 to 26-JUN-1987		
	<ul style="list-style-type: none"> • Clerical Bookkeeping • Office Procedures • Typing (8/88)(8/88)		3 SH 2 SH 2 SH	L L L
605-19-PLDC	AR-2201-0253 Primary Leadership Development:	22-MAR-1990 to 19-APR-1990		



CCAF

REGISTERED FOR	1AOY Human Resource Management	30-May-2006
ASSOCIATE OF APPLIED SCIENCE DEGREE AWARDED		31-May-2006
REGISTERED FOR	4VAD Aircraft Systems Maintenance Technology	27-Mar-1997
ASSOCIATE OF APPLIED SCIENCE DEGREE AWARDED		11-Feb-2002

AIR FORCE COURSE NO	TITLE	DATE COMPLETED (OR RECORDED)		
CCAF COURSE CODE	TITLE	SEM	HRS	GRADE
	BASIC MILITARY TRAINING		CREDIT AWARDED	04-Dec-1990
PHE1000	PHYSICAL EDUCATION/WELLNESS		4.00	S
3AQR45730C 000	APPREN STRAT ACFT MAINT SPEC 135	SHEPPARD AFB	17-Jan-1991	
AMT1218	AIRFRAME SYS/COMPONENTS		4.00	S
AMT1219	ACFT MAINT FUNDAMENTALS		3.00	S
AMT1229	INTRO TO AIRCRAFT MAINT		3.00	S
4ABF45730C 001	EC/KC/RC135 APR STRAT ACFT MAINT	SHEPPARD AFB	21-Mar-1991	
AMT2236	ADV ACFT MAINT LAB		7.00	S
5ALS99400 001	AIRMAN LEADERSHIP SCHOOL	KADENA AB	07-Nov-1995	
LMM1101	LEADERSHIP/MANAGEMENT I		2.00	S
LMM1102	MANAGERIAL COMMUNICATIONS I		2.00	S
LMM1103	MILITARY STUDIES I		2.00	S
LMM1104	INTRO TO TOTAL QUAL MGT		4.00	S
5NCO99200 002	NCO COMMAND ACADEMY	MCGUIRE AFB	14-Dec-2001	
LMM2121	LEADERSHIP/MANAGEMENT II		6.00	S
LMM2122	MANAGERIAL COMM II		3.00	S
LMM2123	MILITARY STUDIES II		2.00	S



Credentialing

Licensure

Certification

Apprenticeship

Credentials

- May be required by law or an employer for employment
- Lead to higher pay or improve promotion potential
- Demonstrates transferability of military skills and relevance in the civilian workforce



Types of Credentials





GAP Analysis Activity

Where am I now?

1. Use the VMET, JST, Credentialing, Professional Evaluations and COOL websites to find the following information:
 - a. Experience and Skill
 - b. Education and Training
 - c. Credentials (license, certifications, apprentices)
2. Complete the 'Where am I now?' section of the Gap Analysis.

Where am I now?
Current MOS: _____
<i>Use V-MET, Service Transcripts, and Professional Evaluations to complete this column.</i>
Experience and skills I have:
Education and training I have:
Credentials (licenses, certifications, apprenticeships) I have:



O*NET Interest Profiler

www.MyNextMove.org/vets



"I want to be a ..."



Search careers with key words.

Describe your dream career in a few words:

Examples: doctor, build houses

Search



"I'll know it when I see it."



Browse careers by industry.

There are over 900 career options for you to look at. Find yours in one of these industries:

Administration & Support Services

Browse



"I liked my last job."



Find careers like your military job.

Enter the name or code of your military classification. We'll suggest civilian careers with similar work.

Air Force (AFSC)

Examples: 11K3A, airfield operations

Find



Want more options? Check out careers in these groups:

Bright Outlook

REGISTERED APPRENTICESHIP

green

Job Prep



Still not sure? The [O*NET Interest Profiler](#) suggests careers based on the type of work you enjoy doing.





My Next Move for Veterans

What do you want to do for a living?



"I want to be a ..."



**Search careers
with key words.**

Describe your dream career in a few words:

Examples: doctor, build houses

Search



"I'll know it when I see it."



**Browse careers
by industry.**

There are over 900 career options for you to look at. Find yours in one of these industries:

Administration & Support Services

Browse



"I'm not really sure."



**Tell us what you
like to do.**

Answer questions about the type of work you might enjoy. We'll suggest careers that match your interests and training.

Start



www.mynextmove.org/vets/



GAP Analysis Activity

Where am I going?

1. Use the O*NET Interest Profiler and My Next Move for Veterans to find the following information:
 - a. Experience and Skill
 - b. Education and Training
 - c. Credentials (license, certifications, apprentices)
2. Complete the 'Where am I going?' section of the Gap Analysis.

<p>Where am I going?</p> <p>Civilian Occupation:</p> <hr/>
<p><i>Use My Next Move for Veterans, O*Net, and BLS.gov to complete this column.</i></p>
<p>Experience and skills this occupation requires:</p>
<p>Education and training this occupation requires:</p>
<p>Credentials (licenses, certifications, apprenticeships) or any other requirements for this occupation:</p> <p>None</p>



Influences on Career Selection





Influences on Career Selection

Geographic Location	Labor Market Information (LMI)
<p>Determine your potential priorities:</p> <ul style="list-style-type: none"> • Pursuing a location without your desired profession • Pursuing your profession regardless of location • Identifying an alternative profession because of your selected location 	<p>LMI can help you:</p> <ul style="list-style-type: none"> • Understand today's complex workforce • Explore civilian occupations based on employment levels and trends • Make informed career decisions
<p>Research/explore which geographic locations:</p> <ul style="list-style-type: none"> • Cost of living and finding housing • Moving costs • Family relocation • Reserve Component – continuum of service 	<p>Research/explore:</p> <ul style="list-style-type: none"> • National, state, and local employment statistics, job forecasts, wages, and demographics • A military skills translator to identify a civilian occupation • LMI data and compare geographic areas



GAP Analysis Activity

Labor Market Information (LMI)?

1. Use O*NET and My Next Move for Veterans to find the following information:
 - a. Location
 - b. Salary
 - c. Job Outlook
2. Complete the Part B: LMI section of the Gap Analysis.

GAP Analysis

Part B: Assessing the Salary and Labor Market for the civilian occupation

After completing Part A: Filling in the Gap, complete the Labor Market Information (LMI) for the civilian occupation using My Next Move for Veterans.

Location:

What is your preferred geographic location of relocation (city/state)?

Salary:

What is the salary range for this occupation?

What is the salary range for this occupation in my preferred location (city/state)?

Does the salary range fit my requirements?

Job Outlook:

What is the outlook for this occupation in your preferred state?

What geographic locations (city/state) has a better outlook?

Which location(s) (city/state) would you be willing to relocate to?



GAP Analysis Activity

What do I need to fill in the Gap?

Experience and skills I need to obtain:

Education and training I need to obtain:

Credentials (licenses, certifications, apprenticeships) I need to obtain:

Document the GAP

1. Analyze your findings under 'Where am I now?' and compare to 'Where am I going?'
2. Fill in the 'What do I need to fill the gap?'
 - a. Experience and Skill
 - b. Education and Training
 - c. Credentials (license, certifications, apprentices)
3. Examine Part B: Final Analysis
 - a. Is this a good job/career to pursue?

Final Analysis:

Based upon "Filling in the Gap", Salary, and Outlook, is this a good job to pursue?	
List 2 alternative jobs that you can explore to expand your options. If needed, repeat GAP Analysis with each alternative job.	

My Next Steps, based upon Part A and B of Gap Analysis:

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Veterans Employment Center

- Single online source to connect with civilian career opportunities
- Build a Profile
- Translate Your Skills
- Search for Jobs

www.ebenefits.va.gov/ebenefits/job

The screenshot shows the Veterans Employment Center website. At the top, there is a navigation bar with the 'eBenefits' logo and the tagline 'My Gateway to Benefit Information'. To the right of the logo are the Department of Veterans Affairs and Department of Defense logos, along with the text 'A Service of the Department of Veterans Affairs and the Department of Defense'. On the far right of the navigation bar are 'Log in' and 'Register' buttons. Below the navigation bar is a horizontal menu with links for 'apply for BENEFITS', 'view my STATUS', 'access my DOCUMENTS', 'browse NAT'L RESOURCE DIRECTORY', and 'employment CENTER'. A search icon is also present in the top right corner of the menu.

The main content area is divided into two columns. The left column contains a 'Job Seekers' section with a 'Tools' sub-section listing 'Job Search', 'Skills Translator', and 'Résumé Builder'. Below this is a 'Resources' section with links for 'Job Seeker Resources and Services', 'View Employer Commitments', 'Interest Profiler', 'Upcoming Veteran Career Fairs', 'About the Employment Center', and 'For Employers'. At the bottom of the left column is a small graphic that reads 'THE VA WANTS TO HIRE VETERANS. VISIT VA FOR VETS TO LEARN MORE!' and 'VA FOR VETS YOUR GATEWAY TO VA CAREERS'.

The right column features a 'Welcome to the Veterans Employment Center for Job Seekers' message. Below this is a 'Search the Veterans Job Bank' section with three input fields: 'What (job title, keywords)', 'Where (city, state, country)', and 'Military (military job title or code)'. A 'Search' button is located below the 'What' field, and a 'Clear Search' link is to its right. An 'Advanced Search' link is located to the right of the 'Military' field. Below the search section is a 'Career Tools' section with two cards: 'Military Skills Translator' (with a star icon) and 'Résumé Builder' (with a document icon). The 'Military Skills Translator' card includes the text 'Translate your military skills, experience, and training to learn about career options that best use your capabilities.' and a link 'Translate your military skills'. The 'Résumé Builder' card includes the text 'Build a résumé that makes hiring managers stop and take notice.' and a link 'Create your résumé'.



Summary

- Department of Labor Employment Workshop (DOLEW) will help you further explore aspects to consider.
- Note alterations to your track selection.
- Identify and pursue next steps in your transition process.
- Contact your local personnel office for accuracy of your official military record.



Wrap Up

Don't forget to:

- Update ITP:
 - **Block 1- Section II: A & B; Section III: A&B**
- Complete the Transition GPS Participant Assessment for the **MOC Crosswalk**

www.dmdc.osd.mil/tgpsp/