

Camden's Transitioning Military Workforce

In today's economy and dynamic international marketplace, workforce is a critical component of any business/industry location decision. Hiring, training, and managing a qualified workforce are essential to understanding the cost of doing business in that community. Camden County is positioned to provide a high quality and skilled workforce through its transitioning military service members.

Camden County is truly fortunate to be the home of Naval Submarine Base (NSB) Kings Bay. NSB Kings Bay is the Atlantic Base for the SSBN mission of the U.S. Navy, as well as the only naval base in Georgia. NSB Kings Bay is home to six Ohio class SSBN submarines and two SSGN submarines and forms a major arm of strategic national defense. NSB Kings Bay serves as a home seaport and repair facility and is also unofficially known as "Georgia's Shipyards".

The submarine fleet stationed at NSB Kings Bay is an example of the most technologically advanced, vehicles on the planet and as such require a highly skilled, focused, and motivated crew and support staff. This workforce gains not only advanced knowledge but also hands on experience and problem solving skills that aid them in maintaining this critical arm of our national defense. Transitioning service members working in these technical rates have received an extensive amount of occupation-specific training. For example, nuclear-trained Electronics Technicians leave the training pipeline with in excess of 2600 hours of advanced electronics education. Most service members expect to remain in the workforce following their separation or retirement and are seeking new challenges and opportunities. As a component of their transition, each member attends the Transition GPS course and meets with career development professionals to assist in understanding how their skill sets



translate to the civilian sector. They prepare resumes and receive instruction in interview preparation. Course attendees evaluate their readiness for that transition in terms of experience level, industry knowledge, education and credentials and understand the resources and processes to address any gap between their current condition and target career. Through partnerships with Georgia Department of Labor, technical college and universities, Coastal Workforce Investment Board, and Georgia QuickStart, job training assistance can help address any gaps between current training and those required by a company of industry. These are skilled workers who are used to a regimented routine of meeting work schedules, be it early mornings, long days or alternating shifts. They are accustomed to a high degree of personal accountability in their attendance, job performance and motivation to maintain high standards and they have been constantly evaluated for individual performance and teamwork within a highly diverse population. They possess the essential soft skills that are so critical to today's workforce.

In Calendar Year 2016, there were approximately 550 participants who attended the Transition GPS class facilitated by Fleet and Family Support Center (FFSC) staff at NSB Kings Bay. FFSC Kings Bay provides transition service to individuals from all branches of the armed forces, most commonly those in the U.S. Navy, U.S. Marine Corps, and U.S. Coast Guard. A fairly stable range of 400-500 personnel from NSB Kings Bay transition out of the military on an annual basis. This represents a valuable resource to any business or industry searching for qualified and motivated workers. A sample of these service positions, skill sets, and potential civilian occupations is included in the attached "Military Skill Sets to Civilian Employment."



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Commonly held degrees of transitioning military service members from NSB Kings Bay:

- A.A.S. degrees in Nuclear Technology, Electronics, and Information Technology.
- B.B.A. degrees in Finance, Management, Human Resources, Aeronautics, Vocational Education, and Criminal Justice.

Why Employers Like Recruiting Transitioning Military/Spouses from NSB Kings Bay:

- Candidates have received training in work readiness and assistance with resume and interview preparation.
- Military members have current industry training, highly desirable attributes and transferable skills including procedural and regulatory compliance, adherence to safety protocols, and critical thinking.
- Many NSB Kings Bay military members have grown attached to the quality of life, educational assets, and proximity to metro areas and wish to stay in Camden.
- Most transitioning service members are under 45 years of age, have maintained their physical fitness, and expect to be in the labor force for a full second career.
- G. I. Bill benefits are available to many veteran employees for traditional and on-the-job professional development and/or job training.
- Veterans Opportunity to Work (VOW) Act provisions for hiring eligible veterans include tax incentives for employers.
- Kings Bay Career Center trains military affiliated job seekers accountability in making necessary arrangements to be, and remain, work ready, as well as provide proper notification should they leave due to their military service requirements.
- Kings Bay Career Center works with human resource professionals to identify, screen, and facilitate employment of military and spousal employment.
- Military members and family tend not to leave employment as often as general workforce statistics present.

Not only do the transitioning military members display highly sought after skill sets, but military spouses are also often highly skilled. Many military spouses display degree and/or prior work experience in multiple fields making them an even more attractive workforce for business and industry. Military spouses provide a tremendous potential workforce for industry. Current primary skill sets and knowledge areas of military spouses include, but is not limited to the following:

PRIMARY SKILL SETS/DEGREE AREAS

Accounting
Engineering
Business and Medical Administration
Banking
Education
Marketing
Nursing
Social Sciences
Personal Services
Physical Sciences
Real Estate and Property Management
Retail Management

SECONDARY SKILL SETS/DEGREE AREAS

Sales
Bookkeeping and Account Management
Customer Service
Hospitality
Merchandising
Graphic Design
Human Resource
Production
Training
Linguistics
IT/Tech Support

Camden's Transitioning Military Workforce ... Your quality workforce solution!

MILITARY SKILL SETS TO CIVILIAN EMPLOYMENT

<u>NAVY CLASSIFICATION</u>	<u>SKILL SETS</u>	<u>CIVILIAN EMPLOYMENT</u>
Machinists Mate	<ul style="list-style-type: none"> • Steam plant operation, maintenance, and repair to turbines. • Electronic automatic controls. • Conditioning and refrigeration, atmosphere controls. • Pump and valve repair. • Diesel engine maintenance. • Industrial gas and cryogenics, elevators, and conveyors. 	Service Technician Maintenance Supervisor Warehouse Supervisor Shift Supervisor Technical Supervisor Installation/Maintenance Technician
Master-at-Arms	<ul style="list-style-type: none"> • Control access points to security areas. • Conduct security inspections • Test and monitor alarm systems • Apprehend suspects and other law enforcement and investigation duties. 	Security Force Loss Prevention/Asset Protection Intelligence Analyst Regulatory Affairs
Electronics Technician	<ul style="list-style-type: none"> • Maintain, repair, calibrate and adjust electronic communications and navigation equipment. • Operating and maintaining computer networks • Operating, maintaining, repair of reactor instrumentation and control systems. 	Service/Maintenance Technician Electromechanic Controls Engineer
Missile Technician	<ul style="list-style-type: none"> • Operate and maintain advanced electronics equipment. • Troubleshoot, repair, and test electrical distribution panels, switchboards, voltage regulators, etc. • Automation and control for pressure and flow regulation. • Use standard electronic test equipment, meters, and oscilloscopes, logic probes, analogic analyzers. 	Communication Technician Heavy Equipment Technician Industrial Electrician Boiler Technician Biomedical Equipment Technician Electronics Technician
Logistics Specialist	<ul style="list-style-type: none"> • Ordering, stocking, and issuing repair parts, clothing and general supplies. • Maintaining financial records and accounting systems. • Organizing and maintaining databases. • Maintaining inventory databases for material stocked in shore based warehouse and ship storerooms. 	Logistics supply systems, management administration support Purchasing Manager Supply Chain Specialist Import/Export Compliance Analyst Distribution Planner
Sonar Technician	<ul style="list-style-type: none"> • Maintenance of computer network architecture • Preventative and corrective maintenance, troubleshooting and fault isolation for electronic components. • Control, evaluate, and interpret submarine sonar and oceanographic equipment, as well as underwater fire control interface. 	.NET Developer Enterprise Application Analyst Sr. Architecture Analyst Business Systems Analyst
Hull Technician	<ul style="list-style-type: none"> • Repairing decks, structures, and hulls by welding, brazing, riveting, and caulking. • Fabrication with light and heavy gauge metals. • Pipe cutting, reading, and assembly. • Repairing installed ventilation ducts. • Heat treating, hot and cold forming of metals. 	Production Assemblers CNC Machinist Tool and Die Machinist Sheet Metal Worker/Welder Plant Manager/Supervisor
Fire Control Technician	<ul style="list-style-type: none"> • Operate, test, and maintain submarine combat control systems. • Operate and maintain non-tactical computer systems and peripherals. 	Logistics/Advanced Manufacturing Controls and Systems Management Automation Engineer Quality Assurance Analyst Data Systems Management