



# Veterans Transition Support

## 2014 Military Reintegration Program Report



VTS Lean Class #1 12/14/2014

**Veterans Transition Support brings veterans together to network, mentor and train transitioning service members with veteran instructed courses at Military Reintegration Conferences on base that focus on the four critical areas needed for a successful reintegration: Career Development, Veterans Benefits, Personal Finance and Cultural Adaptation.**



**Veterans Transition Support (VTS)** is a 501(c)(3) nonprofit designed by returning Iraq and Afghanistan War Veterans that partners with active duty military leaders to ensure that under-served military personnel reintegrate back into the civilian workforce into careers suitable for their level of military experience to prevent underemployment and unemployment that lead to financial hardship, mental health issues, family disintegration, substance abuse, domestic violence, legal issues, homelessness and suicide.

This mission is achieved by providing veterans with effective tools to translate their military experience into recognizable civilian job skills, civilian certifications to transfer military experience into civilian counterparts, training to fill skill gaps and mentoring in the four critical areas required for a successful transition: Career Development, Cultural Adaptation, Obtaining Benefits and Financial Planning.

The VTS goal is to seamlessly reintegrate ALL military personnel who enter Veterans Transition Support's program between 3 and 12 months prior to leaving military service through individual mentoring and weekend conferences that provide a venue for veteran instructed classes and presentations by Veteran Business Leaders who network and speak about their careers, their industries and their companies.

VTS was established to serve veterans and active military personnel of all branches by providing assistance to close civilian skill gaps, prepare them for a job search and remove barriers that may prevent them from obtaining employment suitable for their military experience. VTS accomplishes this mission by facilitating connections between Veteran Business Leaders, Veteran Resource Providers, VA Work Study Interns and military personnel at weekend conferences held on bases and follow up these events with individualized coaching, counseling and networking to help the service members achieve their goals.

In 2014, VTS hosted six **(6)** Military Reintegration Conferences at Camp Pendleton, California where Veterans who are OSHA Authorized Instructors trained and certified **300** Marines, Sailors, Soldiers and Veterans in OSHA 10 Hour Safety and **27** Veterans also earned OSHA 30 Hour Safety Certifications at no cost to the service member. **80** attended a LEAN Certification Course instructed by a Marine veteran who was certified by Toyota in Japan as a "Sensei" (teacher) of the Toyota Production System.

OSHA and LEAN Certifications transfer military experience into civilian job skills that HR departments recognize and this enhances the veterans value to an employer. The no-cost OSHA and no-cost LEAN Certifications saved service members more than **\$80,000** dollars had the courses been taken individually.

Follow on Career Development support was provided in **18** Veterans Career Development Workshops at the South Orange County Veterans Center and Camp Pendleton, CA to provide step-by-step instruction in current career management best practices that were capped off with individualized networking and mock interviewing events with local business leaders who volunteered their time to help prepare these service members for their career direction and job search.

In **2.5** years the Veterans Transition Support program has helped veterans and transitioning service members land jobs worth **\$5,000,000** dollars in gross salaries and your donations, sponsorships and support are needed for these proven Military Reintegration Programs to continue saving the careers, families and lives of veterans who suffer from unemployment, underemployment, family disintegration and suicide rates that exceed national averages, particularly among long serving enlisted military personnel.

In order for Veterans Transition Support to continue these significant and measurable results in 2015, we need your monetary support to cover Veteran attendee expenses such as workbooks, certification fees, training and weekend refreshments. As a prominent and key sponsor in partnership with Veterans Transition Support you will be proud to witness the accomplishments that our Veterans achieve and we sincerely look forward to playing an integral part in the measurable outcomes of our highly successful Veteran programs.

Russell Levy JD, President, Veterans Transition Support

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# Veterans Transition Support

## Veterans Transition Support Sponsors the 6th Military Reintegration Conference at the Wounded Warrior Battalion in Camp Pendleton, CA

On December 13 and December 14, 2014 the Veterans Transition Support 501(c)(3) nonprofit (Fed ID # 47-1391543), sponsored the 6th Military Reintegration Program for 85 Marines and Sailors at the Wounded Warrior Battalion Facility in Camp Pendleton, CA that was highlighted by a LEAN Certification Course instructed by Greg Pettit, (USMC GySgt ret.), an authentic Toyota Motor Company Sensei (teacher) who was trained and certified in Japan to implement, teach and sustain Continuous Improvement and the Toyota Production System. This LEAN course was designed to transfer military operational experience into civilian continuous improvement job skills and teach the class how to use these skills to land jobs and succeed.



*(above) Greg Pettit, retired USMC Gunnery Sergeant and Toyota Motor Company LEAN Sensei (teacher) sits among his first LEAN class at Wounded Warrior Battalion. (2nd row center in the black shirt) Greg taught the Marines and Sailors what they need to do to transfer military experience into continuous improvement skills that companies look for.*

Greg Pettit, Toyota LEAN "Sensei" and retired E7 USMC Force Recon Scout Sniper, went to the November VTS Military Reintegration conference to speak to the Marines and Sailors who attended an OSHA 10 Hour Safety Course and had so many requests to teach LEAN that he created a special military LEAN course that leveraged what Marines and Sailors already know. Greg modified a course that normally takes a week in a civilian company and condensed it two days by transferring military experience that military personnel know into simple common sense standard procedures for continuous improvement that Marines and Sailors already understand.



**(above) Greg Pettit's LEAN Course is practical and hands-on and here he teaches a group of Marines and Sailors how to facilitate an entire Kaizen group improvement method in 2 hours.**

The course began with LEAN History delivered by Russell Levy JD that traced continuous improvement methods from Henry Ford, through the World War II Training Within Industry Program (TWI) and into Japan where the American Military taught the Japanese TWI and other methods during the 1945-1952 Occupation. The class learned that LEAN is American ideas and military methods applied to a civilian environment and they should not be confused when LEAN teachers use Japanese words and complicated procedures. LEAN History shows military personnel that they are the best people to implement LEAN because they have the discipline to sustain it and the military uses similar methods they have done for years.

Greg Pettit described the use of observation to gather intelligence on what is really happening in a company's operations and his experiences as a Force Recon Scout Sniper and 20 year LEAN consultant provided a wealth of real world examples. Greg then moved to 6S which is the foundation for organization and discipline in the workplace and can be equated with military Field Days. Greg also covered the 8 Wastes, Value Stream Maps, 2 Hour Kaizen Events and A3 Corrective Action Reports using the methods he uses as a LEAN Consultant and Master's Degree student at the Massachusetts Institute of Technology. Greg told the class that if they can do 6S Field Days to instill discipline, Value Stream Maps to visually map processes, A3 Reports to problem solve and Kaizen Events to organize improvements and minimize waste they too can succeed at LEAN in any business environment.



**(Above) Greg Pettit goes over the Kaizen Event completed by LEAN Class 1 during Day 2 of the 6th VTS Military Reintegration Conference at the Wounded Warrior Battalion.**



**(above) Joyce Orrell, volunteer with the Wounded Foundation, serves Subway sandwiches for the Marines and Sailors on Day 2 of the 6th Military Reintegration Conference.**

Snacks and lunch were provided by Veterans Transition Support, the Warrior Foundation and the Veterans Employment Committee of Orange County. Special contributions were provided by the Starbucks on Von Karmen in Irvine, CA who provided coffee and pastries for both days of the Conference. The Veterans Employment Committee provided Domino's Pizza on Day 1 and the Warrior Foundation provided Subway sandwiches on Day 2 of the conference. Set up was provided by Veterans Transition Support Board Members Miguel Huertanicacio (USMC veteran) and Kathy Burnam (VTS Board Member), VTS volunteer Anthony Castro (USMC E6) and Wounded Warrior Battalion point of contact Rodrigo Casillas (USMC E7) who all attended the LEAN Course as participants.



**(Above) Russell Levy JD, President of VTS, helps Master Sergeant Kevin B. tailor his resume and interview preparation for a job opportunity during lunch at the VTS Military Reintegration Conference. The critical need for individualized Career Development to help military personnel close skill gaps and maximize civilian opportunity was the catalyst for the VTS program.**



**(above left) Russell Levy JD, President of VTS and (right) Greg Pettit, USMC retired E7 and Toyota Certified Sensei (teacher), talk to Wounded Warrior Battalion LEAN Class #1 about the book they wrote "Business Through a Sniper's Eye: The Hands-On Bottom-Up LEAN Training System" that teaches veterans why military experience and discipline makes them the best people to implement and sustain LEAN Continuous Improvement Methods.**



**(Above) Anthony Mesias, a USMC E6 veteran and OSHA 10 Hour graduate from the 2nd Military Reintegration Conference in June of 2014, talks to the class about his own transition from the Marine Corps into the civilian sector, important things the class should do to prepare for their reintegration into the civilian workforce and his current job at a staffing firm.**

A special appearance was made by Anthony Mesias, a USMC E6 veteran and OSHA 10 Hour graduate from the 2nd VTS Military Reintegration Conference in June of 2014. Anthony spoke to the class about his own transition from the Marine Corps, important things the class should do to prepare for their reintegration into the civilian workforce and his first job at a staffing firm. Anthony told the class that he could have stayed on unemployment when he transitioned but he knew that he needed to work for his own career development and he landed his job because he made extra effort to attend the CTAP transition class and the HR manager who helped him with his resume offered him a position at her staffing firm a few months later. Anthony's position in a staffing firm working with job seekers and HR decision makers on a daily basis was particularly relevant for the Marines and Sailors because he was in their seats just a few months before.

The mission of Veterans Transition Support is to help transitioning service members transfer their military experience into civilian job skills before they leave the military and throughout the class Marines and Sailors kept talking about how similar the LEAN tools were to tasks they perform routinely and many told Greg they wanted to learn more so they can work with LEAN.

Below are testimonials from the Marines and Sailors and who attended the November 14 and 14, 2014 Veterans Transition Support Military Reintegration Conference describing how valuable they felt their experience was.

**Juan R. USMC E5** The course exceeded my expectation and the VSM was the most valuable part. I am leaving with an understanding of how this could benefit me in the future and how to implement it.

**Jayme K. (USMC E8)** I expected general LEAN knowledge and this course far exceeded my expectations. I learned "boots on the ground" LEAN waste reduction and I can walk away and I can walk away and implement LEAN right away in my environment.

**Rodrigo C. USMC E7** Awesome Course. Bottom Line Common Sense Technology. I am a Visual Person and the Value Stream Map was the most valuable. Definitely recommend to my command.

**Anthony S. (USMC E6)** LEAN was surprisingly simple and correlated with information I already knew. All of it was valuable. I absolutely recommend this course. Keep doing what you are doing the way you are doing it!

**Robert H. USMC E7** 5S and using it every day was the most valuable part for me. I would recommend this course.

**Joseph S. USMC E7** Class went way beyond expectations. I am taking away confidence in learning to VSM and Kaizen.

**Dennis R. USMC E5** Yes I will recommend and I will pass on the ability and training for VSM, 6M's and the Kaizen method that will assist me.

**Brandon L. USMC E5** My expectation was exceeded. I didn't know anything about the process prior to the class. Having the ability to identify work related issues and now knowing a successful process to better the companies I will be employed by. I found the course very helpful and informative. I will be recommending this course to friends and peers.

**Deb S. USN E7** The VSM Project/Kaizen and how to make it simple to do or follow for everyone is something I could see myself doing a lot. The course was interesting, fun and a good pace.

**Marlan W. USMC E5** All of it was valuable and it will give myself a place to start when problems arise. The course did exceed my expectations because I knew nothing about LEAN now I do.

**Thomas H. USMC (E6)** It was far more than I expected and will greatly further my opportunities in the near future. The most valuable part was learning how almost all of the administrative tools that we use as NCO's and SNCO's translate to the civilian job force.

**Michael H. (USMC E8)** I learned how to identify waste and problems within companies and yes, my expectations were exceeded. The most valuable part of this course was the Kaizen. Yes it was very beneficial and offered networking information.

**Mark A. (USMC E6)** Yes you did exceed my expectations. I got useful knowledge and will be better at explaining my skills to an potential employer.

**David P. (USMC E8)** A lot of good information. It was all valuable and made me see how I can take this into any job I get.

**Donald B. (USMC E5)** I thought this class was going to be difficult but Greg made it so easy to understand. I thought the whole class was valuable. It was everything you needed to know and more and I will recommend it.

**Robert S. (USMC E6)** The most valuable part was the practical application. Yes I would recommend and I would love to become Greg's LEAN alumni and follow suit.

**John L. (USMC E5)** I walk away from this class with a little more confidence in transitioning out. Yes, I would recommend this course.

**Jaime G. (USMC E6)** I have completed the Six Sigma and as Day One progressed I was amazed and impressed by the material that we were getting. The most valuable part of the class was the whole presentation and I was impressed on how the Value Stream Map starts everything. Heck yes I would recommend this course.

**Jonathan B. (USMC E8)** This course absolutely exceeded my expectations. The most valuable part of the course was how easy LEAN is to implement if you are disciplined. I would definitely recommend this course!

**Paul P. (USMC E7)** This course was better than I hoped. The instructor was extremely entertaining and knew the material extremely well. His system is faultless. The class is perfect and I would highly recommend.

**Robert M. (USMC E5)** I expected to learn how to better manage and get things done and this class exceeded my expectations.

**Michael D. (USMC E4)** I expected to learn the basics. I was surprised when Greg went into detail and explained his process. Absolutely recommend.

**Kevin B. (USMC E8)** I thought I would be taught civilian lingo to add to my military leadership but this course exceeded this by far. The most valuable part was learning that this can be used in any industry to quickly turn around struggling sections. I would definitely recommend.

**Calvin J. (USMC E4)** Greg did an outstanding job of explaining and he was very visual. Yes! I recommend this course.

**Lourkes G. (USMC E7)** The most valuable part for me was the 5S and VSM because you can use them every day. I will definitely recommend to my family and friends.

**Melvin N. (USMC E3)** This course exceeded my expectations because I did not know the way LEAN shows you how to solve problems. I would recommend to my friends.

**Lawrence M. (USMC E5)** The instructors exceeded my expectation. Everything was valuable in the LEAN Course. Learning about Kaizen, Value Stream Map, Fishbone and all the processes to develop a LEAN program. I would recommend this LEAN Course.

**William M. (USMC E5)** Superseded my expectations on how to implement in the workplace. The most valuable part was the practical application. I would definitely recommend this course for military personnel transitioning from the military.

**Jesse V. (USMC E5)** Had little idea what LEAN was and I am leaving with a lot of amazing knowledge. The whole Kaizen process was valuable. Personally, I feel you can use this in all aspects of life.

**Noel W. (USMC O3)** Expectation was to learn the LEAN Process. My expectation was exceeded because of the practical application.

**Brian C. (USMC E8)** I thought this would be a basic intro on LEAN, this far exceeded my expectations.

**Jeffrey O. (USN E6)** Vastly exceeded my expectations. I will use VSM directly at my workplace. I highly recommend to all contracts and companies. Change nothing. It's great.

**Sergio Guillen (USMC PFC)** The LEAN tools such as VSM and 5S were most valuable. Yes I would recommend this course.

**Veronica L. (USMC E7)** The VSM was the most valuable part. I learned that I have to do VSM before I can do Kaizen. Absolutely recommend.

**Michael M. (USMC E8)** I never expected to receive this much information. Definitely exceeded my expectations. Seeing things written out on paper made things less difficult to solve.

**Zachary P. (USMC E5)** My expectation was to learn entry level LEAN and my expectations were absolutely exceeded. Greg really taught it in a way I could understand.

**Zach R. (USMC O4)** I came to gain business management skills and this exceeded my expectations. I would recommend it.

**Tyrone J. (USMC E7)** I was told this course would be good to attend and it really proved to be a valuable experience. I highly recommend this course for learning more ways the skills I already use can transition into the civilian workforce.

**Tyler M. (USMC E3)** This course exceeded my expectations and I would recommend.

**Christian J. (USMC E6)** A lot of great information and I recommend 120%.

**Matthew O. (USMC E4)** This class was very informative.

**Kyle S. (USMC E3)** The way the class was taught was very good. I recommend it.

**Jonathan H. (USMC E3)** I expected to learn how to run a shop to its fullest potential and you exceeded my expectations. The most valuable part was how to plan out and identify the problem and how to fix it in parts.

**Antonio Q. (USMC E3)** I expected to learn processes and you exceeded my expectations. The most valuable part was the experiences shared by Greg in the field.

**Liam M. (USMC E3)** I had no clue it would be this in-depth. It was better than I expected. The most valuable part was how simple Greg made the language. I recommend this course.

**Keri D. (USMC E3)** I learned a lot of tools that I can use in my current job and in the future and I recommend this course.

**Faye B (USMC E5)** This course sounded interesting from what I had read and it exceeded my expectations. It taught me how to identify problems within a company and bring them back to their feet. I would recommend this course.

**Nicholas L. (USMC E5)** I learned a lot and will be applying the VMS and Kaizen.

**Moses P. (USMC E5)** All the information I learned is extremely valuable and I am glad I learned it. I will definitely be recommending this course to any of my Marines looking to transition out of the Marine Corps.

**Lorenzo Y. (USMC E7)** My take away is that hard work pays off and that LEAN can be simple but rewarding. I will recommend to friends.

**Vincente Tornabene (USMC E5)** I was surprised with the ease of the class and the concepts. It exceeded my expectations. The most valuable part of the class was the real world stories, not just scenarios from a book. I would definitely recommend this course to my friends.

**Mark Hobson (USMC E5)** I was not aware what LEAN was. However I was very impressed. I will recommend LEAN to my friends.

**Victoria C. (USMC E6)** I thought this course would be about management. It did exceed my expectations. A3, 6M's, 8 Types of Waste. I would recommend this course to anyone.

**Duc V. (USMC E4)** I was expecting to learn business operations as a whole and you did exceed my expectations. I feel I can use this in my daily work. I would recommend this to my friends.

**Jessica J. (USMC E5)** The instructors were the most valuable. They explained it in a way where I can understand and apply life experiences and the diagrams. I would recommend this course and I already have.

**Cameron C. (USMC E5)** I had no idea what LEAN was about but I was really impressed. I would recommend it.

**Ryan S. (USMC E9)** An intro to the LEAN Process and yes this course exceeded my expectations. I learned that LEAN processes are simple and can be done quickly if you can get buy in from the workers and management.

**Gabriel B. (USMC E5)** The idea of what LEAN did caught my attention and although it can seem complicated Greg broke it down and made it easy with his methods.

**Tyler Z. (USMC E4)** My expectations were to certify LEAN and the instructors did a great job explaining everything especially going through all the processes step by step and doing projects hands on.

**Johnnie M. (USMC ret.)** I hope to open my own consulting business and my expectations were met. The teamwork and hands on was great. The course was great. I would like to teach LEAN!

**Jose G. (USMC E5)** I did not know what LEAN was but now I think I can do it. Everything was very important. No doubt about it, I recommend this course.

**Michael F. (USMC E5)** I expected to learn the trade and I learned more than I expected with Greg's personal experience. I would recommend it.

**Michael I. (USMC E4)** I expected to learn more about how company's operate more efficiently and I learned more than I expected. I recommend this course.

**Nathan D. (USMC E7)** I had high expectations and they were exceeded. I recommend this course.

In 2015, Veterans Transition Support will conduct a Military Reintegration Conference on the second weekend of each month at the Wounded Warrior Battalion in Camp Pendleton, CA with capacity for 200 Marines and Sailors. Courses include OSHA 10 Hour Safety, Finance and Credit, LEAN Manufacturing, Civilian Job Relations and Veterans Career Management training.

To support the Veteran Transition Support 501(c)(3) Military Reintegration Conference that brings Veterans together to mentor and train transitioning military personnel for a successful reintegration into civilian life and the civilian workforce contact Russell Levy JD at 714-322-8789, RDLevy@Live.com or go to [www.veterantransitionsupport.org](http://www.veterantransitionsupport.org) (Fed ID # 47-1391543)



# Veterans Transition Support

**FirstServices Residential and ToysR'Us Executives help Veterans Transition Support (VTS) prepare retiring Marines and Sailors for their reintegration.**

On December 2, 2014 five (5) FirstServices Residential Executives and one (1) ToysR'US Regional Director met for 2 hours at the FirstServices Residential office in Irvine, California with six (6) retiring Navy and Marine Corps Senior Non-Commissioned Officers from Camp Pendleton, CA to help prepare them for their reintegration into the civilian workforce with a panel discussion, mock interviews and a networking mixer to practice their communication skills.



*(Above left to right) Mark Robinson of ToysR'Us, Jay Scott, Karen Flores, Debra Donado, Amy Mathieson and Lisa Paskalidis of FirstServices Residential provide helpful tips and answer questions prior to interviewing and networking with Phillip L. (USMC 19 year E7), Deborah S. (USN 19 year E7), Brian S. (USN 19 year E7), Kevin B. (USMC 10 year E7), Kevin P. (USMC 23 year E8) and Michael H. (USMC 23 year E8).*

This unprecedented Military Reintegration Interviewing Event was arranged by Amy Mathieson, VP of Human Resources for FirstServices Residential, and Lisa Paskalidis, Recruiting Manager for FirstServices Residential. The event itself arose out of Amy Mathieson's desire to do something meaningful and effective for transitioning military personnel and she was advised by Russell Levy JD, President of Veterans Transition Support, that the most effective thing she could do was arrange for management level decision makers to provide transitioning career military personnel with their first mock interview in a corporate setting to help them prepare for the level of competition they will face for comparable jobs in the civilian sector.

Non-Commissioned Officers are highly skilled professionals but they must learn how to translate their military experience into civilian job skills on their resumes and, more importantly, they must learn how to network and talk about themselves to civilian managers in interviews. This is a daunting task for military personnel who do not talk about themselves when they are in the service and the FirstServices Residential Military Reintegration Interviewing Event was a critical first step in helping these retiring Marines and Sailors prepare for the networking and interviews they will need to be effective at to achieve a successful reintegration into the civilian workforce.



# Veterans Transition Support

## FirstServices Residential Mock Interviewing Event Testimonials from 12/2/2014

### Phillip L. (USMC E7)

*My expectations were to make network connections and gain interview experience and this event was beyond my expectations.*

*The most valuable part is talking with corporate executives, regional managers, directors and VP's who are equivalent to military Colonels and Generals. I took away that as a senior SNCO, I bring a lot of talent to these companies with my experience and leadership abilities. Talking with these executives and seeing what their job entails helps to open my eyes and gives me more confidence to sell myself and most importantly how to sell myself when I am talking with them. I would highly recommend this Mock interview event to any transitioning military member that is interested in pursuing their next career in Corporate America.*

### Michael H. (USMC E8)

*The expectation I expected was the most current interview processes and yes the event exceeded my expectations. The most valuable part of this Mock Interview Event for me was the one on one time I spent with Amy Mathieson VP of HR. She was amazing and very informative. I definitely added some valuable things to my toolbox. I would recommend this event to my friends because it is very informative and gives you the latest processes used in job searching.*

### Deb S. (USN E7)

*Thank you for allowing us to be a part of the first group of SNCOs to take part in this ground-breaking event. I will never forget my experience with the senior professionals who took time out of their busy day to spend with us. The advice and the ease of talking and interviewing with them made me realize that although having some nerves is a good thing being able to let who I am shine through is what is best. All in all they have allowed me to see that I really can do this transition without feeling as though I am lost in the sauce. So much of that we owe to you also for explaining and reviewing our questions so that we could present our best self them - totally priceless!!!*

### Brian S. (USN E7)

*I expected to have an informative interview and be able to network with HR's, CEO's, and Recruiters. I was absolutely impressed by how welcome we were and that Russell was able to get so many people willing to help us in one location. EXCEEDED MY EXPECTATIONS!*

*I think the most valuable tool was to learn to ensure my answers are always in civilianized language that all can understand and to slow down a bit with my answers. Doing this in a controlled environment will ensure that these mistakes will not happen when a real job offer is on the line. I have already told numerous Sailors about this event and have encouraged others to seek assistance from Russell and his volunteers at VTS. The only improvement would be to set aside more time and get to interview with multiple people vs just one.*

### Kevin B. (USMC E7)

*I was hoping I would gain some insight and confidence as I start applying for jobs and going into future interview sessions. That expectation was met above and beyond. I was surprised at how easy the process really was. I would definitely recommend it.*



# Veterans Transition Support

## **Veterans Transition Support Sponsors the 5th Military Reintegration Conference at the Wounded Warrior Battalion in Camp Pendleton, CA**

On November 15 and November 16, 2014, the Veterans Transition Support 501(c)(3) nonprofit (Fed ID # 47-1391543), sponsored the 5th Military Reintegration Program for 75 Marines and Sailors at the Wounded Warrior Battalion Facility in Camp Pendleton, CA to transfer military experience into civilian job skills and provide a venue for veteran business leaders to mentor transitioning military personnel. Henry Miranda (USMC E6 veteran and Captain Jeremiah Dube' (USMCR) instructed OSHA 10 Hour Safety Courses for 63 Marines and Sailors and Anthony Capizzano, Regional Manager of Capital One and Marine Corps veteran from the 2nd Reconnaissance Battalion, taught a class entitled "What Veterans Need to Know About Finance and Credit to Survive and Thrive in the Civilian World" to 12 Marines and Sailors on Saturday November 14, 2014.



**(above) Anthony Capizzano, Capital One Regional Manager and USMC veteran, speaks to the Marines and Sailors about careers at Capital One, what it takes to succeed in the private sector and how important Marine Corps values are for achieving that success.**

Other guest speakers included Greg Pettit, Toyota LEAN "Sensei" and retired USMC Force Recon Scout Sniper, Alex Flores, retired Navy Senior Chief and Vocational Rehabilitation Proctor, Mike Kufchak retired 1st Marine Division Sergeant Major and Director of Veterans Affairs for IBEW Local 11, Captain Noel Williams, (USMCR), CSX Engineer and Wounded Warrior Battalion Operations Officer, and Jeff Andrade, USMC veteran and Manager of the South Orange County Veterans Center and Master Sergeant Aaron Steckman of the US Army Reserves and student in the Acquired Brain Injury Program at Coastline Community College.

Henry Miranda, a USMC veteran and former staff combat instructor at the Camp Pendleton School of Infantry and Director of Safety for Kana Pipeline, provided OSHA 10 Hour Safety Instruction to on class of 32 Marines and Sailors as well as his story of advancing from a Warehouse Clerk position to Director of Safety in 2 years.



**(above) Henry Miranda, USMC veteran, Director of Safety at Kana Pipeline and former Combat Instructor, teaches the OSHA 10 Hour Safety Course to the Marines and Sailors at the Veterans Transition Support Military Reintegration Conference in Camp Pendleton, CA.**

Captain Jeremiah Dube', USMC Reservist and Safety Director for American Technologies, Inc., taught a second class of 31 Marines and Sailors and brought Electrical Utilities and Hazardous Materials Remediation experience to the OSHA 10 Hour Safety Course.



**(above) Captain Jeremiah Dube' (USMCR), Director of Safety for American Technologies Incorporated, teaches OSHA 10 Hour to Marines and Sailors at the Wounded Warrior Battalion.**



**(above) Alex Flores, recently retired Navy Senior Chief and VTS OHSA 10 Hour Safety graduate from August, 2014, talks to the OSHA class about VA Vocational Rehabilitation, his job as a Vocational Rehabilitation Proctor and his transition out of the US Navy.**



**(above) Miguel Huertanicacio (USMC veteran), Kathy Burnam (VTS Board Member) and Kim Martin (VTS Volunteer) cooked and served spaghetti and meatballs on Day 2 of the Conference.**

Snacks and lunch were provided by Veterans Transition Support. Special contributions coordinated by Isabelle Krasney (VTS Board Member) were provided by Starbucks, Domino's Pizza and Foothill Ranch, CA Walmart store. Starbucks provided coffee and pastries for the conference. Domino's provided 28 pizzas, chicken wings and salads for first day's lunch and the Foothill Ranch Walmart provided a \$250 gift card to purchase supplies. On Sunday the Veterans Transition Support team led by Miguel Huertanicacio (USMC veteran), Kathy Burnam (VTS Board Member) and volunteer Kim Burnam cooked and served spaghetti and meatballs.

A new addition to the Veterans Transition Support Military Reintegration Conferences was a course taught by Anthony Capizzano, Bruce Mofid (USMC E6 veteran) and Adrian Gonzales (USMC E5 veteran) of Capital One entitled "What Veterans Need to Know about Finance and Credit to Survive and Thrive in the Civilian Sector" for 12 Marines and Sailors.



**(above) Anthony Capizzano (USMC veteran), Regional Manager for CapitalOne teaches "What Veterans Must Know About Credit and Finance to Survive and Thrive in the Civilian Sector")**



**(above) Mike Kufchak, retired Sergeant Major and Director of Veterans Affairs for the IBEW Local 11, talks to the OSHA 10 Hour Safety Class about the electrician apprentice program.**



**(above) Captain Noel Williams (USMCR) Operations Officer with the Wounded Warrior Battalion and Engineer with CSX Railroad, leads off Day 2 of the Reintegration Conference with his own career journey back into the Marine Corps and the opportunities available with the Railroads.**



**(above right) Jeff Andrade (USMC veteran), Manager of the South Orange Veterans Center came to the 5th VTS Military Reintegration Conference at the Wounded Warrior Battalion to talk to the Marines and Sailors about the services available at Veterans Centers around the country and that veterans should go to Vet Centers before problems start to mount.**



**(above) MSGT Aaron Steckman (US Army Reserves) talks to the Marines and Sailors about the importance of disability claims, education benefits and other resources available for veterans.**

Greg Pettit, a retired Marine Corps Gunnery Sergeant, former Force Recon Sniper and authentic Toyota Motor Company "Sensei" (teacher), spoke to the OSHA 10 Hour Class about his career in LEAN Manufacturing where he has traveled the world making improvements to company operations in many industries using the Toyota Production System which is essentially military methods applied to a civilian environment. Greg told the OSHA Class that companies are looking for people who can minimize waste and make improvements to operations and that the one thing veterans have that give them an advantage in his industry is the discipline to sustain the improvements. Greg's presentation was so well received and there were so many requests for a LEAN Course that he agreed to teach a 2 day LEAN Certification Course at the Wounded Warrior Battalion on December 13 and 14, 2014.



**(above) Greg Pettit (USMC Gunnery Sergeant ret.) talks to the OSHA class about LEAN manufacturing and how knowledge of Toyota Production System enhances job marketability.**

Master Gunnery Sergeant Sean McBride, a 28 year Marine who is currently Ground Safety Officer for Marine Corps Air Station in Camp Pendleton joined the VTS instructor team. Sean attended the OSHA 10 Hour Safety Course in August of 2014 and 6 weeks later became an OSHA Authorized instructor and taught at a VTS OSHA 30 Hour course in October of 2014. Sean provided a Power Point presentation about his path to OSHA Safety Professional and he instructed the "Introduction to OSHA" portion of OSHA 10 Hour Safety Class to show Marines and Sailors how quickly they can transfer their military experience into civilian job skills.



**(above) Master Gunnery Sergeant Sean McBride talks to the OSHA 10 Hour Safety Class about his path from the August VTS OSHA 10 Hour Safety Course to OSHA Authorized Instructor in 6 weeks and his future path to Safety Professional.**

The mission of Veterans Transition Support is to help transitioning service members transfer their military experience into civilian job skills before they leave the military and MGySgt Sean McBride's path to Safety Professional and giving back to his fellow service members even

before he leaves the service is a powerful example of how "Veterans Mentoring Veterans" can have a large influence on their ability to target job opportunities in-line with military experience.

Below are testimonials from the Marines and Sailors and who attended the November 14 and 14, 2014 Veterans Transition Support Military Reintegration Conference describing how valuable they felt their experience was.

**Marc H. (USMC 03)** The instruction was outstanding. Every part was valuable to me and I would recommend this course. You are all doing a wonderful job.

**Kevin B. (USMC E8)** This was a basic introduction to Safety that I could apply in my next profession. I got that and so much more. I would most definitely recommend this course. I wish it was longer to allow for more of the special guests.

**Arnold B. (USN E7)** Very Good Info.

**Deborah S. (USN E7)** Most definitely will recommend this course to any and all.

**John R. (USMC E6)** I got more out of this course than I expected. A lot of Job Opportunities and info that I didn't think was going to be part of the course. I will definitely recommend.

**George Paryear (USMC E5)** Met and certainly exceeded expectations. I thought it was just the 10 Hour Class but there were different networking opportunities and info for jobs. Yes I would recommend.

**Cathleen C. (USN E4)** I had no idea what to expect but the amount of useful information was beyond any of my expectations! Absolutely! I would recommend this course.

**Mario G. (USMC E5)** Learned a lot about Safety and I would recommend this course. The instructors were very knowledgeable and taught me a lot.

**Rodrigo C. (USMC E7)** All courses and presenters were very well taught and executed. Definitely would highly recommend this class.

**Vincente T. (USMC E5)** The course exceeded my expectations because of the methods and analogies used by the instructors to convey the point or message. I would recommend this course to anyone.

**Jose G. (USMC E5)** The classes were very informative and the instructors were very good at it. I would recommend this course. Keep it as it is.

**Julian G. (USMC E5)** I was looking to have a good understanding on general safety in the workplace and my expectations were most certainly exceeded. I highly recommend this course to my friends because there are plenty of opportunities in the field.

**Calvin J (USMC E4)** It was an excellent course and I enjoyed every class but I really appreciate the networking.

**Jeson H. (USN E5)** Yes, I would recommend this course.

**Robert H. (USMC E7)** Yes, I would recommend this course.

**Adan R. (USMC E5)** I came to this class not knowing what to expect. I am leaving with more knowledge than I was expecting. It opened my eyes to job opportunities and how I can provide for my family.

**Johnnie M. (USMC ret.)** The whole class was great!

**Aaron A (USMC E3)** I was not too sure what to expect, but the class taught me way more than I thought could be taught in 2 days. The instructors, the passion and intelligence they have towards this course is touchable. Yes, I would recommend this course and not change it at all.

**Joshua F. (USMC E3)** I did not realize how much more to OSHA there was. The Instructors made it fun and knowledgeable with great resources. I would definitely recommend this course to others.

**Jonathan H. (USMC E4)** This course exceeded everything I thought it was. I highly recommend.

**Anthony Q. (USMC E3)** My expectation was to just get certified and my expectations were exceeded.

**John Lawrence (USMC E5)** I would recommend this course to friends inside and outside my work center.

**Andrew P. (USMC E3)** I was expecting to learn about safety at work and my expectations were far exceeded. I would recommend this course to my friends.

**Jeffrey O. (USMC E6)** My expectations were greatly exceeded. Definitely recommend, excellent course.

**Miguel C. (USMC E6)** The information in this class was very interesting. I will recommend this course to my younger Marines.

**Kyle U. (USMC E4)** You broadened my avenues and did exceed my expectations. I absolutely recommend this course.

**Dustin H. (USMC E5)** Honestly I got all the info I needed and I am very glad I came.

**Benjamin S. (USMC E3)** Expectations were met for knowledge, the guest speakers, sharing opportunities and employment opportunities gave new ideas for long term careers.

**Marlando W. (USMC E5)** Good course, lots of information, you exceeded my expectations.

**Kyle S. (USMC E2)** Yes, I would recommend the course and its good.

**Liam M. (USMC E3)** I liked how this course gave multiple options and all the guest speakers coming in and sharing their experiences. I would recommend this course to my fellow Marines.

**Donald B. (USMC E5)** I thought the course was great!!! Even better that you had different people from different jobs speak.

**Joseph S. (USMC E7)** I would definitely recommend this course.

**Ken D. (USMC E3)** This exceeded my expectations and is solid. I would definitely recommend.

**Taylor Z. (USMC E4)** This course did exceed my expectations. The information on transitioning out of the military and all the networking and contacts they offered were very valuable. I took away knowledge on what to expect when my time comes to transition out.

**Bruno G. (USMC E4)** I expected this to be just a safety class but it was much more and I enjoyed all the extra networking that was brought in.

**Sergio P. (USMC E2)** I already had an interest in Safety Training and this helped me develop a plan.

**Michael D. (USMC E2)** This exceeded my expectations because of the guest speakers.

**Michael H. (USMC E8)** This was way more than I expected. Awesome!! Very informative. Hell Yeah I would recommend!

**Jonathan D. (USMC E5)** I thought this would be death by Power Point but it was fun and interactive. I would recommend this course in a heartbeat.

**Michael W. (USMC E5)** I had no idea what I was getting into and I learned a lot. I would recommend and thought it was very helpful.

**Anthony C. (USMC E5)** This course was leaps and bounds beyond my expectations. I will recommend this course to everyone I know.

**Jose P. (USMC E6)** It exceeded my expectations and all the information was useful and meeting Russell and the whole crew was great.

**Tyler M. (USMC E3)** It exceeded my expectations and I would recommend.

**Melvin G. (USMC E3)** I absolutely recommend this course to my friends.

**Lawrence M. (USMC E5)** I learned a lot during the 2 days and everything was valuable. I brought 2 of my Junior Marines with me to the course and have recommended it to the rest of my platoon.

**Robert S. (USMC E6)** I received useful information and I would recommend this course.

**Mary Ann M. (USMC E6)** This course taught more than a certificate! It was FREE!

**Louis M. (USCM E6)** This class was more detailed than I expected and taught me more than I thought I would learn. I would recommend this course to my friends.

**William A. (USMC E8)** This course far exceeded my expectations and motivated me to add safety as a second career path.

**Edwin H. (USMC E9)** I will most certainly recommend this course to others.

**Greg Tate (USN E6)** This course exceeded my expectations with great information. Great Course! Highly recommend to everyone in the future.

**Dennis R. (USMC E5)** By coming to this course I learned more than I thought I would. I will recommend this course to all my transitioning Marines. This course is set up perfectly.

**Moses P. (USMC E5)** I try not to have expectations, however I did not think that we were going to receive as much information as we did and it wasn't about OSHA per se. The resources available for veterans is insane. I will highly encourage to my Marines to attend this course. This is the perfect way to get your foot in the door in regards to working in the civilian world.

**Ricardo Z. (USMC E5)** My expectations were met far beyond what I imagined. Absolutely I would recommend this course.

**Nicholas L. (USCM E5)** I learned a lot and will be recommending to Marines I know.

**Reginald B. (USMC E5)** My expectations were met and I would promote the value of this course to commanders and Sgt. Majors.

**Michael I. (USMC E4)** This course exceeded my expectations by far.

**Joshua H. (USMC E6)** This course exceeded my expectations and made me realize that there are many opportunities out there in this field. I already recommended this course after the first day.

Below are the Testimonials for the "What Veterans Need to Know About Credit and Finance to Survive and Thrive in the Civilian Sector" with Anthony Capizzano of CapitalOne.

**Anthony R. (USMC E6)** This course definitely exceeded my expectations. I did not expect it to be this in-depth. Everything was valuable and I would definitely recommend this course to anyone I know.

**Miguel H. (USMC E5 veteran)** Very good information and I would recommend this course.

**Nathan D. (USMC E7)** I had high expectations and my expectations were met. I learned how to read my credit report and how to improve my credit rating. I would recommend this to my peers.

**Adam R. (USMC E4)** This class proves that I didn't know what I didn't know. There are so many aspects of credit I had no idea about that Anthony covered. My expectations were exceeded and I have not found this level of depth anywhere else.

**Pablo M. (USMC E4)** Expectations were exceeded. Everything was very valuable and I learned a lot from it and will be able to educate my friends and family. I highly recommend it.

**Kateryna L. (USMC E4)** I definitely will recommend this course for sure!!! You are very lucky if you get the chance to be in this class.

**Quentin B. (USMC E6)** I recommend this class. The instructors were knowledgeable and professional.

**Brian S. (USN E7)** My expectations were exceeded. It is nice to know what everything means on my credit report. I would recommend this course to the younger population or people with credit issues.

**Noel W. (USMC O3)** My expectations were met and I would recommend this course.

**Robert M. (USN E5)** My expectation was this was just a refresher course but it was exceeded by giving me knowledge that I did not even know. I will recommend this course and I have 4 sailors interested in attending future classes.

**Bryan E. (USN E5)** I expected to gain a better understanding of my credit and how to properly manage my finances. My expectations were met and exceeded and I would recommend this course.

In 2015, Veterans Transition Support will conduct a Military Reintegration Conference on the second weekend of each month at the Wounded Warrior Battalion in Camp Pendleton, CA with capacity for 200 Marines and Sailors. Courses include OSHA 10 Hour Safety, Finance and Credit, LEAN Manufacturing, Civilian Job Relations and Veterans Career Management training.

To support the Veteran Transition Support 501(c)(3) Military Reintegration Conference that brings Veterans together to mentor and train transitioning military personnel for a successful reintegration into civilian life and the civilian workforce contact Russell Levy JD at 714-322-8789, RDLevy@Live.com or go to [www.veterantransitionsupport.org](http://www.veterantransitionsupport.org) (Fed ID # 47-1391543)



# Veterans Transition Support

## **Veterans Transition Support Sponsors an OSHA 30 Hour Construction Safety Course at the Wounded Warrior Battalion in Camp Pendleton, CA**

On October 12, 18 and 19, 2014 the Veterans Transition Support 501(c)(3) non-profit sponsored an OSHA 30 Hour Construction Safety Course for 27 Marines and Sailors at the Wounded Warrior Battalion facility in Camp Pendleton CA. United States Marine Corps Reserve Captain Jeremiah Dube' of the 1st Civil Affairs Group led the 3 day period of instruction.

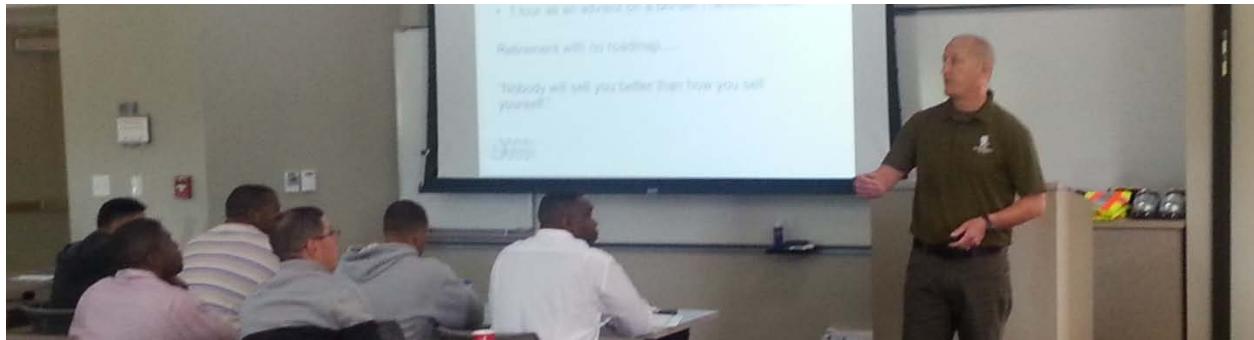


*(above) Captain Jeremiah Dube' instructs 27 Marines and Sailors in OSHA 30 Hour Construction Safety at the Wounded Warrior Battalion facility in Camp Pendleton, CA*

Guest appearances were made by Henry Miranda, USMC veteran and Safety Director for Kana Pipeline, and USMC Master Gunnery Sergeant Sean McBride who graduated from the VTS OSHA 10 Hour Safety Course in August of 2014 and returned 6 weeks later as an OSHA Authorized instructor after taking the advanced OSHA courses to become an instructor.



*(above) Henry Miranda, USMC veteran and Safety Director for Kana Pipeline, appeared as a guest instructor to bring his excavation expertise to the Construction Safety Course.*



**Sean McBride, USMC Master Gunnery Sergeant, graduated from the VTS OSHA 10 Hour Safety Course in August, 2014 and returned 6 weeks later to teach as an OSHA Authorized Instructor and show other Marines and Sailors different pathways to the Safety Industry.**

Several veterans made special appearances during the 3 day OSHA 30 Hour Construction Safety Course to network with the Marines and Sailors and talk to them about their industries. Captain Noel Williams, Active Marine Corps Reserve Operations Officer with the Wounded Warrior Battalion, was both a participant in the OSHA 30 Hour Course and spoke to the class about his own experiences in the civilian sector and the Railroad Industry as he has been an employee of the Union Pacific Railroad since 2009.



**(above) Captain Noel Williams, Active Marine Corps Reserve Operations Officer with the Wounded Warrior Battalion, speaks to the OSHA class about his own experiences in the civilian sector, the Railroad Industry and his own experience with the Union Pacific Railroad.**

In addition to arranging for guest speakers to network with the Marines and Sailors in the OSHA 30 Hour Course, Veterans Transition Support provided lunch and snacks for the 3 day event which were partially subsidized by \$300 dollars worth of Commissary Cards donated to the Wounded Warrior Battalion for the event. These Commissary Cards were arranged by MGySgt Yosef Levine and Captain Noel Williams of the Wounded Warrior Battalion. Beverly, a volunteer with the Wounded Warrior Battalion, used her connections with charitable organizations to acquire funding to purchase the food to cook a full breakfast of eggs, bacon, pancakes, French Toast and hash browns for two mornings of the OSHA 30 Hour Course. VTS lunches included grilled hamburgers and hot dogs on the first day, sandwiches on the second day and

homemade meatloaf with mashed potatoes on the third day that were all prepared and served by VTS volunteers Miguel Huertanicacio, Kathy Burnam and Kimberly Martin.

On the third day of the OSHA 30 Hour Safety Course a special guest appearance was made by George Hegamin, a United States Navy E6 who specialized in Hazardous Materials and was within 6 weeks of retiring. George attended the August VTS OSHA 10 Hour Certification Course and then the September VTS Career Management Workshop. In August of 2014 George had no interviews scheduled and no job prospects. After taking the VTS OSHA 10 Hour Course and the VTS Career Management Workshop George applied to several large industrial services companies in Texas. By the time George appeared at the OSHA 30 Hour Course to talk to the OSHA Class about his successful job search he had three job offers in Texas, including an offer for \$50,000 as a Project Specialist for one of the largest waste management companies in the United States. George described his Career Management efforts that led to his seamless reintegration, the advantages that the VTS OSHA 10 Hour Safety Course and the VTS Career Management program had provided him and he even provided networking contacts for all three companies who gave him offers to the Marines and Sailors who were in the OSHA 30 Hour Class. George's success and return to speak too, network with and help other transitioning Marines and Sailors encapsulates the mission of Veterans Transition Support to facilitate opportunities for veterans to train, mentor and network with transitioning service members.



***George Hegamin, a US Navy E6 who was within a few weeks of retiring, speaks to the OSHA Class about what it took to land the job he wanted and the advantage the VTS OSHA 10 Hour Safety Certification and the VTS Career Management Workshop provided him.***

On Day 3, Master Sergeant Aaron Steckman of the United States Army Reserve spoke about his struggle with Traumatic Brain Injury and the difficulties of navigating the civilian sector and Veterans Benefits.



***(above) Master Sergeant Aaron Steckman, United States Army Reservist, speaks about his struggle with Traumatic Brain Injury and the difficulties of navigating Veterans Benefits.***

Below are testimonials from the Marines and Sailors who participated in the Veterans Transition Support OSHA 30 Hour Safety Course which provides their first person accounts of how valuable they felt the event was for their personal and professional development:

**Michael F. (USMC E5)** This was a more in depth course and my expectations were exceeded and I would recommend this course to my friends.

**Tyler M. (USMC E5)** My expectations were exceeded and the most valuable part was learning about all the vets that are giving back to help future vets. Offer more courses.

**Nicholas S. (USMC E4)** I learned a lot of everything in this course. I would recommend to my friends and I also recommended it to my co-workers.

**Jaime G. (USMC E5)** There was a wealth of knowledge from the instructors and firsthand experience, plus ways to implement Safety and real world experience thrown in this course. The best part was its not all about what you know but who you know. I will definitely recommend for my Marines to attend.

**Patrick R. (USMC E3)** You exceeded my expectations and the most valuable part of the class was to learn things about Safety that I can use in the civilian workforce. I definitely recommend this course.

**Gary W. (USMC E3)** I found everything valuable about this course. I thought I was confident I was a pretty safe guy after the Range Safety Officer course but I realize I wasn't at all. I would definitely recommend the course to others.

**Sergio T. (USMC E5)** Definitely exceeded my expectations. The Knowledge and experience of the instructors greatly advanced the course. The whole course is valuable and I am taking a plethora of knowledge. I would absolutely recommend this course to friends and peers.

**Noel W. (USMC O3)** Expected OSHA Certification through classroom instruction, expectation was immensely exceeded with education, VA, resume counseling and array of networking.

**Jacob L. (USMC E4)** This was a more in-depth knowledge of OSHA and my expectations were met. This class opened my eyes on the responsibilities of certain positions. Reading job postings can be confusing and this helped clear things up. Yes, I would recommend this course.

**Brian S. (USN E7)** Outstanding facilitation of this course. \*Great Lunches\* Thanks!!! The course was great but the networking with fellow vets makes this course worth every minute. I have already recommended this course to my Sailors and fellow Chiefs.

**Kurt E. (USN E3)** I wanted to get introduced into a wide variety of construction safety and hazards and you EXCEEDED it by far! I have already emailed my coworkers AND to my chain of command.

**Ed B. (USN E7)** This course met my expectation and I loved the networking and guidance that I gained here in the class. It was well presented and I enjoyed the course.

**Nick J. (USMC E5)** I came to gain more experience in safety as well as to make my resume more appealing to the jobs I am applying for. I will now have more confidence in call out employers on safety. I have shared this course with my unit.

**Jayne K. (USMC E8)** The material and instruction in this course absolutely exceeded everything I expected. I am only at 17 years in service but the "extras" during this class opened my eyes to the resources available to separating veterans.

**Adam V. (USMC E8)** The course definitely exceeded any expectation I had. I would **HIGHLY** recommend this course to anyone.

**William M. (USMC E5)** In my opinion the whole curriculum was outstanding. I took away on how I can implement safety precautions anywhere I go. There were a lot of good guest speakers and how to communicate/network to other veteran friendly work places and businesses. I would definitely recommend this course.

**Dimitri J. (USMC E4)** I expected to get a management level knowledge of Safety and my expectation was exceeded. I would strongly recommend this course to my friends.

**John S. (USMC E4)** I took to heard a lot about networking between classes with Russell and got some great knowledge on statistics and standards set by OSHA. I highly recommend and would love to be notified when more courses occur. I am in a safety billet at my shop and would like to filter my Marines through it.

**Paul P. (USMC E7)** All Instructors are very knowledgeable and professional. I am extremely impressed with the safety class given and I would recommend.

**Brian M. (USMC O3)** I gained a better understanding of the aspects of job safety. The material was covered in a manner that met expectations. I would recommend it to others and I liked the interaction with other transitioning veterans.

**Kitt C. (USMC 05)** My expectations were greatly exceeded by the videos and personal experience stories of the instructors. I would highly recommend this course to my fellow Marines and friends.

**Anthony R. (USMC E6)** All of the course was valuable and I have been telling my peers about these OSHA classes.

**Quentin B. (USMC E6)** My expectations were exceeded with great speakers, professional and caring staff and student success stories, hints, tips and tricks. I most assuredly recommend.

**Phillip L. (USMC E7)** I expected to learn better safety awareness and my expectations were met. I am highly recommending this course to my friends.

**Tyler F. (USMC E5)** I came to receive my OSHA 30 and was exceeded by all the help offered.

**Irineo F. (USMC E4)** I just wanted the Free OSHA 30 Hour and anything else was a bonus. My expectations were exceeded with tons of networking. I have recommended this course to two co-workers who will transition in the next 12 months.

**Jackie A. (USMC E5)** I wanted to upgrade from the 10 Hour Course and learn more about OSHA. My expectations were exceeded and I recommend the course.



# Veterans Transition Support

**Veterans Transition Support nonprofit sponsors the 4th Military Reintegration Conference at the Navy Field Medical Training Battalion in Camp Pendleton, CA**

On September 20 and September 21, 2014, the Veterans Transition Support 501(c)(3) nonprofit (Fed ID # 47-1391543), sponsored the 4th Military Reintegration Program for 105 Marines and Sailors at the Field Medical Training Battalion in Camp Pendleton, CA to transfer military experience into civilian job skills and provide a venue for veteran business leaders to mentor these transitioning military personnel. Guest speakers included Anthony Capizzano, Regional Manager of Capital One and Marine Corps veteran from the 2nd Reconnaissance Battalion, Pat Lavin, Business Manager for Local 47 of the International Brotherhood of Electrical Workers which is the fourth largest union in the United States, Bill Cook, American Legion District 29 Commander and Mike Kufchak, recently retired 1st Marine Division Sergeant Major and Director of Veterans Affairs for the IBEW Local 11.



*(above) Anthony Capizzano, Capital One Regional Manager and USMC veteran, speaks to the Marines and Sailors about careers at Capital One, what it takes to succeed in the private sector and how important Marine Corps values are for achieving that success.*

Captain Jeremiah Dube', USMC Reservist and Safety Director for American Technologies, Inc., brought Electrical Utilities and Hazardous Materials Remediation experience to the OSHA 10 Hour Safety Course for one class of 40 Marines and Sailors. Henry Miranda, a USMC veteran and former staff combat instructor at the Camp Pendleton School of Infantry and Director of Safety for Kana Pipeline, provided instruction to a second class of 40 Marines and Sailors as well as his story of advancing from a Warehouse Clerk position to Director of Safety in 2 years.



**(above) Henry Miranda, USMC veteran, Director of Safety at Kana Pipeline and former Combat Instructor, teaches the OSHA 10 Hour Safety Course to the Marines and Sailors at the Veterans Transition Support Military Reintegration Conference in Camp Pendleton, CA.**



**(above) Pat Lavin, Business Manager for IBEW Local 47 told few jokes and spoke to Marines and Sailors in the Military Reintegration Conference about the Electrician's Union, the apprenticeship program to become a linesman and what they can expect from the career.**



**(above) Miguel Huertanicacio (USMC veteran) served hamburgers and hot dogs for the Marines and Sailors on Day 2 of the Veterans Transition Support Military Reintegration Conference.**

Snacks and lunch were provided by Veterans Transition Support. On Saturday Domino's Pizza donated pizza, several varieties of chicken wings, salads and soft drinks and on Sunday the Veterans Transition Support team led by Miguel Huertanicacio (USMC veteran), Kathy Burnam (VTS Board Member) and volunteers Kim Burnam, Christina Castillo (USMC veteran), Robbie Robinson (USMC veteran) and William Robinson (US Army Reserve Medic) served hamburgers, hot dogs and homemade potato salad.

A new feature of the Veterans Transition Support Military Reintegration Event is the addition of a Veterans Career Management Workshop that transfers military experience into marketable civilian job skills for 8-10 transitioning military personnel through a hands-on, step-by-step "Military Reintegration Workbook". This workshop was facilitated by VA Work Study Interns. Christina Castillo (USMC E6 veteran) and Kameran Forghani (USN veteran) who walked 9 Marines and Sailors through the Personal Inventory portion of the booklet which led into a Nonverbal Communication and Interviewing Skills workshop facilitated by Charles Malan, a USMC E5 Squad Leader veteran, Presidential Security Detail and former Combat Hunter Course Instructor who was trained to teach Marines how to interpret nonverbal communication.



**(above) Christina Castillo (USMC E6 veteran) and Kameran Forghani (VTS Treasurer and USN E4 veteran) guide 9 Marines and Sailors through the Military Reintegration Workbook©**



**(above) Charles Malan (left), USMC E5 veteran and former Combat Hunter Course Instructor, and Kamran Forghani (right) (USN E4) teach 9 transitioning Marines and Sailors how to read and interpret nonverbal communication during their interviews in order to give them an edge.**



**(above) Bill Cook, American Legion District 29 Commander and USMC veteran, speaks to the Marines and Sailors about Disabled Veteran Business Enterprises and the American Legion.**



**(above) Mike Kufchak, retired 1st Marine Division Sergeant Major and Director of Veterans Affairs for the IBEW Local 11, talks to the OSHA 10 Hour Safety Class about the electrician apprentice program that does not use their GI Bill and leads to a high demand career.**

Two (2) Captains and fourteen (14) Marines from the Wounded Warrior Battalion attended the course and liked it so much they spoke to their leaders about bringing the event to the Wounded Warrior Battalion. On Monday, September 21, 2014, Russell Levy JD, Founder of VTS, received the following email:

*Russell,*

*I am absolutely impressed with the level of professionalism you and your staff displayed this weekend. You all genuinely show that the focus is on the service member. Your class was well worth my weekend and I see it as a benefit to our Marines and Sailors. I have already spoken to my leadership about your initiative and gave my full endorsement. We would like to get you on the schedule to meet the CO as soon as possible. Please let me know your availability. You are also more than welcome to call. I look forward to hearing from you to discuss an ongoing relationship with WWBn.*

*Respectfully,  
Capt Noel Williams*

The following day, Veteran Transition Support Board Members Russell Levy JD (Chairman), MSGT Aaron Steckman (Secretary), Kamran Forghani (Treasurer) and OSHA Instructor Henry Miranda met with Lt.Col. Dwyer and 8 members of his Wounded Warrior Battalion staff. After discussing the Veteran Transition Support program and the needs of Marines to have additional support from veterans to help them reintegrate into civilian life and careers it was agreed to hold one VTS Military Reintegration Program each month at the Wounded Warrior Battalion facility and an OSHA 30 Hour Course for 40 of the previous OSHA 10 Hour graduates was scheduled for October 12, October 18 and October 19, 2014. The next VTS Military Reintegration Conference for Marines and Sailors was scheduled for November 15th and 16th, 2014.

Joining the Veterans Transition Support team of instructors will be Master Gunnery Sergeant Sean McBride, a 26 year Marine who is currently Ground Safety Officer for the Marine Corps Air Station in Camp Pendleton. Sean attended the OSHA 10 Hour Safety Course Number 3 in August of 2014 and, after speaking with Henry Miranda about the Safety Industry and attending an Underground Construction Workshop at Kana Pipeline, decided to take the OSHA Courses necessary to become an OSHA Authorized instructor by October 16, 2014.

On September 29, 2014 Veterans Transition Support Chairman, Russell Levy JD, received the following email from MGySgt Sean McBride detailing how he had taken it upon himself to take the classes to become an OSHA Outreach Trainer and offered his services teaching transitioning veterans.

**Russell,**

***I am scheduled to attend the OSHA 501 course on Oct 13-16, this course will certify me as an OSHA 10/30 General Industry outreach trainer. Assuming I successfully complete this course I would like offer my services teaching transitioning vets.***

***Last week I was in Yuma where I completed the EM385 course and OSHA 30hr construction course, the course was conducted by UCSD and counts toward my professional certificate.***

**Respectfully,**  
**Sean**

The mission of Veterans Transition Support is to help transitioning service members transfer their military experience into civilian job skills before they leave the military and MGySgt Sean McBride is a powerful example of how "Veterans Mentoring Veterans" can have a large influence on a service member's ability to target civilian opportunities in-line with their military experience. In addition, Veterans Transition Support will help MGySgt McBride transfer his military Safety experience into civilian OSHA skills by utilizing his services as a guest instructor for the OSHA 30 Hour Course underneath Captain Jeremiah Dube' so that he can give back to his fellow service members and get ready his own seamless transition in the summer of 2015.

The model of focusing on bringing veterans together to mentor and train transitioning service members in their area of expertise has resonated with the Marines and Sailors in Camp Pendleton and attendance at the Veterans Transition Support Military Reintegration Conference has soared from 26 to 105 attendees in 5 months with emails to the Family Readiness Officers and positive word of mouth referrals from one service member to another.

Below are testimonials from the Marines and Sailors and who attended the September 20-21 Veterans Transition Support Military Reintegration Conference describing how valuable they felt their experience was.

**Noel W. USMC 03** The course is exceeded my expectations. Networking opportunities and good information for transitioning personnel.

**Christopher M. USMC E9** Far exceeded my expectations! Continue the hard work.

**John O. USMC E8** Great opportunity for transitioning Marines, great instruction by actual Safety Managers employed by commercial business.

**Sean S. USMC E6** The course was very informative.

**Arsenio E. USMC E8** I expected 10 Hours of OSHA instruction and definitely exceeded my expectation by providing more than that. Great class, continue doing it.

**Kateryna L. USMC E4** Instructors are awesome and it shows me what I want to look like in the future. Professional, motivated, smart funny people who know how to walk the walk and talk the walk. Of course I will recommend to all my friends, this is the best course ever!!! Jeremiah, Henry & Russell are the BEST!!!

**Luke N. USMC E3** Exceeded my expectations. It was an awesome course.

**Emily C. USMC O2** Learn a lot during the course. I would definitely recommend this course to the majority of my Marines who are a year out from EAS.

**Brian M. USMC O3** Class exceeded expectations. The class highlighted a larger scope of job opportunities that I was not previously aware of. I would recommend it to others.

**David S. USMC E9 ret.** Outstanding class. Exceeded my expectation. Yes! Recommend.

**James L. USMC E5** The course exceeded my expectations. I would strongly recommend this course.

**Dalton R. USMC E3** More respect for Safety. I would recommend this course.

**Juan O. USMC E7** Great class, I learned a lot. I will send my Safety and Environmental Coordinator to this class.

**Victoria R. USMC E5** This Course exceeded my expectations and had a lot of good information. The most valuable part of this course was all of the extra information that was given to help prepare everyone for a Career in the Future.

**Balthazar O. USMC E8** Absolutely exceeded expectations. Definitely encourage others to attend.

**Adam M. USMC E4** I expected a detailed safety brief and it was far more.

**Tobin O. USMC E8** The class was great and the guest speakers provided excellent information.

**Cesar E. USMC E2** Expectation was exceeded.

**Jaime G. USMC E5** Really though that it was going to be more cut and dry, but the instructor did an awesome job keeping everyone focused on the material. Definitely recommend this class.

**Phillip L. USMC E7** Expectations were met. Would like to attend the 30 Hour Course.

**Jacob L. USMC E4** I got what I expected. Good Job! I would recommend this course.

**Brandon V. USMC E5** Expectations Met, Absolutely Recommend.

**Kevin P. USMC E5** Left with way more info than expected.

**Richard V. USMC E8 ret.** This course met my expectations to have refresher training. I would recommend more classes for more military people.

**Abdias B. USMC E5** The whole experience was valuable, I do appreciate all the veteran info and the individuals who came in to talk to us. I already recommended it to some of my Marines and will continue to do so.

**Jose A. USMC E3** My expectations were exceeded. This course had guest speakers that opened up life changing opportunities for everybody.

**Anthony R. USMC E6** Would recommend to others.

**Quentin B. USMC E6** My expectations were exceeded. I learned a lot of valuable information about transition from the military.

**Donald S. USMC E3** My expectations were surpasses. I got a lot of useful information.

**Dimitri J. USMC E3** The course exceeded my expectations.

**William M. USMC E5** The overall curriculum was outstanding. I would recommend this course. I learned a lot from the course and got a better understanding of safe work practices.

**Tim S. USMC E3** It was far more related to EASing than I ever expected.

**Kevin R. USMC E3** Great knowledge on something that can be helpful in the future.

**David L. USMC E3** I was expecting a Safety Class but it went above and beyond. I would recommend this course.

**Adric F. USMC E5** This course exceeded my expectations. Highly recommend.

**Andre B. USMC E3** I expected good training. I would recommend.

**David P. USMC E8** My expectation to was to improve my understanding of OSHA. The Course was what I expected and the guest speakers were a great addition. I would recommend this course.

**Alberto M. USMC E3** The course was a lot more informative than I thought it would be. I would recommend this course to others.

**Phillip C. USMC E4** The speakers provided a lot of good information about opportunities after EAS. I would recommend this course to friends.

**Kurt E. USN HN** I wanted to learn safety more in-depth. Expectations were exceeded. I recommend this course.

**William J. USMC E7** I would recommend.

**Tamara M. USMC E6** I just wanted to see what I could learn and I learned a lot. I would recommend.

**Latrisha M. USMC E4** I was expecting a course strictly about safety but instead I also received valuable information on school, the GI Bill and Employment. I would recommend this course to friends.

**David B. USMC E5** You definitely exceeded my expectations. I gained a lot of knowledge on many different safety topics.

**Olga J. USMC E6** This course exceeded my expectation. I would highly recommend this course.

**Webster B. USMC E3** I was expecting to get a safety brief and you did exceed my expectations. I took away a lot of knowledge. I would definitely recommend this course to friends.

**Jackie A. USMC E5** Course was really great.

**Bryan C. USMC E5** The class was more than helpful and full of knowledge. Very active instructors. I will definitely recommend this to my unit. The Class was awesome.

**Ronald O. USMC E5** I expected a dry course but my expectations were far exceeded. I recommend.

**Kimberly E. USMC E3** You exceeded my expectations. I did not expect to get information on other important topics.

**Trebor H. USMC E3** Everything was great!

**Robert C. USMC E2** I learned a vast abundance of info on safety. This class was FANTASTIC.

**Sam C. USMC E4** I honestly did not know what to expect but I was impressed. I would recommend.

**Pablo M. USMC E4** Very well recommended.

**Eduardo G. E4** My expectations were exceeded with the networking aspect of the course and it was a great course to get good information.

**Andres P. USMC E4** This course did exceed my expectations. I will recommend this to more friends.

**Mijael V. USMC E6** I did learn a lot and there was some similar topics with the military. Overall excellent. I would recommend to everybody because safety is always necessary. Keep the support to our troops.

**Cameo O. USMC E2** The course was very good.

**Manuel Vega USMC E4** I would recommend this course.

**Arnold S. USMC E7** This course did exceed my expectations. Absolutely I would recommend it. I appreciate everyone's guidance.

**Gilmore S. USN ret. WG-10** Good course, exceeded all expectations. I would recommend.

**Dan V. USMC E6** This course far exceeded expectations. Most definitely would recommend. Highly interested in becoming a part of your team to assist veterans.

**Michael F. USMC E4** Yes this course exceeded my expectations. I would recommend.

To support the Veteran Transition Support 501(c)(3) Military Reintegration Conferences that brings Veterans together to mentor and train transitioning military personnel for a successful reintegration into civilian life and the civilian workforce contact Russell Levy JD at 714-322-8789, RDLevy@Live.com or go to [www.veterantransitionsupport.org](http://www.veterantransitionsupport.org) (Fed ID # 47-1391543)



# VETERANS TRANSITION SUPPORT

## The Veterans Transition Support sponsors the 3rd Military Reintegration Conference at the Navy Field Medical Training Battalion at Camp Pendleton, CA

On August 23-24, 2014, the Veterans Transition Support nonprofit ([www.veterantransitionsupport.org](http://www.veterantransitionsupport.org)) sponsored a "No-Cost OSHA 10 Hour Construction Safety Courses" for 48 Marines and 18 sailors at Valor Hall in Camp Pendleton to transfer their military experience into civilian safety skills to enhance their value to an employer and introduce them to the Health and Safety Industry. One class was taught by Henry Miranda, Director of Safety for Kana Pipeline and former USMC Staff Sergeant Combat Instructor who advanced from Warehouse Clerk to Director of Safety in 2 years by transferring his military experience into civilian safety skills, instructed one course utilizing a curricula and style that mirrors the kind of instruction that military personnel are conditioned for. Captain Jeremiah Dube', a USMC Reservist and Safety Director for American Technologies, Inc., brought his experience with Electrical Utilities and Hazardous Materials Remediation to a second OSHA 10 Hour course.



*Henry Miranda, USMC veteran and former Staff Sergeant Combat Instructor, teaches Construction Safety to the 3rd Veterans Transition Support OSHA 10 Hour Safety Course at the Field Medical Training Battalion Building.*

Isabelle Krasney, Chairwoman of the Orange County Veterans Employment Committee, sponsored snacks and lunch for two days. Home Depot donated more than \$1000 worth of grills, propane tanks, tents, utensils, ice chests, water coolers and other cookout supplies for the event. On Saturday, Domino's Pizza delivered pizza, wings, salads and drinks for lunch on Saturday. On Sunday, Caterer Miguel Huertanicacio (USMC E5 veteran and Purchasing Agent for Kana Pipeline) used the Home Depot grills and cookout supplies to cook and serve grill Hamburgers, Bratwursts, Hot Dogs, homemade potato salad and beans. Assisting Miguel was VA Work Study Intern Christina Castillo, a 12 year USMCR Staff Sergeant veteran who also provided information on VA benefits and issues to the participants. Other volunteers included Kathy Burnam who filmed the event and Army Reserve Master Sergeant Aaron Steckman (USMC veteran) who attended the class and helped with logistics.

Henry Miranda told the audience that the OSHA 10 Hour Certification was important but the real task that lay ahead was transferring their military experience into civilian jobs skills that match employer's needs.



***Captain Jeremiah Dube' of the USMCR 1st Civil Affairs Group and Director of Safety for American Technologies, Inc. leads the OSHA Class through Electricity and Electricity Hazards Recognition.***

These opening remarks set the stage for the course which also included guest speakers who talked to the class about their own transition experiences, their companies and they networked with the participants. Guest speakers on Saturday included Joseph Rocha (USMC E8 ret.) Verizon Military Liaison; Ken Jackson (US Army Vietnam Veteran) of the IBEW Local 47; Bill Cook (USMC Vietnam Veteran) American Legion District 29 Commander and owner of Petra Resources DVBE and Neil Reich, (USMC World War II, Korea and Vietnam Veteran), OCVEC Treasurer. On Sunday Mike Kufchack (USMC E9 ret.) Military Liaison for IBEW Local 11; Charles Malen (USMC E5 Veteran) and Alex Figge (Recruiter) from Young's Market; Bruce Mofid (USMC E6 Veteran) of Capital One; and Adrian Gonzales (USMC E5 Veteran) of CapitalOne spoke to the class about their companies and how they can help them with the hiring process.



***Joseph Rocha (USMC E8 ret), Verizon Military Liaison, talks to the OSHA class about his own transition when he retired from the Marine Corps and how he can help veterans with Verizon opportunities.***



***Bill Cook, American Legion District 29 Commander speaks to the OSHA class about the American Legion, becoming a small business owner as a Disabled Veteran Business Enterprise and why it is important to ask for the "Veterans Discount" and say "I am a Veteran and I think you can help me."***

Bill Cook, American Legion District 20 Commander provided a rousing presentation on the history and importance of the American Legion to all veterans and the organization's efforts made by World War I veterans to create the GI Bill so the World War II veterans would have education benefits to come home too. Bill described the public's more favorable attitude and treatment of Iraq and Afghanistan veterans in comparison to what happened when he came home from overseas. Bill declared that there is still a feeling of guilt in America over the way the Vietnam era generation was treated and this has led to a plethora of programs and benefits available to the latest generation of veterans which he called "The Vietnam Veteran's Revenge" and he hoped they take full advantage of these opportunities, especially the chance to become their own Disabled Veteran Business Enterprise and become employers of more veterans and not just employees of someone else.



***Ken Jackson, US Army Vietnam Combat Engineer Veteran, talks to the Marines and Sailors about his transition experiences after the war, his career as an electrician in the IBEW local 47 and specific career opportunities and benefits that are available for veterans as an electrician apprentice in the IBEW.***

On Saturday afternoon, Neil Reich, Treasurer of the OCVEC and a Marine Mustang who served during World War II, Korea and 2 Tours in Vietnam spoke to the class about his experiences through three wars and 3 careers as a Marine, 28 year Orange County Sheriff and as a 20 year Veterans Service Officer for

Orange County who still helps veterans with VA benefits and disability claims. Neil's example of how to file a disability claim for Tinnitus (ringing in the ears) used his own experience after a North Vietnamese 140mm shell exploded near him during his 2nd tour in Vietnam and left him with hearing problems.



***Neil Reich (USMC ret.), the OCVEC Treasurer, talks to the OSHA class about disability claims and the North Vietnamese 140mm shell explosion that damaged his hearing.***

The second day of the OSHA 10 Hour Course began with Captain Jeremiah Dube' leading off and after the break the Marines and Sailors heard from Mike Kufchak, the recently retired 1st Marine Division Sergeant Major who transitioned in 2013 after a 32 year career. Mike talked to the Marines and Sailors about his desire to continue to give back to service members by helping them land careers and the IBEW Local 11 where the target enrollment for veteran electrician apprentices has been set at 50% per class.



***Mike Kufchak, the recently retired 1st Marine Division Sergeant Major, wakes up the OSHA Class with a rousing speech about the benefits and career opportunities in the IBEW Local 11 apprentice program.***

Mike Kufchak was followed by Charles Malen (USMC E5 veteran) and Alex Figge, Recruiter from Young's Market which is one of the largest liquor distributors in the United States. Charles talked about his infantry background and how it has translated into the civilian sector at his route sales job where he works with 32 clients and a daily "fire and forget" mission. Alex discussed Young's Market opportunities and their

commitment to hiring veterans and her role in the process. Young's Market hired 12 veterans in 2014 at their Tustin location and Alex described the different career pathways inside the company. Alex also made clear that there are great opportunities for veterans at Young's Market who are able to relocate to other areas such as Northern California, Arizona and Nevada.



*Alex Figge, a Young's Market recruiter, and Charles Malen, USMC E5 infantry squad leader veteran, talk to the OSHA class about Young's Market, career opportunities and the liquor distribution industry.*



*Caterer, Miguel Huertananicacio (USMC E5 veteran), grills hamburgers for the OSHA Class on grills donated by Home Depot for this event.*

After a few more modules on construction safety and a lunch of grilled hamburgers and hot dogs, the OSHA class heard from Bruce Mofid, USMC E6 Tank Mechanic Veteran, and Adrian Gonzales, USMC E5 Logistics Veteran, of Capital One. Both Bruce and Adrian talked about how they did not have programs like the OSHA 10 Hour Course to help them transition when they left the Marines Corps and how important it is to be able to hear from veterans about their industries and the challenges they will face. Bruce and Adrian talked about specific opportunities within Capital One and how neither had ever thought they would be so successful in the finance industry when they were transitioning out of the military. Bruce and Adrian reiterated to the class how important it is to apply what they learned in the military to be successful in the private sector because, according to Bruce, "It all applies, every bit of it."

At the conclusion of the OSHA 10 Hour Course the class was provided with an OSHA mandated test and a survey so that the instructors and event coordinators could hear directly from the participants and use the information to make these events even better in the future.

Responses to the Survey Question "**What was your expectation that you would get out of this OSHA 10 Hour Course and did we meet your expectation?**" included the following testimonials:

**Robert M. USMC E5** "This Course met my expectations which were very high, good job."

**Nicanor N. USN E8** "More than exceeds expectations."

**Bryan E. USMC E5** "I expected that I would gain a better understanding of Occupations Safety and the Careers in that Field. My expectations was exceeded."

**Lyle G. USMC E6** "To get the 10 Hour Certification. Greatly exceeded."

**Sammy M. USMC E3** "Its everything I expected because I've gained so much information this weekend."

**Michael P. USMC E4** "I did not expect to learn so much. I there would be a lot of information but the way it was taught helped me retain the information."

**Julio V. USMC E4** "Expectation was to learn more about work rules and rights on the job and yes."

**Rafael C. USN E6** "I was more than impressed with the class, was above expectation. Thank you for this great course and everything that came with it."

**Anthony A. USN E5** "Surpassed expectations. I would recommend this course."

**Kadnana C. USMC E8** "Learn more about the industry and how it works. The class over exceeded my expectation."

**James C. USMC E8** "Yes, it was great that you brought in the HR and Networking folks. Well run class and great support for the service members."

**Paul P. USMC E7** "This course surpasses all my expectation and I would recommend offering this class sooner to service members."

**Howard D. USN E6** "Everything was valuable, I have a deeper knowledge of the level of safety needed at this kind of work and the job searching connections were awesome. I highly recommend this course."

**Joshua G. USN E5** "My expectations were minimal, however I am now strongly considering a profession in the safety industry."

**George H. USN E6** "Expectations exceeded. I actually thought I was coming here for OSHA Training but gained so much more than that."

**Aaron V. USMC E4** "Expected to learn about safety but this was way more than that. Broke it down and also brought in other veterans to lead is in the right direction so we know what to do after we get out."

**Marwin A. USN E6** "Yes, I've met the expectation. I would highly recommend this course."

**Kevin B. USMC E7** "I expected an intro to safety and my expectations were met. The Instructors were knowledgeable, experienced and professional."

**Brandon P. USMC E5** "Expectations were exceeded. I want to do the 30 Hour Course."

**Roel D. USMC E5** "First I expected to a get a 10 Hour OSHA Card and I did. Second, I didn't expect to get more info on other sources for jobs and that was the best part of the class."

**Michael M. USMC E8** "I expected to receive a lot of information and yes, expectations were met."

**Alfred W. USMC E5** "I expected it to go way over my head but it exceeded my expectations as it was organized in a broad perspective to give us a better outlook in the 'real world'"

**Danny M. USMC E3** "My expectation was just getting basic understanding of safety for construction. My expectations were surpassed and I'm very grateful for attending the course. The networking with possible future employers was a very valuable part of this OSHA 10 Hour Course."

**Jarvis C. USMC E5** "Yes, all expectation was met and more."

**Richard H. USMC E7** "My expectation was to learn the basics of safety and OSHA. This class more than met my expectations, The information was presented in a professional manner."

**Adam R. USMC E4** "I had no concrete expectations, but this course was outstanding."

**David K. USN E5** "It greatly exceeded my expectations. I believe your policy of bringing people in that want to speak with, help and hire vets, has made me feel like this course was better than TRS."

**Heath M. USMC SSGT** "A better understanding of OSHA Regulations. All of the course was valuable."

**Tyler M. USMC E5** "I expected to come and only sit through boring classes. My expectations were completely wrong."

**Sean M. USMC E9** "Henry - Awesome, Professional, Knowledgeable. This course was what I expected. Absolutely recommend!"

**Aaron S. US Army Reserve E8** "My expectation was that I would get my OSHA 10 Hour Certification. My expectation was exceeded. Absolutely I would recommend!"

**Michael P. USN E7** "To learn some new skills, Yes, Great class. Awesome staff."

**Adriane P. USMC E5** "My expectation was to establish a baseline on safety. Yes it met my expectation."

**Kitt C. USMC E5** "To better identify safety hazards in the civilian sector. Yes, the course was well planned and instructed."

**Cesar M. USMC E5** "I thought it would be just a Safety Class but it was better than I expected and got a lot out of it."

**Kevin D. USMC E4** "Learn about safety to teach the guys I work with the instructors did teach me and MET my expectation. Absolutely great information."

**Benjamin S. USMC E6** "Actually this is my first time learning about OSHA and I will recommend and talk about it to my command."

**Ryan S. USMC E9** "I am the unit's Ground Safety Manager. I would recommend."

**Gary W. USMC E5** "Give me more of an insight on what OSHA is really about. Yes, I would recommend!"

**Daniel K. USMC E9** "Yes, The real world experiences that were taught by Henry and Jeremiah. I learned a lot of safety information that will help in my future employment. Also the guests that came to talk."

**Roje R. USMC E3** "My expectations were surpassed, I gained way more information than I thought I would receive."

**Adam V. USMC E8** "I would highly recommend."

**John J. USMC O3** "I figured I would learn some basic safety principles on a variety of subjects. My expectations were surpassed. I would definitely recommend the course."

**Irineo, G. USMC E4** "I would/will recommend to my Marines."

**Sergio T. USMC E5** "To obtain more detailed information on Safety and network with potential employers. Yes, having differing reps from companies give briefs was very beneficial. I would recommend this to others. It was great."

**Jayme K. USMC E8** "Yes, I'd recommend. I've got a few more years to retirement, so the transition aspect was an eye opener."

**Alex G. USMC E4** "I had no expectations, but I am really happy I chose to participate. It was a great experience, very informative and full of knowledge. The networking was big surprise. I would definitely recommend the course."



***Valor Hall, the Field Medical Training Battalion building where the VTS Military Reintegration Conferences for Marines, Sailors and Soldiers are held.***

Since April of 2014, 142 Marines and Sailors have received No Cost OSHA 10 Hour Safety Certification training to help them transfer their military experience into civilian job skills that match employer's needs so they can achieve seamless transitions into suitable jobs and maximize their economic potential. This saves taxpayers money because veterans become economic producers instead of government beneficiaries accessing unemployment benefits and social services. More importantly, work provides a direction and purpose that remedies symptoms of PTSD and prevents a host of predictable problems for veterans and their families such as anxiety, stress, substance abuse, addiction, criminal issues, domestic violence, divorce, homelessness and even suicide.

The Veterans Transition Support 501(c)(3) requests sponsorships, donations and corporate participation to continue these proven Military Reintegration Conferences that bring veterans together to train and mentor transitioning military personnel and prepare them for their inevitable transition into civilian society and help them land jobs in the workforce that are commensurate with their military experience.

To support the Military Reintegration Conferences for transitioning military personnel and veterans please contact Russell Levy JD at 714-322-8789 or RDLevy@live.com.



# VETERANS TRANSITION SUPPORT

## Veterans Transition Support sponsors the 2nd Military Reintegration Conference at the Navy Field Medical Training Battalion in Camp Pendleton, CA

During May and June, 2014 Veterans Transition Support ([www.veterantransitionsupport.org](http://www.veterantransitionsupport.org)) sponsored OSHA 10 Hour Construction Safety Courses for 48 Marines and 2 sailors at Camp Pendleton to help them transfer their military experience into civilian safety skills to enhance their value to an employer and introduce them to the Health and Safety Industry. Henry Miranda, Director of Safety for Kana Pipeline and a former USMC Staff Sergeant Combat Instructor who advanced from Warehouse Clerk to Director of Safety in 2 years by transferring his military experience into civilian safety job skills, instructed the course utilizing a curricula and style that mirrors the kind of instruction that Marines are conditioned for. The class was held in the Naval Field Medical Training Battalion Building which contains classrooms that are specifically designed for military instruction. The Orange County Veterans Employment Committee sponsored snacks and lunch which were prepared and served by Miguel Huertanicacio (USMC E5 veteran), Purchasing Agent for Kana Pipeline, and 2 VA Work Study Interns, Victor Acosta, a USMC E4 veteran, Intern at the Small Business Administration and current student at Orange Coast College and Christina Castillo a Staff Sergeant in the USMC Reserves 1st Civil Affairs Group and Grand Canyon College student who helped provide information on VA benefits and issues.



**Henry Miranda (right), Director of Safety for Kana Pipeline, and Russell Levy JD (left) 1st Vice Chair of the OC Veterans Employment Committee speak to the 2nd VTS OSHA 10 Hour Safety Class in the Field Medical Training Battalion Building at Camp Pendleton.**

On the second day a special presentation was provided by Neil Reich, Treasurer of the OCVEC and a retired Marine who served during World War II, Korea and 2 Tours in Vietnam. Neil spoke to the class about practical information they needed to know about VA benefits, insurance, disability claims, GI Bill, unemployment and numerous other topics and information he acquired over a 20 year post-military career as a Veteran Service Officer and 28 years he served on the Orange County Sheriff's Department. Neil's presentation was extremely well received, especially by the older Marines who understood the significance of an 86 year old World War II Marine coming to Camp Pendleton on a weekend to provide 19 and 20 year lance corporals with real-time actionable information on what to do when they transition

out of the Marine Corps. Neil's example of how to file a disability claim for Tinnitus (something he said all infantry, air wing, artillery, armor and engineering units will probably suffer) using his own experience when a North Vietnamese 140mm shell exploded near him during his second tour in Vietnam was a riveting story that few, if any, of the Marines will ever forget.



**(above) Neil Reich (USMC ret.), the OCVEC Treasurer, talks to the Marines and Sailors in the OSHA 10 Hour Safety Course about the North Vietnamese 140mm shell explosion that damaged his hearing and provides information on how to file a VA disability claim.**

In attendance were 25 Marines from the Engineering Department for the Combat Logistics Battalion 15 (CLB 15) as well as several Combat Engineers and 1 Navy SeaBee. All enlisted ranks were in attendance from Private First Classes to USMC Master Sergeants and there was even a US Navy Senior Chief from the new Naval Hospital at Camp Pendleton. 2 First Lieutenants from CLB 15 also attended course.

#### **Marines and Sailors who completed the VTS OSHA 10 Hour Courses**

Aaron O. USMC E6	Clark D. USMC E3	Nathaniel H. USMC E4
Abbott E. USMC E2	Felix H. USMC E6	Nickolas G. USMC 1LT
Alberto H. USMC E6	Fernando C. USMC E3	Ontario W. USMC E4
Aldo A. USMC E5	Francisco C. USMC CW03	Lucas R. USMC E6
Alex F. USN HMCS	Heriberto F. USMC E6	Richard C. USMC E6
Alfredo A. USMC E3	Isaiah K. USMC E5	Richard R. USMC E3
Anthony M. USMC E6	James B. USMC E6	Robert M. USMC E5
Bryan S. USMC E3	John S. USMC E3	Roy W. USMC E8
Cameron C. USMC E5	Jonathan H. USMC E6	Stephen S. USMC E3
Casey C. USMC E4	Jorge S. USMC 1LT	Steven W. USMC E3
Coleman R. USMC E3	Keon M. USMC E7	Tanisha P. USMC E3
Colten H. USMC E4	Matt N. USMC E2	Thomas M. USMC
Corey N. USMC E5	Michael B. USMC E4	Tyler C. USMC E4
Dan J. USMC E8	Michael S. USMC E4	Tyler T. USMC E3
Daniel B. USMC E2	Michael J. USMC E4 vet	Venzon A. USN E5 vet
Darell J. USMC E7	Michael T. USMC E6	Victor A. USMC E4 vet
Dave B. USMC E4	Michael U. USMC E2	Zachary F. USMC E3

At the beginning of the first day, Henry Miranda told the audience that the OSHA 10 Hour Certification Card they would earn for attending the class was important but the real task that lay ahead was transferring their military experience into civilian jobs skills that match employer's needs. These opening

remarks set the stage for the efforts during the breaks and lunch when networking connections were made by the VA Work Study Interns to their future plans and see what other assistance could be provided to help them achieve a seamless transition when they leave the service.

On the second morning the class was surveyed orally and out of 50 participants there were only 3 plans and 5 ideas. Only 1 participant indicated he had a job to go home too and he made a point to say that he was going to work for a family member. Another Marine was moving to the Midwest to start a farm but had no plan to raise the capital. Others had vague notions of applying for law enforcement jobs but no idea how long it takes or what they will do during the many months it will take to go through the process. Some of the participants were transitioning out of the service that weekend with no interviews, no plan and no job prospects. Most of the younger participants had plans to enroll in school on the GI Bill but had no real direction in mind. This portion of the OSHA 10 Hour Course soon devolved into a networking mixer of Marines telling other Marines about information or connections they had for each and had Neil Reich not arrived to give his presentation on VA benefits, the impromptu OSHA 10 Hour networking mixer may have lasted the rest of the day.

A typical example of the kind of interaction that happened during the lunch break occurred when a Marine Corporal walked up and said he was transitioning out of the Marine Corps on June 7th and asked if there were any connections to oil companies in Texas because his plan was to move to Houston to get into the oil industry. When queried about his job prospects and networking connections in Houston this Marine Corporal responded that he had no job, did not have any interviews lined up and only knew one Marine in Houston who was overseas on deployment. Obviously this was not much of a plan and there was a real possibility that this Marine could move to Texas, burn through his savings and end up unemployed and even homeless. During the conversation this particular Marine had expressed an interest getting his Commercial Driver's License so he was advised to remain in California for a little while longer where his network is strong, file for unemployment once he had his DD-214 so he could have some income without using up his savings and he was provided with a warm connection with a recruiter from California Career College who helped him enroll in their trucking school where he will even have placement assistance in Texas when he graduates. A potential disaster was averted!

The immense need for this OSHA 10 Hour Course to bring in Marines and Sailors for a weekend of instruction and one-on-one Career Management counseling can also be illustrated by the story of one young Marine Engineer E4 who hit his head on deployment and injured one of his eyes which went from 20/20 to 20/200 and disqualified him from military or civilian heavy equipment operation, truck driving and many other trades. This Marine has been working with heavy equipment since he was a boy growing up on a farm and it is all he ever wanted to do. He has had 4 unsuccessful operations and now he is being medically separated from the Marine Corps, cannot work in his primary skill set and does not know what to do to provide for himself or his family.

No less important was the story of the Senior Chief of the new Navy Hospital who retired on the day the OCVEC sponsored OSHA 10 Hour Course began. This 26 year Navy veteran had applied to more than 60 companies and had not even gotten a call back even though there is not a department in a hospital he has not worked in, supervised or managed and he just finished leading the seamless transfer of 2600 medical personnel from the old Navy hospital to the new state of the art facility in Camp Pendleton. By the Monday morning after the OSHA 10 Hour Course had ended his revised resume was sent to the Director of HR for UCI and UCI's Director of Employment Services to explore positions at UCI Medical Center.

All of the participants had their own story, their own unique circumstances and no easy answers as they face their inevitable transition into an unfamiliar world that is very different from the culture they are used

too. As the weekend wore on and the Marines realized there were people there to talk with them about their plans and their future the days grew longer. Even though the OSHA 10 Hour Course was scheduled to end at 4pm the instructors and interns did not finish speaking with all of the Marines seeking more information until almost 6pm. Even then, not everyone was given their first taste of individualized Career Management assistance because emails began to arrive from Marines talking about their situation and requesting help with their transition.

The efforts to help these Marines and Sailors did not end with the second day of the OSHA 10 Hour course and Career Management Workshops and individualized Career Management resume writing and coaching were provided. In March and April, 2014, Veterans Career Management Workshops were conducted at Camp Pendleton for Combat Logistics Battalion 15, in Bell, CA for the 3rd Anglico Marine Corps Reserve unit and every Wednesday evening at the South Orange County Veterans Center in Mission Viejo where the counselors determined there was a need for Career Management Services for their PTSD and TBI patients as work is a well-known remedy that greatly lessens PTSD symptoms.

The week after the OSHA 10 Hour Course, a 3 session Veterans Career Management Workshop began that included 6 Marines and 1 sailor at the Veterans Center on Crown Valley Parkway in Mission Viejo. The Veterans Career Management Workshops were facilitated by Russell Levy JD, Christina Castillo, (E6 USMCR), retired Army Recruiting Battalion Master Trainer Sergeant First Class Robert Ruiz and Charles Malan, a recently transitioned Marine E5 Squad Leader who is in school on GI Bill and was unemployed when he first participated in the Veterans Career Management Workshop in May of 2014 but landed 2 jobs within 30 days of taking the Veterans Career Management Workshop. During the interviewing and non-verbal communications portion of his first class, Charles said the information sounded like the USMC Combat Hunter's Course and he was told it was the same information that is taught in interrogation school, recruiting school or sales training. Charles was asked to tell the class what he learned in Combat Hunter's Course and his instruction was so good that he was asked to teach Combat Hunter's Nonverbal Communication skills at the South Orange County Veterans Center. During May and June of 2014, Charles facilitated four (4) Nonverbal Communications and Interviewing Workshops for veterans and transitioning military personnel using the same skills he learned as White House Security Detail and company Combat Hunter instructor.



*(above) Charles Malan (USMC E5) former OIF and OEF Squad Leader, White House Security and company level Combat Hunter's Instructor teaches Nonverbal Communications and Interviewing to Marines and Veterans at the South OC Veterans Center in Mission Viejo, CA.*

One of Charles' students was the retired Navy Senior Chief from the OSHA 10 Hour class mentioned above who used the information on Nonverbal Communication and Interviewing to land a job that is directly in-line with his intention to get his Master's degree and counsel veterans. The Senior Chief

practiced the interviewing and interpersonal communication techniques and did so well in his interview for a veterans vocational rehabilitation service that the original offer given orally in the interview was increased in a follow up email from \$20 to \$25 per hour, his hours were increased from 20 hours to 30 hours and he was given a 6 month commitment before he even had a chance to draft a counteroffer.



*(Above Left) Doug Fenstermacher (Retired Army Sgt.Maj. and Director of Training) in the center, Henry Miranda (Director of Safety) on the left and Mike (Job Site Superintendant) in the back, have a tailgate meeting with Robert M. (USMC E5 Combat Engineer) and Arcello V. (USN E5 SeaBee) before they operate the heavy equipment to see if there are skill gaps that need to be addressed for civilian construction sites.*

*(Above Right) Robert M., USMC E5 Combat Engineer, shovels dirt for his Kana Pipeline interview and was hired into Kana Pipeline's Job Site Superintendant Training Program.*

The lessons learned from the field tryouts provided Kana Pipeline with information to show Combat Engineers and SeaBees what they need to learn and practice to transition into the construction industry.

When news of Robert M's unprecedented opportunity to start a management training program before he EAS'd, several other Marines expressed interest in the Kana Pipeline program. Arrangements were made for three (3) Marine Engineers from the 1st Engineer Battalion to participate in a 3 week, 120 hour, Job Site Superintendent Management Training Course alongside Kana Pipeline's other management trainees where they earned OSHA 30 Hour, Confined Space, Excavation and Soil Mechanics, Traffic Control and First Aid/CPR Certifications. The OCVEC provided \$150 for each Marine (\$450 total) to help defray any costs associated with allowing the three Marines to participate in the Kana Pipeline training program which normally costs \$1600 to take these construction certification courses.

On July 7 2014, SGT Michael G. (Heavy Equipment Operator), SGT Jered G. (Heavy Equipment Operator) and SGT Ben B. (Construction) joined former Marine Engineer, Robert M. (USMC E5 Heavy Equipment Operator), who separated on June 25, 2014, and 3 other trainees which included an Air Force veteran and an Army veteran. Ben, Jared were given Temporary Duty Orders by their Battalion to attend the 3 week Kana University Job Site Superintendent Course so they would not have to use up their Leave time. Michael initially took 30 days Leave in order to make sure he could attend the course. Fortunately, Michael's considerable investment in his own future was later rewarded when his Leave time was retroactively changed to Temporary Duty Orders since the knowledge acquired during the 3 week program will help other Marine Engineers prepare for the civilian construction industry.



*(Above) Henry Miranda, Kana Pipeline's Director of Safety and former USMC Combat Instructor, instructs (front to back) SGT Michael G. (Heavy Equipment Operator), SGT Jared G. (Heavy Equipment Operator), SGT Ben B. (Construction) and former Marine Engineer, Robert M. (USMC E5 Heavy Equipment Operator) alongside the other management trainees in red t-shirts on Day 1 of Kana University's Job Site Superintendent Training Program. "This is a really great program you have given to our Marines. I can't thank you enough for your amazing efforts in helping these men with their transition into their next career." 1stSgt Jason P. 1st Combat Engineering Battalion; "Thank you for the pictures!! That is exciting!! I need to get all of my resume info to you so they can train a SgtMaj. Thanks again for everything you do." SgtMaj. Dan K.*

On July 16 2014, Sgt. Ben B. reported that the active Duty Marines in Kana University were getting "great experience" in the Job Site Superintendent training program and that they had been told they had a place at Kana Pipeline if they want to work for them when they leave the Marine Corps in the following email:

*Mr. Levy,*

*Everything at Kana is going great. All of us have learned a lot and it has been a great experience all around. Yesterday Henry pulled the Marines to the side and told us he was confident that we had a place if we decided to work for them, so at least we have some options out there.*

*As you mentioned above about me being able to help the other Marines at CEB, I was going to talk to 1stSgt. Jason P. about me being the representative for the company if I went and worked for them at the veteran functions that you are hosting. This way I would be able to help the service member, yourself, and the company.*

*Ben*



**Robert M. (USMC) (2nd from left) stands next to OSHA Instructor and Director of Safety, Henry Miranda (USMC) as SSGT Michael G., SGT Jered G. and SGT Ben B. graduate from the 3 week Kana University OSHA 30 Hour Safety Course. Sgt.Maj Dan K., (back row on the right), visited Kana Pipeline to see the graduation and learn what Marine Engineers can do to prepare themselves for seamless transitions into the construction industry.**

On July, 25, 2014 the three (3) Marines graduated from the OSHA 30 Hour Kana University program with an inside view of the construction industry and an opportunity for a seamless transition into a \$100,000 per year Job Site Superintendent career that is suitable for their military experience. However, the four (4) Combat Engineers are not the only beneficiaries of the OSHA 10 Hour Safety Course and the follow up Veterans Career Management Workshops and Veterans Business Networking and Matchmaking Events. Equally important are the 3 wives and 4 children who will not have to endure the trauma of watching their patriarch "wander in the wilderness" after discharge either unemployed or underemployed like so many millions of veterans before them who could not find suitable work and suffered from stress, strain, anxiety, confusion, anger and bitterness that can lead to mental health issues, increased symptoms of PTSD, depression, violence, substance abuse, alcoholism, drug addiction, DUI's, domestic disputes, divorce, criminal records and even suicide.

Veterans Transition Support believes that it is wasteful and unnecessary to wait until military personnel leave the service before transferring their military experience into civilian job skills. Providing civilian certifications, individualized Career Management coaching and business networking and matchmaking events for transitioning military personnel saves taxpayers money in unemployment benefits, social services costs and prevents incalculable economic and emotional damage to millions of veterans, their dependents and the American economy because military personnel can achieve seamless transitions and become immediate economic producers instead of government beneficiaries. Since April of 2014 the 76 Marines and Sailors have been certified in OSHA 10 Hour Safety with follow up Veterans Career Management services and Veterans Business Networking Events to help transitioning military personnel achieve seamless transitions into jobs that are suitable for their military experience.

Below are the testimonials of the Marines and Sailors who attended the 2nd Veterans Transition Support Military Reintegration Conference.

**Anthony M. (USMC E6)** Initially I just wanted a certification. Now seeing the commonality in my MOS to the OSHA inspection I have become very interested in pursuing this line of work as I can now identify hazards or wrong practices on site from just passing. I would definitely recommend this Course and I already have. All was great...on-site chow, snacks, breaks, great location, use of media etc.

**Alex F. (USN E8)** This course was very informative and entertaining. It met the expectation of knowledge of OSHA Requirements. The Networking with Russell and Henry were good help.

**Roy W. (USMC E8)** I expected to get 10 hours of lecture on safety dealing with oil field construction and I got much more than that. The covered all areas of safety and the most valuable part was finding out that I have done for most of my career.

**Michael U. (USMC E2)** Expectations were exceeded beyond what I thought it was going to be. Most definitely recommend this course to all, even to those not interested in a Safety Career.

**Jonathan H. (USMC E4)** This extra training was a good thing and I have a better understanding for safety in the civilian sector.

**Arcello V. (USN E5)** My expectation was high I learned more than I came for. I learned a lot about OSHA but the networking is the best part. I will recommend this to my friends.

**Clark D. (USMC E3)** The class exceeded my expectations. I learned a lot of new stuff in construction that I did not know when I worked in the industry. The class was great and I would recommend it.

**Alberto H. (USMC E5)** I learned how out everyday military duties have a direct correlation to OSHA practices and the course went well I will recommend it.

**Darell J. (USMC E7)** I came open minded to learn the material and the safety measures were great in how it ties into the everyday life of what we do. I would definitely recommend this course to a friend.

**Michael T. (USMC E6)** The most valuable part of the class for me is the certification of the knowledge and obtaining the proof that say "Yes, I know what I am doing." I would absolutely recommend this course. It was great.

**Isaiah K. (USMC E5)** Yes, the course met my expectation. A+. The most valuable part was the OSHA 10 Hour Certification and the networking.

**Steven W. (USMC E4)** The course met my expectation. It was a learning experience on Safety and I would recommend everyone take this class. It work at a Weapon and Field Training Battalion. It would be nice for Russell to come by there. There are a lot of Marines without plans for when they get out and they have a year and a half left.

**James B. (USMC E6)** This course was recommended by a friend because of my interest in Safety. The information and networking was valuable and hearing stories from other veterans. I would recommend this course. No improvements needed.

**Robert M. (USMC E5)** I was referred by Russell to make myself more marketable and I did not know what to expect but it met my expectation. The networking gained was valuable as was the different ideas for jobs. I would recommend this course and I wouldn't change anything.

**Lucas R. (USMC E6)** I came to understand more safety regulations and the course met my expectations. The networking and understanding of OSHA was most valuable. I absolutely recommend this course.

**Keon M. (USMC E7)** This course met my expectations and gave me tools to use within my current job field. The examples given within the instruction of the course helps to identify the information with safety standards within the Marine Corps. It will allow safer practices with my job and surrounding area. I would recommend this course.

**Hansy F. (USMC E6)** My expectations were met and the most valuable part was networking and meeting veterans. I would recommend this class and will pass this information to my Officer in Charge.

**Michael S. (USMC E4)** I expected to cover basic construction safety and this course met my expectation. I am more aware of the details of safety in the workplace. I would absolutely recommend this course to other vets.

**Aaron A. (USMC E6)** To me the most valuable part of the class was the intro to safety and the fact that I have been doing this same thing for years. I would recommend this course.

**Dan J. (USMC E8)** My expectation was to learn more about safety as it applies to the civilian world and you met my expectation. The most valuable part was learning there is a large market for safety personnel and the requirements that you need to be certified. I would recommend this course and the only suggestion is to have more of these classes.

**Felix H. (USMC E6)** The most valuable part of the course was the introduction to OSHA because it gave me an idea of what it was all about. I would recommend this course and other course for OSHA.

**Francisco C. (USMC E9)** I came to this class to get some insight into getting myself on the path to get ACHST Certification and my expectations were more than met by Russell and Henry. This class ties in with some of the things I have done in the service as a Motor T Marine and I would recommend it to anyone in or out of the service. It is a great way to network.

**Colton H. (USMC E4)** I thought it was going to be a basic safety course but it turned out to be a lot more than that and I learned a lot from this course. This class was an eye opener for me and I couldn't be happier with this course.

**Ontario W. (USMC E4)** I learned more than I expected, especially about how much OSHA is to companies and how serious Safety is. I would recommend this course and in fact I already did.

**Corey N. (USMC E5)** I gained general knowledge in safety and my expectations were met. The electrical part of the course was very valuable as it taught me to be more cautious when dealing with electrical wires. I would recommend this course to anyone.

**Aldo A. (USMC E5)** This course over exceeded all expectation. I personally would like more courses like this to learn and discover about different opportunities that are out there for us.

**Michael J. (USMC veteran)** I was hoping to add to the knowledge and skills I learned from Ground Safety Course in the Marine Corps and I did. All of it was information and I would recommend to all veterans and encourage all Marines in supply or other fields to take this class.

**Nicholas G. (USMC O2)** My command recommended this course as a direct relation to my current job field and it met my expectation. The most valuable part of this course was learning how safety can benefit the workplace and how it is properly implemented. I absolutely recommend this course.

**Cameron C. (USMC E5)** I expected to learn more safety procedures directed to my job and I learned a lot more than I expected. I would definitely recommend it to anyone.

**John S. (USMC E3)** I was told to come to this course and I learned about possible options after my service. The most valuable part was the networking and I would recommend this course.

**Tyler T. (USMC E3)** My whole detachment had to come to this course and I did not know what to expect but it opened my eyes. Everyone should come to this class.

**Alfredo A. (USMC E3)** I was told to come by my NCO's and I had no expectation but it certainly is a great and helpful program. Certainly something everyone should be introduced to. The most valuable part of the class was their willingness to network with everyone around them.

**Bryan S. (USMC E3)** I was told to come by the command. Everything was valuable and I recommend this course.

**Matt Nielsen (USMC E2)** Our entire detachment came together. We have a lot of Marines who are going to EAS so it was a good idea. I learned a lot of rules and guidelines I never expected and my expectations were made. I would recommend this course.

**Jorge S. (USMC O2)** I was recommended by my command and my expectations were met. The most valuable part of the course was the networking and career progression development. I recommend this course to anyone pursuing a career in construction, industrial work or any job related to job site safety. Also to anyone has a job that requires safety measures on a job site.

**Tanisha P. (USMC E3)** My entire Engineering Department came and I expected to learn about safety and it exceeded my expectations. This course gave me a lot of tools for my future.

**Danny B. (USMC E2)** I had no expectations but OSHA covered the safety requirements and the most valuable part to me was the safety and I will continue to use what I learned today.

**Tyler C. (USMC E4)** I was forced to come but I learned a lot. I thought it would be boring but it was exciting. I recommend this course.

**Nathaniel H. (USMC E4)** This course was mandated to gain knowledge and certification on workplace safety. I would recommend this class as it was as entertaining and informative as possible.

**Richard C. (USMC E5)** I was told to come to this class and I had no expectations. The most valuable part was learning that there are real jobs out there that this can help you get. There is good money to be made in safety and I recommend this course.

Veterans Transition Support needs corporate sponsorships, corporate recruiting participation and donations to continue these proven Military Reintegration Conferences that bring veterans together to mentor and train Marines, Sailors, Soldiers and Reservists so they can transfer their military experience into civilian job skills and land jobs suitable for their level of military experience.

To support, sponsor or participate in these proven Military Reintegration Conferences please contact Russell Levy at (714) 322-8789 or [rdlevy@live.com](mailto:rdlevy@live.com) or [www.veterantransitionsupport.org](http://www.veterantransitionsupport.org).



# Veterans Transition Support

**Veterans Transition Support (VTS) sponsors the 1st Military Reintegration Conference at the 1st Civil Affairs Group Building at Camp Pendleton, CA**

On April 12-13, 2014, Veterans Transition Support (VTS) sponsored the 1st Military Reintegration Program for 26 Marines and Sailors at the 1st Civil Affairs Group Building in Camp Pendleton, CA to transfer military experience into civilian job skills with a "No Cost OSHA 10 Hour Construction Safety Training Course" and provide a venue for veteran business leaders to talk about their industries and network with transitioning military personnel.



**(above) 26 Marines and Sailors attend the VTS Military Reintegration Conference and earn their OSHA 10 Hour Construction Safety Certification at no cost to the service members.**

Henry Miranda, a USMC veteran, former staff combat instructor at the Camp Pendleton School of Infantry and current Director of Safety for Kana Pipeline, provided OSHA 10 Hour Safety Instruction to the class of 26 Marines and Sailors as well as his story of advancing from a Warehouse Clerk position to Director of Safety in 2 years.



**(above) Henry Miranda, USMC veteran and Director of Safety for Kana Pipeline provides OSHA 10 Hour Safety Training to 26 Marines and Sailors at no cost to the service member.**

The VTS OSHA Military Reintegration Conference was set up by Bryan Parker, USMC veteran and current Family Readiness Officer for First Civil Affairs Group and 3rd Anglico in Bell, CA.

Bryan marketed this unprecedented program to the Marine units, followed up on questions, prepared a roster and ensured that VTS had everything it needed despite the short notice.

The OSHA 10 Hour Course started with Doug Fenstermacher, a 30 year retired US Army Command Sergeant Major who served two tours in Vietnam, Desert Storm and Bosnia. Doug told the Marines and Sailors how military experience translates directly into the construction industry and the importance that networking plays in the successful transition from the military to civilian sector in creating long term business opportunities. Doug also described his Superintendent Training Course and how he looks for veterans train into superintendents because military experience provides an advantage that cannot be learned in school.

Doug was followed by Lt.Col. AJ Munro, the Division Manager of Veolia Environmental Services who came over from his USMCR Duty Station in his uniform. AJ addressed the class with the challenges he faced transitioning from active duty to the civilian sector and he stressed the importance of classes like the OSHA 10 Hour Safety Course to transfer military experience into job skills that civilians can understand.

AJ also spoke about Veolia and the importance that safety plays in the oil and gas industry and how safety is a career track in the largest and most profitable industry in the world. AJ emphasized how important it is for Marines to tie into the Marine Corps network and use networking with other veterans as a primary tool to achieve their goals. AJ said he wants to be surrounded by the same kinds of people he served with in the Marine Corps and they should look for that too when they get in a position to hire people.

Henry Miranda's OSHA 10 Hour Construction Safety Course went on for two days and consisted of a mixture of real world examples, military analogies, practical tips and different types of media to illustrate the role of a Safety professional and the important aspects of OSHA in the construction industry.

Mark Middleton, a USMC veteran and former E5 Combat Instructor, had just returned from Germany where he had been providing security at a Secret Facility and he taught one section of the course to show the class that a veteran does not have to be a Director to teach OSHA.

Below are the testimonials from the Marines and Sailors who attended the VTS Military Reintegration Conference and earned their OSHA 10 Hour Construction Safety Certification:

**Wilfred R. (USMC O5)** The course is relevant to Marines.

**Jason P. (USMC E8)** My expectations were met and I will recommend the class to my peers and friends/coworkers.

**Jerry J. (USN E8)** Thank you for the opportunity to attend this class and thank you for your time and effort setting it up.

**Max R. (USMC E8)** A lot of the topics are things that the Marine Corps does but didn't categorize on how OSHA is responsible of the same topics and dangers in work sites.

**Phillip V. (USMC E7)** I would have to say the whole class was valuable.

**Evans F. (USMC E6)** I was expecting a much dryer and stagnant experience but Henry made it entertaining and interesting.

**Christina C. (USMC E6)** The class was way better than what I expected because of the use of ideas, pictures and class interactions.

**Thomas L. (USMC E6)** The course exceeded my expectations. The Instructors and Presenters took a genuine interest in the welfare of the students.

**Ronald J. (USMC E6)** My expectations were exceeded and I would recommend the course.

**Stephen S. (USMCE6)** My expectations were met and then some. The most valuable part was meeting all the outside vets and I recommend this course to anyone in a heartbeat.

**Harold L. (USMC E5)** Yes, you met my expectation to learn more about what OSHA is.

**Tony P. (USMC E5)** My expectations were met and I am recommending this course to my friends.

**Emmanuel M. (USMC E5)** This course was beneficial and met my expectations.

**Antoine T. (USMC E5)** How to keep workers safe were really valuable to me. All the small steps or details to keep in mind when working will be an advantage for me.

**Genero A. (USMC E5)** I would recommend this course.

**Miguel H. (USMC E5 veteran)** I would recommend this course.

**Jacqueline M. (USMC E4)** You men definitely taught me a lot more than I was expecting. I learned the importance of networking and the available options when I get out.

**Robert O. (USMC E4)** I liked the Hazardous Communication portion because I plan on returning to my home state and becoming an Industrial Hygienist.

**Nanci E. (USMC E4)** I recommend this class to anyone because it is something everyone should know.

**Joseph M. (USMC E4)** I did not know much about OSHA before this course and I learned a lot of interesting information.

**Dennis O. (USMC E4)** I learned a lot and will be taking away life-long information.

**Greg M. (USMC E3)** This course has helped. I now have a bigger and open view on Safety and how to take action and prevent injury or death.

**Zachary Z. (USMC E3)** My expectations were reached.

**Derek D. (USMC E3)** This class exceeded my expectations by showing more job opportunities. I would recommend this class to anyone.

**Brandon B. (USMC E2)** The instructor was very knowledgeable.