

Websites for Job Search and Career Management Issues – Military and General

Job seekers should use these two websites before participating in any of the job fairs listed above, or others. This also included the seldom offered Open House. Both offer excellent counsel on the Career Fair and what one should be prepared for prior to attending job fairs. Saves a lot of time and makes the attendance at a Career Fair worthwhile

Job-Hunting.org www.job-Hunt.org is Susan Joyce's excellent contribution to those in the search mode. She offers the reader a tutorial, beginning with knowing the position you truly want to go after and the steps to take, in sequence. Moving the reader through the steps, she offers specific websites to review. She also offers timely and current articles, as they are written, on the various aspects of job search, considering the entrepreneurial world, and the use of Facebook. An excellent resource here.

Patra Frame www.patraframe.com is a relatively new site focused to the transitioning military and military family. A former U.S. Air Force Officer, Ms. Frame, has been a strong resource for transitioning military and their families. PatraFrame is the most recent of her websites, earlier ones were focused on women in IT and then broaden to all who chose the IT career. PatraFrame takes the visitor to **Tomorrow Comes**. This site offers a complete tour, with instructions and examples for all of the elements in transitioning from the military to the private sector. A gifted speaker, author, and coach and counselor, she offers always current and relevant information for those transitioning and transitioned military. Her YouTube video, part of ClearedJobs.net career fairs and web presence, are considered the most helpful. A military family, Ms. Frame has also strong experience in the private sector with General Electric, before becoming an independent consultant. Her work with small and medium sized companies in the metropolitan Washington, DC area is well known. While Patra's focus is the transitioning military and veteran, her work is totally relevant to all job seekers.

Websites of Career Fair Providers and Portals for individuals holding US Security Clearances:

ClearanceJobs.com www.ClearanceJobs.com is a Dice Holdings Company web site for individuals holding active clearances with DoD, DoE, NRC and NSA. Individuals can post their resume as well as look at posted positions calling for cleared personnel. The search for positions can be by state if desired. DICE is the one niche site still having great success is connecting IT job seekers with employers.

ClearedConnections.com www.clearedconnections.com is yet another resource for the individual who holds a security clearance. Like the other sites, it offers free uploading of job seekers resumes, has a page for the job seeker and another for the employer. The site also lists current industries that are growth or receiving large contracts. Employers are encouraged to search the site for resumes that may fit their requirements. Like all the other sites offering free services to the holder of a clearance the site is accessible to all employers requiring cleared personnel.

ClearedJobs.net www.clearedjobs.net a Veteran-owned ClearedJobs.Net offers thousands of online security-cleared CONUS/OCONUS positions with leading defense and intel contractors, as well as Cleared Job Fairs and Cyber Job Fairs for transitioning military to meet face-to-face with premier employers ClearedJobs.Net is committed to helping transitioning military succeed in the cleared and cyber communities. Follow cleared job search news and advice via clearedjobs.net/blog, or visit their YouTube channel youtube.com/clearedjobs.net. Their Career Fairs also offer excellent resume review and counseling.

Corporate Gray.com www.corporategray.com - Corporate Gray was established in 1994 to help transitioning and former military personnel connect with employers in print through their publication (*The Military-to-Civilian Transition Guide*), in person at their Corporate Gray "Military Friendly" Job Fairs, and online through Corporate Gray Online. They have set the standard with regard to hosting quality job fairs, publishing a first rate career transition book, and running a state-of-the-art military-to-civilian career transition website. To date, they've given over 4 million copies of their book to transitioning service members, held over 150 military-focused job fairs across the country, and connected thousands of veterans with employers through their website. Job seekers benefit from attending their military-focused job fairs (both in-person and virtual) reading *The Military-to-Civilian Transition Guide*, and using Corporate Gray Online to search and apply for jobs of interest. Companies benefit from using their range of recruiting services to connect with military

veterans – in print, in person, and online. **Check out the latest job search and transition advice articles on the Corporate Gray Blog (<http://blog.corporategray.com>).**

Defense Talent Network www.defensetalent.org. An organization seeking both the cleared professional and the employers seeking cleared professionals for their contracts. This includes companies in defense, aerospace, RF/Microwave and related industries. There is no fee for the cleared professional seeking employment with any of the identified industries above.

IntelligenceCareers.com. www.IntelligenceCareers.com, aka ICDefense Jobs, www.ICDefenseJobs.com, offers resources and programs for those with clearances and who are interested in either connecting with the federal sector or with a contractor to the federal sector. This group periodically offers a one-day seminar on securing opportunities with DoD contractors and other organizations holding security clearance required positions. It also provides a guide to the value of the resume (of individuals holding a clearance) in the Intelligence Community upon request.

Transition Assistance Online www.taonline.com is a long standing web site listing transition information and career fairs and hiring conferences scheduled across the country. It is always wise, however, to check the specific site after checking the taonline site as schedules sometimes change and do not get forwarded to other sites that collect and post the information.

Transition Careers com www.transitioncareers.com. An independent facilitator of technical and security clearance career fairs on-site military installations nationwide. Provides a job board that is networked with 1000+ other job boards. Fairs are open to Military, Government Civilians, Contractors and Family Members that have access to the military installation where the event is taking place.
renaming of his web sites.

Web Sites Supporting the Military in Transition, Spouses and Veterans:

***Chamber of Commerce, US** www.uschamberfoundation.org, is the US Chamber's support of service members returning to the workplace. Key to this site is the ongoing listing of sponsored and co-sponsored career fairs focused to the returning service member, veterans, Reserve and Guard components and their spouses. Upon entering the web page cited above, the reader is offered a number of options while the listing of cities sponsoring career fairs is centered and offered by date of the career fair. Options include a Veteran's Advisory Board, Military Spouse Business Alliance connection, a newsletter, a useful conversion of military job titles to private sector titles – more effective than most; and resources on resume preparation.

ClearedJobs.net www.clearedjobs.net a Veteran-owned ClearedJobs.Net offers thousands of online security-cleared CONUS/OCONUS positions with leading defense and intel contractors, as well as Cleared Job Fairs and Cyber Job Fairs for transitioning military to meet face-to-face with premier employers. ClearedJobs.Net is committed to helping transitioning military succeed in the cleared and cyber communities. Follow cleared job search news and advice via clearedjobs.net/blog, or visit their YouTube channel: youtube.com/clearedjobsdotnet. Their career fairs also offer excellent resume reviews and counseling.

Corporate Gray.com www.corporategray.com - Corporate Gray was established in 1994 to help transitioning and former military personnel connect with employers in print through their publication (*The Military-to-Civilian Transition Guide*), in person at their Corporate Gray "Military Friendly" Job Fairs, and online through Corporate Gray Online. They have set the standard with regard to hosting quality job fairs, publishing a first-rate career transition book, and running a state-of-the-art military-to-civilian career transition website. To date, they've given over 4 million copies of their book to transitioning service members, held over 150 military-focused job fairs across the country, and connected thousands of veterans with employers through their website. Job seekers benefit from attending their military-focused job fairs (both in-person and virtual), reading *The Military-to-Civilian Transition Guide*, and using Corporate Gray Online to search and apply for jobs of interest. Companies benefit from using their range of recruiting services to connect with military veterans – in print, in person, and online. **Check out the latest job search and transition advice articles on the Corporate Gray Blog (<http://blog.corporategray.com>).**

Easter Seals Greater Washington-Baltimore Region, Inc www.gwbr.easterseals.com has a program *Veterans Employment Program*, focused specifically to veterans who meet one of the following criteria: have separated within the past 48 months, or have a service-connected disability, or have a significant barrier to employment, or are a veteran who served on active duty in the Armed Forces during a war or in a campaign or expedition for which a Campaign Badge has been authorized. This

organization does have geographic boundaries for its services. The organization also provides monthly “Job Prep Workshops.” Easter Seals of Greater Washington-Baltimore now has a new entity. Veterans Staffing Network (VSN) is a fee based placement firm (charging the employer only) that works to provide opportunities for veterans. It does not work with individuals who did not service in any one of the seven uniform services. Currently, they have postings primarily on the east coast. See below under Veteran Staffing Network for more information and URL.

eMilitary.org www.eMilitary.org. A non-profit organization focused to the military and military family offering validated information for the military family covering most areas of assistance and information for those stepping away from the military and for PCS situations. Web site is www.eMILITARY.org. Identifies itself as the Military Family Network.

***FedsHireVets** www.fedshirevets.gov/job-seekers/ is a web site for veterans interested in considering and finding federal positions.

***GIJoeJobs.com** www.GIJoeJobs.com Offers the information on the Government Hiring Process, Veterans Preference, Special Hiring Authorities, Featured Jobs and Reference Materials. It offers a free job board for employers, free resume posting for transitioning service members, veterans and spouses. The third piece of the job board offers a “full service” and counsel on “every aspect of career management.” The job search offered by GIJoeJobs is serviced by Beyond.com network, and offers the standard approach to searching by job title and/or location.

IntelligenceCareers.com. www.IntelligenceCareers.com, aka ICDefense.com, offers resources and programs for those with clearances and who are interested in either connecting with the federal sector or with a contractor to the federal sector. This group periodically offers a one-day seminar on securing opportunities with DoD contractors and other organizations holding security clearance required positions. It also provides a guide to the value of the resume (of individuals holding a clearance) in the Intelligence Community upon request. The requestor must hold a currently valid clearance, Secret or higher or ask for the free service.

Military.com www.military.com is a helpful and useful resource for military, transitioning military and veterans. The site offers an extremely wide and useful number of resources from the military pay grade, MOS translation – considered the finest with greater detail, military organizations, military associations, links for military uniform insignia, and more. See also the Military.com/Spouse link below.

Military-Civilian www.military-civilian.com is a relatively new site offering job and resume postings, notices of job offerings and a LinkedIn Hot Jobs for Veterans and Families Group, <http://bit.ly/military-civilian>. These free services can be downloaded to much of your social media units.

MilitaryHire.com www.MilitaryHire.com. A web site for transitioning and former military. Offers a free job board for veterans.

MilitaryLeaders.com www.militaryleader.com specializes in recruitment and placement of Military personnel – officer, enlisted, veteran and retiree -- into civilian positions. Offers registration in career fairs selected by transitioning service members. Offers a Quarterly Hiring Conference that is held in Philadelphia, PA. This organization offers 5 hour consulting to HR and Recruiters, or large group on how and where to recruit military candidates. The organization also offers to identify the military profiles that align with the employer’s positions. They also provide direct referrals, pre-screen and pre-qualify candidates to the employers who sign up and then are unable to participate in the program. The employer who signs up pays for this service. The veteran candidate does not pay for anything.

***MilitaryMOJO** www.militarymojo.org is a web site specifically focused to the transitioning officer and senior Non-Commissioned Officer. The group has scheduled career fairs in Washington, DC, Philadelphia, and Seattle currently. The site also supports this same category of service member at their LinkedIn site where resume and career tips are offered. The LinkedIn address is: www.Linkedin.com/groups/MILITARY-MOJO-5063691. The group is also on Facebook, Google+ and Twitter. Both job seekers and employers can register for upcoming career fairs 24/7 throughout the year.

***Military Officers Association of America (MOAA)** www.moaa.org is the nation’s largest and most influential association of military officers. MOAA hosts the largest military-friendly career fairs in the Washington, D.C area annually. Employers like Amazon, Chick-fil-A, L-3, Lockheed Martin, Target, and more consistently attend to find high quality candidates. MOAA has teamed up with Milicruit to offer *virtual* career fairs – bringing employers and job seekers together from the comfort and convenience of their home or office – from anywhere with internet access! MOAA now offers

monthly Virtual programs alternating between Transition and Financial counseling. Other MOAA transition services include: resume critiques, career counseling sessions, transition lectures, a secure job board, a member-to-member state wide networking program, and a variety of helpful videos and publications. In addition to transition services, MOAA members have access to services specifically designed for them. MOAA's *Legislative Update* brings issues on Capitol Hill to you. Its financial tools can help you navigate the complex maze of military benefits. The educational assistance program can help you put your children through college. The Spouse and Families program helps your loved ones stay informed. If you are or were an officer in any of the seven services why not join MOAA.

Military Spouses www.milspouse.com is a relatively new site established for the spouses of those serving in the military on active duty. The site offers information and counsel on the various aspects of military and military spouse life with resources covering deployment, family, careers and education, relationships, a magazine, blogs and more. Offers a free Military Community e-Newsletter.

Military Spouse Employment Partnership <https://msepjobs.militaryonesource.mil> is a relatively new web site specifically for military spouses. DoD has set up a military spouse partnership with employers, currently 360+ and growing. This partnership is to ensure quality and professional opportunities equal to skill sets held by spouses, in and around military installations. Supporting links include: military Spouse Network; Military Spouse Career Center; Military Spouse Blog; SpouseBUZZ; and Latest Military Spouse and Family News.

***ServingTalent** (www.servingtalent.com) - ServingTalent is a boutique full-service recruiting agency that places highly skilled, diverse U.S. military and foreign service spouses and veterans with employers in various industries. They work primarily with small- to mid-sized U.S. companies seeking office-based and remote employees in the U.S. and around the world, and have placed engineers, CPAs, HR professionals, defense experts, and graphic designers, among others. Their service is free for all candidates and they conduct an initial phone screen of every candidate. Candidates receive an email newsletter once every two months and can stay informed with job search advice and the latest employment news on ServingTalent's social media channels. Current opportunities are featured on their site under the Candidates tab.

Troops to Teachers www.proudtoserveagain.com the web site for transitioning military interested in pursuing teaching positions within the fifty states. Each state has its own representative who explains the requirements including certifications required and timing requirements.

***USTechVets** www.USTechVets.org, was established in 2013, as a career and resource site for the non-profit Veteran Employment Initiative (VEI) – www.NVTCVeterans.org – which connects job seeking transitioning military members, Veterans and military spouses to over 3200 companies in the Northern Virginia Technology Council and Consumer Technology Association. USTechVets is a marketplace for Veteran seeking recruiters to post jobs and internship positions. The VEI sponsors free hiring events on military bases in the Washington, DC region and provides professional education and best practices in how Veterans and military spouses can best present themselves to companies looking for talent.

VetJobs.com www.vetjobs.com, is the largest military related job board on the Internet. VetJobs is ranked as one of the very top job boards while at the same time being a niche job board. It is supported by and partially owned by the VFW, and endorsed by VVA, Naval Reserve Association, Veterans of Modern Warfare, and others. Workforce Magazine ranks it among its leading job boards, as does AIRS. Over 3,000 employers use VetJobs, and candidates do not have to register to view jobs or apply, they can apply directly. Lists of upcoming Job/Career Fairs are found in VetJobs monthly newsletter. ***This site is free to veterans, transitioning military and their family members.*** With its latest version of its web site has 200,000+ visitors each month. This is a strong positive for military and former military as the market tightens considerably and the media is beginning to give greater recognition of the values to employers in hiring former military. Look for an excellent listing of military focused career fairs that are included as only one of the options of assistance to the transitioning service member and veterans interested in securing and/or changing positions.

Websites Offering Translation of Military MOS/MOSC/MOC Ratings

A strong caution here: Never, never just use the translation but start with that information, then research the company and see how what you actually have done and/or been doing fits in with what the company

is doing, particularly where they have job posting along the line of what you actually do. Also, ask former members of your unit or larger grouping what they are doing with what they did.

CareerOne Stop www.careeronestop.org, Brings up careeronestop. Center of the page asks the transitioning service member to enter the MOC (Military Occupational Classification/code). Options or supplements to the MOC are Keyword Search and/or Menu Search by using service member's military title, or branch of service. CareerOneStop services the five DoD Services but does not cover the NOAA or USPHS.

DoL Military to Civilian Occupation Translator www.acinet.org/acinet/moc/default.aspx?nodeid=213 is the U.S. Department of Labor's translator of Military to Civilian information. This site is also the sponsor of the O*Net Military Skills Translator, <http://online.onetcenter.org/crosswalklisted> below.

Military.com www.military.com/veteran-jobs/skills-translator is a user friendly site. On accessing the site viewer is asked for branch of service, pay grade and military job title (MOS/MOSC/MOC) MOC Rating Designator. Sub specialties and training are then asked for to allow for more customized search for potential matches.

Military2FedJobs www.Mil2FedJobs.com is similar to the other links in this section in that it offers assistance in identifying federal job characteristics such as pay, grade, and duties.

Onetonline.org www.onetonline.org, offers options for search words or identifiers. Gives an example for each option. Some onsite commentators have offered that for those holding combat arms MOCs the search is less helpful, even with the use of sub specialties. **Unable to confirm commentary.**

Websites of Government Agencies Offering Specific Resources and Job Application Information:

National Resource Directory www.ebenefits.va.gov is an inter-agency web portal. It is considered the most helpful single government site for Wounded Warriors, Service members, Veterans, their families and for caregivers. It is a federal Government site that provides information and links to probably the largest number of federal, state and local resources. This includes Federal, State and local government agencies and veteran service organizations. Additionally, non-profit and community-based organizations, academic institutions and professional associations are also linked the site. The visitor can best use the site by identifying what is being looked for or sought, then using the options focused to that need. This site is a collaborative effort of the U.S. Defense Department, the Department of Veterans Affairs and the Department of Labor.

Feds Hire Vets www.FedsHireVets.gov is a One-Stop Resource for federal employment information. It offers a list of Veteran Employment Program Offices who promote Veteran recruitment, employment, training and development (as well as retention) within their particular agency. Use these contacts to gather specific information on employment in those agencies. Also has a link to USAJobs to begin your search. However, would encourage using the link above initially in your search for opportunities with the federal sector. This site also has link to Education and Training opportunities.

Useful Links for Veterans Seeking Federal Employment

Determining Veteran Preference www.dol.gov/elaws/vets/vetpref/msservice.htm should be used to assist in determining your Veterans Preference.

Federal Jobs By College Major www.usajobs.gov/ResourceCenter/Index/Interactive/JobsByCollegeMajor#icc. Use this site to help you determine which Federal Positions you most likely qualify for based on your education.

Federal Qualification Standards, by Series & Grade After you have identified the federal positions you believe you qualify for based either on your military experience or your education, use the following link to help in determining the qualifying standards by both series and grade:
www.opm.gov/qualifications/standards/indexes/num-ndx.asp.

Job/Skills Translator for Military Personnel See www.military.com/veteran-jobs/skills-translator for assistance in translating your military experiences to civilian skills. Note that this site also is referenced above. It also has the ability to add military training and schools attended. This last is definitely helpful in applying for federal positions.

A caution: All Government advisors and quality coaches counsel to never use the same resume in applying for multiple positions in the federal government. It is viewed as a most likely disqualifier. Every Government resume should be focused to the specific position being sought. Be aware of, and use where appropriate, the qualifications noted in the Federal Qualification Standards, guided by the Series and Grade being applied to.

Websites of Career Fair Providers for individuals holding or eligible for a US Security Clearance:

Chamber of Commerce, US See listing above: Web Site supporting the Military in Transition, Spouses and Veterans. Many of the career fairs offer free seminars on job search. Also, check out the Chamber's web site for helpful information.

ClearedJobs.net www.clearedjobs.net a Veteran-owned ClearedJobs.Net offers thousands of online security-cleared CONUS/OCONUS positions with leading defense and intel contractors, as well as Cleared Job Fairs and Cyber Job Fairs for transitioning military to meet face-to-face with premier employers. ClearedJobs.Net is committed to helping transitioning military succeed in the cleared and cyber communities. Follow cleared job search news and advice via clearedjobs.net/blog, or visit their YouTube channel youtube.com/clearedjobs.net. Their Career Fairs also offer excellent resume review and counseling.

Corporate Gray www.corporate-gray.com Listings of Military Career Fairs plus Resume hosting and much more for the job seeker. This site supports all aspects of the military's needs and efforts in Job Search, with critical links to the rest of the military community's work in Job Search. Free resume postings for *all military and spouses*, free postings by employers. The Corporate Gray Career Fairs offer the balance between the DoD contractors that require security clearances and employers who do not require clearances. Always check the web site or the newspaper ads ahead of the scheduled event for specific free seminars that are always on target. Corporate Gray is fully involved with the Wounded Warrior Programs. Also please note that beginning last fall Corporate Gray began hosting monthly *Virtual* Military Career Fairs in addition to the in-person events. Transitioning and veterans should register ahead of time with www.corporategray.com for the electronic notification of forthcoming Corporate Gray events. This is the small, independently owned firm that has generated and donated 3 million+ copies of their Military-to-Civilian career transition books. Corporate Gray was the first to focus on transitioning military, beginning in 1997, and set the standard for military career fairs that do not require clearances. Always check the web site or the newspaper ads ahead of the scheduled event for specific free seminars that are always on target. Corporate Gray is hosting monthly *Virtual* Military Career Fairs in addition to the in-person events. Transitioning and veterans should register ahead of time with www.corporategray.com for the electronic notification of forthcoming Corporate Gray events. This is the small, independently owned firm that has generated and donated 3 million+ copies of their Military-to-Civilian career transition books.

TargetedJobfairs.com www.targetedjobfairs.com offers both career fairs for cleared professionals and US citizens eligible for clearance who hold a degree or relevant military experience.

TechExpoUSA.com www.TechExpoUSA.com producer of Job Fairs and Corporate Open Houses calling for experienced individuals with Active Security Clearances. Check their web site for Career Fairs in California, Colorado, and the East Coast in addition to the metro DC area.

Websites of Service Providers for Seekers of Federal Employment and Sites for Cleared Personnel Seeking Government Positions and contractors to the Federal Government:

Avuecentral www.avuecentral.com is another resource for job seekers of federal positions.

The site offers a variety of services and resources and is a good source for those seeking a federal position for the first time..

ClearedConnections.com. www.clearedconnections.com. This site is primarily for the job seeker but is also used by recruiters, both in the Government and outside. The site matches job seekers who hold active or current DoD, DoE and State Department security clearances with opportunities in the federal sector. The job seeker, after registering can search by key word, by location and more. Offers articles and identifies "hot" industries and positions as well as employers who have contracts with the noted federal organizations above.

Federal News Radio. www.federalnewsradio.com. The WTOP News Radio site with Mike Causey, former *Washington Post* columnist of *The Federal Diary*. Offers daily input to happenings in the

federal sector and covers the key events. Often bringing the latest information found at the various weekly and monthly hard copy and electronic newsmagazines the cover the federal governments activities.

Federal Research Service. www.fedjobs.com. The organization has been around since 1974, and continues to be the premier source of the most complete and current job listings, by agency, location and career field. The publication is **Federal Career Opportunities**. (this publication is not free) FRS offers a free monthly newsletter, coaching and counseling as well as resume service and critique, and is the only Federal Jobs Database outside of the Government.

GovLoop. www.govloop.com is relatively new website for those interested in connecting within the federal sector, either to join or move to a new agency or department, www.govloop.com identifies itself as a social network for Government. The site offers discussions, blogs, events, articles and directories as well as federal job listings and virtual job fairs.

IntelligenceCareers.com www.intelligencecareers.com. Excellent series of websites for cleared individuals. Offers periodic one-day seminars for professionals seeking DoD contractor connections.

The Diversa Group. www.diversagroup.com, offers articles on military transition to the private sector, the entrepreneurial, leadership and internships. Services include resume and job search support. Derrick Dortch, The Diversa Group's President, is a weekly commentator on the *Washington Post's* online webinars. Contact information includes 1-877-854-0717, 202-448-9067 for DC, and the email is info@diversagroup.com.

The Resume Place. www.resume-place.com. Kathryn Troutman's web site offers a large variety of services that include federal resume writing, books, training, resources that include a blog, free newsletters, a free weekly one-hour online class, and presentations. You must register for blog, newsletters and online class. See the web site for details. The Resume Place can be contacted at 800-480-8265 or 410-744-4324. Kathryn Troutman's book **Ten Steps to a Federal Job**, 3rd Edition. This has now been superseded by her book, **Federal Resume Guidebook**, 6th Edition. She also has a book **Job Seeker's Guide**, 8th Edition, available online.

Other useful resources for the seeker of federal employment include the several government weekly newspapers: Federal Times, www.federaltimes.com; Army, Navy, Air Force and Marine Corps Times, all at ".com." The value of these newspapers, even the free online aspects, gives you names, organizations and activities that can be followed up on for further dialog or adding substantive content to communications. The *Washington Post*, is another source and another consideration.

To a lesser extent the Washington and Baltimore Business Journals, www.washington.bizjournal.com; www.baltimore.bizjournal.com; and Washington Technology, <http://washingtontechnology.com> in their free side have valuable articles on the federal sector periodically, and always have articles on Government contractors.

Web Sites for Salary, and Interviewing Information and Cost of Living Comparisons:

Associations Check your professional associations for information on salary and compensation information.

Cityrating.com, www.cityrating.com. Web site for searching information on potential or actual relocations for career or other considerations. Good for identifying such as cost-of-living comparisons.

CNNMoney www.CNNMoney.com offers information on cost-of-living comparisons for consideration of relocation, or for transitioning out of the service. Additional sources include the community Chambers of Commerce.

Computer World www.computerworld.com offers an annual salary survey for the basic career fields in the IT community. It is the most current and accurate of the posted Surveys.

***Glassdoor.com** www.glassdoor.com is in effect a member of the Wikipedia concept where individuals post pros and cons of working there as well as salary information anonymously. Additionally, information on the employer, and resources is also available. A particular Interview area of interest is the posting of questions asked by employees and potential employees and the responses often given. Another useful source is LinkedIn. **A strong cautionary note:** Wired magazine has recently (June 2018) has offered heavy concern as to the salary information offered by Glassdoor. Wired has indicated that salary

positing are Low.

- GuideStar.org** www.GuideStar.org is the National Database of Nonprofit Organizations. Outstanding resource for financial information on nonprofits.
- Jobstar.org** www.jobstar.org offers government, nonprofit and other salary survey sources.
- Payscale.com** www.payscale.com is newer than Salary.com but worth checking when looking for information on compensation.
- Salary Calculators** www.salarycalculators.com. Most of the better job sites have salary calculators. This includes Monster, and the Wall Street Journal.
- Salary Information** www.payscale.com. See Payscale.com above.: www.salarycalculator.com.
- Salary.com** www.salary.com. Salary data and indicators of what one should be earning based on functional area of experience.
- The Wall Street Journal** www.wsj.com offers salary information and surveys. However, be careful with the survey information. Look for the date of the survey and then add a year for proximity to accuracy – due to the low COLA adjustments and lower salary increases in many instances.
- U.S. Bureau of Labor Statistics** www.bls.gov offers numerous resources including compensation by position and range. Check its Occupational Outlook Handbook and its other links

Websites offering Info and Jobs for the IT Community

***Dice** www.dice.com, is the primary website for the IT community. Offers a substantive job board, plus career advice and more. Definitely helpful to the technology career job seekers.

Potomac Tech Wire: <http://www.potomactechwire.com>
Potomac Tech Job Blast: <http://www.potomactechwire.com/jobblast.html>
Potomac Tech Event Blast: <http://www.potomactechwire.com/eventblast.html>
Bay Area Tech Wire: <http://www.bayareatechwire.com>
New England Tech Wire: www.newenglandtechwire.com
Digital Media Wire: <http://www.digitalmediawire.com>

Website for individuals with Disabilities:

JAN Job Accommodation Network, www.askJAN.org, deals with workplace accommodations or the ADA (Americans with Disabilities Act). A free online service offering information, resources and guidance as well as job postings. Within this website are additional links for the job seekers, including www.gettinghired.com for jobs by location; www.hireds.com, a career center; and www.abilityjobs.com where employers post jobs focused to accommodation needs job seekers.

Diversity Hiring Expos www.diversityhiringexpos.com, specializes in producing diversity, bilingual and multicultural career fairs. All career fields are covered in their career fairs.

EOP www.eop.com, a website for individuals with disabilities and minorities; that also provides several career fairs for the STEM (Science, Technology, Engineering and Mathematics) career fields.

Career Fair and Job Information Websites for All Job Seekers:

Career Fairs – US Listing www.jobfairsin.com is a comprehensive of scheduled career fairs, listed by state, and city within the state.

Career advice, news and resources for over-50 job hunters [www.retirementjobs.com/jobs-over-50/jobs for seniors/Washington-dc](http://www.retirementjobs.com/jobs-over-50/jobs-for-seniors/Washington-dc). Provides resources by State when going to www.retirementjobs.com, as well as information on the state or location researched.

Career Rookie www.career rookie.com, a site for college graduates looking for their first employment. Offers entry level listings and locations to find these opportunities including Internships and part-time roles. Connects with four (4) vertical channels and eleven (11) partner sites.

Choice Career Fairs www.choicecareerfairs.com is a new web site offering job search assistance in a variety of areas as well as a list of cities where the organization is presenting careerfairs. The major cities are listed to the right on the main page and there is a cited link above to access all scheduled career fairs across the country.

Coast-to-Coast Career Fairs www.coasttocoastcareerfairs.com is a site to locate local career fairs across the US. The list is by region and covers the full calendar year. There are some 70+ cities listed and can be helpful to the individual who is looking outside the mid-Atlantic area. There does not appear to be a great deal of overlap between this site and www.ineedajob.com another job site where one can keyboard the city of interest or choice of any size.

Communications Initiative Network, The www.comminet.com is a website offering international and domestic job postings of communications (including writing and editing) and media that are central to social and economic development.

dcjobs.com www.dcjobs.com. Site for the job seekers in the metropolitan Washington, DC area. Lists openings by geographic area and also has newsletters from a number of web sites focused to careers, management and leadership with emphasis on the metropolitan area. Sites listed here include also: MarylandJobNetwork.com; VirginiaJobNetwork.com; JobsinGeorgetown.com; BaltimoreJobNetwork.com; JobsinBethesda.com; JobsinRockville.com; JobsinSilverSpring.com; ArlingtonJobNetwork.com; AlexandriaJobNetwork.com; JobsinFairfax.com; JobsinReston.com, etc.

DiversityHiringExpos.com www.DiversityHiringExpos.com

Hoovers www.hoovers.com is a subsidiary of D&B, and has the most comprehensive database of Companies that provides quality and current information on each company. This information includes size, number of employees, the C Suite officers, and a great deal more. The local library is the best source for this helpful document.

Indeed Job Board www.indeed.com is one of the more popular job boards for most professional career positions. Key in your job title and location desired and current positions are listed. Some caution needs to be taken as some of the listings are with agencies and sources that may charge the job seeker. While a popular site, there is no information as to the effectiveness of the site for the job seeker.

I Need A Job www.ineedajob.com offers the job seeker the opportunity to look at positions listed by state and also positions advertised, by state. Many positions have a description included along with the job title.

Jobs 2 Careers www.jobs2careers.com is a web site identifying posted jobs, by city within states, listed alphabetically. Cities within the states are NOT listed alphabetically. Positions with the cities are updated frequently.

LATCareers www.LATCareers.com is the leading niche Job Fair provider connecting employers with Bilingual Spanish/English Latino career seekers nationally. LATCareers.com also connects career seekers at the community level with employers.

***LinkedIn.com** www.linkedin.com Clearly one of the most helpful websites for the job seeker. Importantly for the veterans and transitioning military LinkedIn offers a **free** one year Premium membership. What LinkedIn offers the job seeker is something that no other website does. One can not just post their resume, but start their introduction with a clearly focused Profile. Then list experience in a somewhat different format from their posted resume, if so chosen. The ability to join special interest groups, focused by both geographic and career fields. The ability to pose questions, respond to others. Clearly an effective vehicle to initiate networking contacts as well as finding out about an organization's culture. For the job seeker this site is clearly important, as recruiters will often initiate their search, or look to see what an applicant has posted on the web besides their resume.

LinkUp www.Linkup.com The single job search engine that gathers its job listing from employer websites only, not third party sites (job boards). The window in the top of the first page asks for "job title," "key word" and "city" or "zip." Recommended by "Ask the Headhunter." See below.

Professional Diversity Network (PDN) www.prodivnet.com was PSI Job Fairs. Emphasis of this provider is diversity and handicapped professionals. See below.

PSI Job Fairs www.psijobfair.com – Now PDN, Professional Diversity Network, www.prodivnet.com.

Sales Job Network www.salesjobnetwork.com. Is part of the Sales Job Board Network, a company with over 200 industry specific sites and 20 sales-specific micro sites focused on attracting job seekers.

Senior Employment Resources Is a nonprofit organization, www.seniorjobs.org, offering job Information, resources and counsel for individuals over 50 years of age who reside in the metro DC area.

TransitionGuides www.transitionguides.com deals with executive search, succession and strategic

planning for nonprofits. Offers current listings of job searches at www.transitionguides.com/searches.
United Career Fairs www.unitedcareerfairs offers a selection of career fairs across the country for Sales and Sales Management.
Workforce 50 www.workforce50.com provides information and job listings in the metro D area for individuals 50 years of age and older. www.workforce50.com/content/jobsbystate/Washington-jobs.cfmRetirementjobs.com.

Relevant and Helpful Websites for All Job Seekers:

The U.S. Department of Labor published their survey of the most popular social media job search web sites. These include:

LinkedIn www.Linkedin.com
LinkedIn Job Group www.Linkedin.com/groups
Door64.com www.door64.com
GreenJobs.pro www.greenjobs.pro
JibberJobber.com www.jibberjobber.com
JobHunt.org Twitter twitter.com/jobhuntorg
TweetMyJobs.com www.tweetmyjobs.com
Susan P. Joyce's LinkedInGroup www.linkedin.com/groups?gid=1713867

Ask the Headhunter This site, www.asktheheadhunter.com, offers weekly quality counsel on the various aspects of career management and job search. The articles are archived and well worth reading. The author's books on Interviewing are among the most helpful in the industry.

Association Job Boards www.AssociationJobBoards.com A good place to start for those interested in opportunities with the Association world.

Avuecentral.com www.avuecentral.com is a commercial site that lists many government positions. It has a resume builder that supports about 12 agencies (they are listed on the homepage of this site) thus allowing one to submit the formatted resume directly to the agency.

BLS Statistics & Data (U.S. Government) www.bls.gov.

Careercast www.careercast.com is another resource for job seekers. Like other web resources the offerings cover the basic areas of job search: resumes, cover letters, negotiations, etc. The disappointment is that the information offered is format and template. Quality counsel on job search and career management comes from individuals who are trained and who have been there.

Career Expo for People with Disabilities www.eop.com is the web site of the nation's only national award winning recruitment magazine for people with disabilities. Published by Equal Opportunity Publications, Inc (EOP) the organization focuses its efforts on the disabilities world focusing on professional opportunities for all disabled with publications in Engineer, Workforce Diversity for Engineering & IT, AfricanAmerican Career world and Hispanic Career World.

Career Information Is now the US Department of Labor's American Job Centers' One-Stop Centers, www.careeronestop.org.

Careernet.4jobs.com www.careernet.4jobs.com. This site offers the State of Maryland's offerings from career fairs at the county level, assessment resources, employer information, training and education, counseling, and salary resources for the web user. Also links the nationally renowned Professional Outplacement Assistance Center. Powered by Beyond, the nation's number 2 commercial job board. This site is also powered by Beyond, the nation's number 2 Job Board.

Career One-Stop www.careeronestop.org. The US Department of Labor's employment site. The Washington Post recently highlighted the site and posted the top-rated social media job search sites based on 16,000 responses from job seekers, techies, unemployed and others.

CareerXroads.com www.careerxroads.com. This site offers the viewer general and specific information relative to search on the web. Career and search sites are ranked, niche sites listed, and links to relevant articles are posted with a two week free viewing in full and downloading.

Careers In Newspapers Events www.gannett.com/careers.

Carnegie Endowment for International Peace www.ceip.org is a leading "think tank" in the International Affairs arena.

Cityrating.com www.cityrating.com. Web site for searching information on potential or actual

relocations for career or other considerations. Good for identifying such as cost-of-living comparisons.

ContactsCount.com www.ContactsCount.com. This is the site of the leading guru on networking,, Lynne Waymon. The value of this site is that the focus is on managing your career or business as opposed to job search. Waymon, with her sister, is a communications expert who shows how to use networking techniques successfully for business, clients and career success. Her companion site, FireProofYourCareer.com speaks to managing one's career. www.ContactsCount.com and www.FireProofYourCareer.com.

Craigs List www.craigslist.org is an excellent primary resource offering job postings, resume postings, as well as a great number of other resources. Recruiters regularly check Craigslist as well as Facebook and the other popular social network listings including LinkedIn. **CAUTION, consider how you leave contact information. Email address could be a safe mode.**

Cyber Journalist www.cyberjournalist.net/joblinks.htm.

dcwebwomen.org, www.dcwebwomen.org. Web site for professional women in the metropolitan Washington area or who want to come to the Washington area. Nine or so e-newsletters per year, excellent resources, and links to other localities for professional women outside DC area. *(See partner site: www.SHRinsight.com for excellent articles and other valuable information. The site is also listed below.)*

dllr.state.md.us/county/ www.dllr.state.md.us. Maryland's "One-Stop Job Center" web address, www.dllr.state.md.us/county and its outstanding free three-day transition program for professionals can be found at www.dllr.state.md.us/poac. POAC's program for professionals is not restricted to Maryland residents. This is a one-of-a-kind program in the United States.

Five O'Clock Club www.FiveOClockClub.com. The Five O'Clock Club is the largest and most successful retail career transition organization in the country with certified Career Counselors across the US. Additionally, The Five O'Clock Club has virtual "clubs" focused at Entry Level, Mid-range, and 100,000+ job searchers that meet telephonically on a weekly basis with scheduled job search subjects and discussions on individual job search strategies.

Foreign Policy Association www.fpa.org. The Foreign Policy Association lists global job opportunities at its site along with Foreign policy issues and alerts as well as other issues.

GuideStar.org www.GuideStar.org is the National Database of Nonprofit Organizations. Outstanding resource for financial information on nonprofits.

Idealist.org www.idealist.org. For the Academic and Non-Profit world. Good for information on consulting as well as Career fairs and volunteer opportunities. Select location, positions or a combination. Also good for few experienced professionals from outside the academic world of students and some instructors ever show at these fairs.

inedajob.com www.inedajob.com is a relatively new website that lists positions by location. The opening page shows the states that have positions listed. Click on the state and the cities participating will show up on the map. Click on the city and the positions are listed alphabetically. Positions show title, location and employer. Click on job for needed information.

Indeed.com www.Indeed.com. A helpful web site for the job seeker in looking at positions by job title, key word(s) or by employer. Can also sort the search by city, state and/or zip code. Considered one of the finer and helpful sites by coaches and counselors. Indeed is the nation's largest commercial job board.

InsideJobWork www.insidejobwork.jobamatic.com/a/jobs/fina-jobs is now Simply Hired, www.simplyhired.com, and offers the job seeker the opportunity to key in a location, such as Washington , DC, and obtain a listing of vacancies within a specified radius, usually 25 miles but that is also open to change.

International Career Events www.it-careernet.com. This site is for IT professionals who also wish to look at international opportunities.

International Association of Business Communicators - www.iabc.com. This Site offers free access and you can receive e-mail job notifications for free as well as advertising jobs. There are also links to the companies with Jobs in PR, Marketing, Communications and academia.

JobMatchbox <http://jobmatch.com>. Relatively new URL offering job listings by skill and by location. Offers transition tips and resources. Similar to Valult.com.

Jobster.com www.Jobster.com. Similar to Indeed and Beyond. Entering your desired position and location will bring up many related and unrelated positions in the surrounding 50 mile radius of your identified city. You can pick the radius mileage, depending on your personal requirements.

Journalism Jobs www.journalismjobs.com offers free access and search by job, location or schedule, some Career fair and conference information and Public Affairs opportunities. Affiliated with the Columbia Journalism Review.

LinkedIn.com www.linkedin.com. Growing site for professionals who use the Internet for effective search of network contacts. Being recommended more and more by professional job and self-help support groups. Seen as most successful and effective social network for professionals. See earlier write-up for an expanded write-up.- Page 24.

Nicheboards www.nicheboards.com. Is a site that matches it's name. Boards include Finance & Accounting, Hispanic/Bilingual, Health & Science, Call Centers, Human Resources, IT Professionals, Diversity, Telecom/Wireless, Logistics, Retail, Manufacturing, local & regional careers among others.

NicheJobs.com www.nichejobs.com. Complementary site to one listed immediately above. Offers 2000+ URL and boards for the job seeker throughout the US.

NicheJobWorld www.nichejobworld.com is the latest addition to Bill Golden's assembly of quality website for military and professionals. This site offers worldwide opportunities for professionals in all career fields, regardless of military or non military status. Offers links to other URLs not normally considered in the job search. Currently some 115 listings. **Nonprofit Career Network** www.nonprofitcareer.com. Lists jobs and career fairs across the country. Hyperlinks to other NPO websites. Free access.

Onetcenter.org www.onetcenter.org offers a good resource for job seekers on a large number of areas from salary to jobs to links to other useful sites such as the US Commerce Department's Bureau of Labor Statistics and its large data base of employment statistics. That site is www.bls.gov.

PowerJobs.com www.powerjobs.com is a web site for positions in the metropolitan Washington, DC area. Carries the endorsement of organizations such as the US Chamber of Commerce, AARP and a number of professional organizations. In addition to listing new, current position opening the site allows the job seeker to key in locations, job titles, and the like. This new web site is obviously free to the job seeker.

SHRinsight.com. www.SHRinsight.com. Excellent resource for individual job seekers as well as executives and HR professionals. Articles in each category of seekers are totally relevant and on target.

SimplyHired www.simplyhired.com. A relatively new entry that offers a strong search engine that allows the job searcher to enter a location, a job title, or any combination. Most all career fields are covered. Searches start with a 25 mile radius but can be modified.

StaffingAdvisors.com www.staffingadvisors.com. A web site primarily for HR professionals. This site offers free HR vendor recommendations, free HR Job Postings, and valuable recruiting resources, news, and networking opportunities. This site is extremely helpful for coaches and counselors to job seekers and job changers as well as for those professionals in the HR field.

TransitionGuides.com www.transitionguides.com. For senior professionals and executives in the non-profit industry.

Vault.com www.vault.com offers a number of very helpful resources including one of the better sources on company information. The Five O'Clock Club, a national retail career transition/management organization refers its clients to this site for corporate information.

Volunteer Clearing House www.1800volunteer.org is the national clearing house for volunteer opportunities nationally. Pick your location.

Wall Street Journal. www.careerjournal.com. Always an excellent resource for career and job search.

Weddles www.weddles.com is considered one of the top resource sites for information for the job seeker. One of the many resources is the free newsletter. Another of the many resources is the listing of Association web sites, by category.

Women In Technology www.womenintechnology.org was created for professional women initially but has morphed into an excellent resource for all professionals in the technology arena in the Washington, DC Metropolitan area. It is now sponsoring an annual Job Fairs through its Workforce Development Committee, and ten times a year offers "Meet the Company" events. Check the site's (www.womenintechnology.org) Events Calendar for schedules and additional information.

The Larger General Websites that are General Job Boards, unless otherwise noted, some are listed above:

It needs to be understood that the use of general job boards is recognized as the least productive source of securing

a quality position, this follows: sources: 1. Networking to connect with employees of employers that are those you want to work for; 2. Employee Referrals; 3. Network Referrals, 4. Employer Job Boards; and 5. Niche Job Boards.

Indeed www.indeed.com Indeed is the largest general purpose job board; and like the larger job boards aggregates its listings.

Idealist www.idealists.org This site is recognized as the leading job board for nonprofit positions. It is important to understand the difference between the standard (for profit) versus the nonprofits and professional organizations do.

LinkedIn www.linkedin.com is the primary job board now for professionals. It is also the first place recruiters go to check what you have on your Profile.

Maryland Workforce Exchange <https://mwejobs.maryland.gov> Acts as a Virtual Career Center designed to ease access to information about jobs, training and workforce offices to support Maryland residents and those seeking employment in Maryland.

SimplyHired A helpful job board for the less that highly experienced job seeker using job boards as their primary source for job search. It is an effective aggregator, perhaps a bit more selective than others, in what they take into their job board.

USA Jobs The main site for federal government jobs across the United States. Still need a lot of help if the time between initial contact and eventual hiring is to be reduced to anything reasonable. Some Government agencies, such as the FBI, the Secret Service, NSA, and the Board of Governors of the Federal Reserve do have their own website. Most helpful for those job seekers living in Northern Virginia, the District of Columbia and Maryland is Maryland's POAC (Professional Outplacement Assistance Center) in Laurel, MD . It has a half day course on making application to the federal government that is most helpful. Its web address is: www.dllr.state.md.ud/poac.

* = New, updated or corrected URL or information therein.

December 2, 2018

Copyright © D&A, 1993 – 2018