

The background of the slide features a repeating pattern of stylized human figures. Most are grey, but one figure on the left side of the central text box is red with its arms raised in a celebratory gesture.

# Labor Market Info

Terry Cowan, DOL VETS



## 3 Fundamental Concepts

**DEVELOP YOUR  
BRAND**

**THINK LIKE AN  
EMPLOYER**

**MAXIMIZE YOUR  
RESOURCES**

# Referrals and Retention

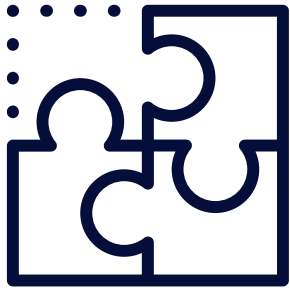
Report employee retention and turnover is their biggest challenge.

**47%**  
OF HR TEAMS

**48%**  
OF BUSINESSES

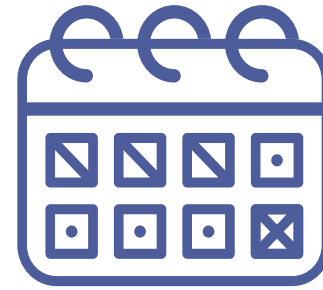
Claim that their best hires come from employee referrals

## 30 in 3



84%

of recruiters have reported that **culture fit** has become a key factor when hiring.



30%

of new hires resign in the first three months of employment.

# Know the Need

**WHILE 72%**  
**OF HIRING MANAGERS**  
CLAIM TO WRITE CLEAR &  
INFORMATIVE JOB  
DESCRIPTIONS



**ONLY 36%**  
**OF JOB CANDIDATES**  
AGREE WITH THIS  
ASSESSMENT

# Why Is Analyzing A Job Posting Important?

1. Uncovers tasks
2. Makes a connection
3. Identifies additional requirements
4. Helps you write STAR statements
5. Provides exact wording

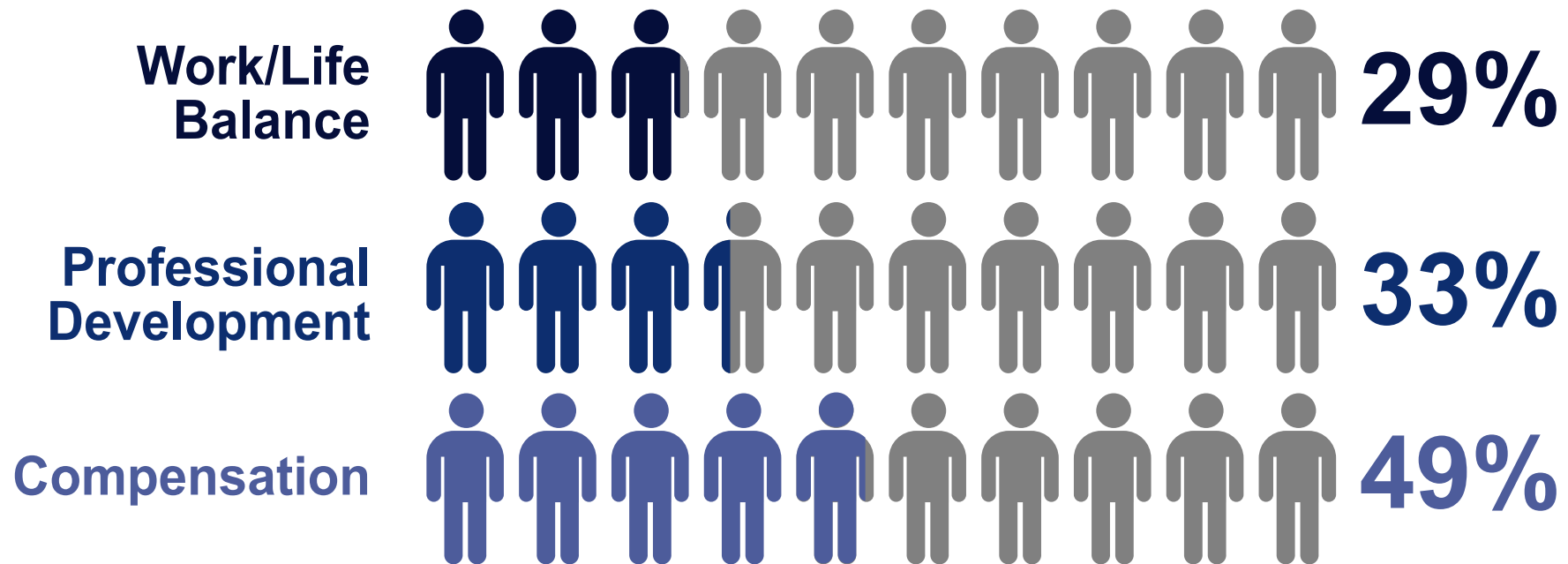


# It's Finally About You !

## MOST IMPORTANT FACTORS FOR CANDIDATES TO ACCEPT A JOB OFFER

*% of Candidates Who Find it Important*

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# Historic Market

## Unemployment Rate below 3.5%

As of January 2023, the preliminary unemployment rates for states, including the District of Columbia, was **3.4%**

- [Unemployment Rates for States \(bls.gov\)](https://www.bls.gov/charts/unemployment-rates-by-state/)





# Why is Labor Market Information Important?

## Market Value Statement

*Market value can be defined as the price “**your**” knowledge, skills, and abilities would bring based upon the industry and location of the position.*

# Market Value Formula

$$K + S + A = \text{VALUE}$$

**Market Values**

**Real-Time Intelligence 9,091 JOB POSTS**

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**Certifications**

**SECRET Clearance 1,166 Active Job Ads**

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**Hard Skills**

**MS Office Sales Computer Languages**

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**Soft Skills**

**Communication (Verbal and Written) Cooperative  
Team Player**

# How Hiring Occurs

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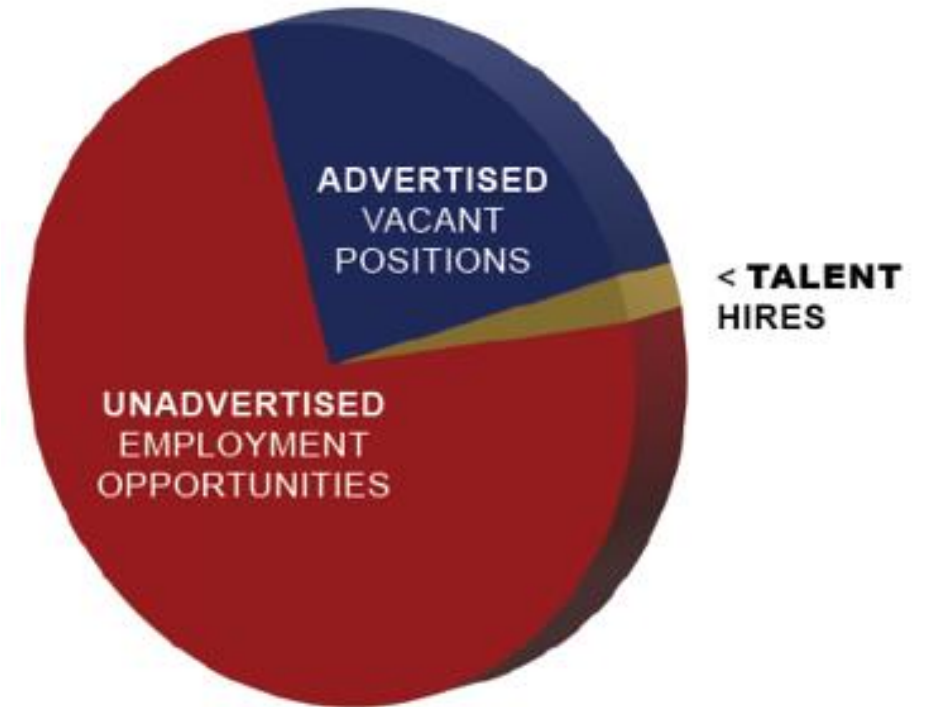
Advertised

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Unadvertised

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Talent Hire



# Veteran Ready Employers

**USAJOBS**



MAXIMIZE YOUR  
**RESOURCES**

# Employment Wages



U.S. BUREAU OF LABOR STATISTICS

**salary**.com®

**glassdoor**

**Calculator.net**

- **U.S. Bureau of Labor Statistics**

<https://www.bls.gov/oes/home.htm>

- **Salary.com** <https://www.salary.com/>

- **Glassdoor.com** <https://www.glassdoor.com/Salaries/know-your-worth.htm>

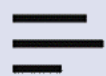
- **Calculator.net** <https://www.calculator.net/salary-calculator.html>

# Cost of Living Calculators

- **Numbeo.com** <https://www.numbeo.com/cost-of-living/>
- **Bankrate.com**  
<https://www.bankrate.com/calculators/savings/moving-cost-of-living-calculator.aspx>
- **SmartAsset.com** <https://smartasset.com/mortgage/cost-of-living-calculator>



**NUMBEO**



**Bankrate**

**smartasset™**



# Activities and Workshop Materials



**Participant  
Guide**

**Worksheet**

**Resource  
Guide**

Access the Workshop  
Materials,  
[dol.gov/EFCTmaterials](https://dol.gov/EFCTmaterials)







AJCs offer training referrals, career counseling, job listings, and other employment-related resources.

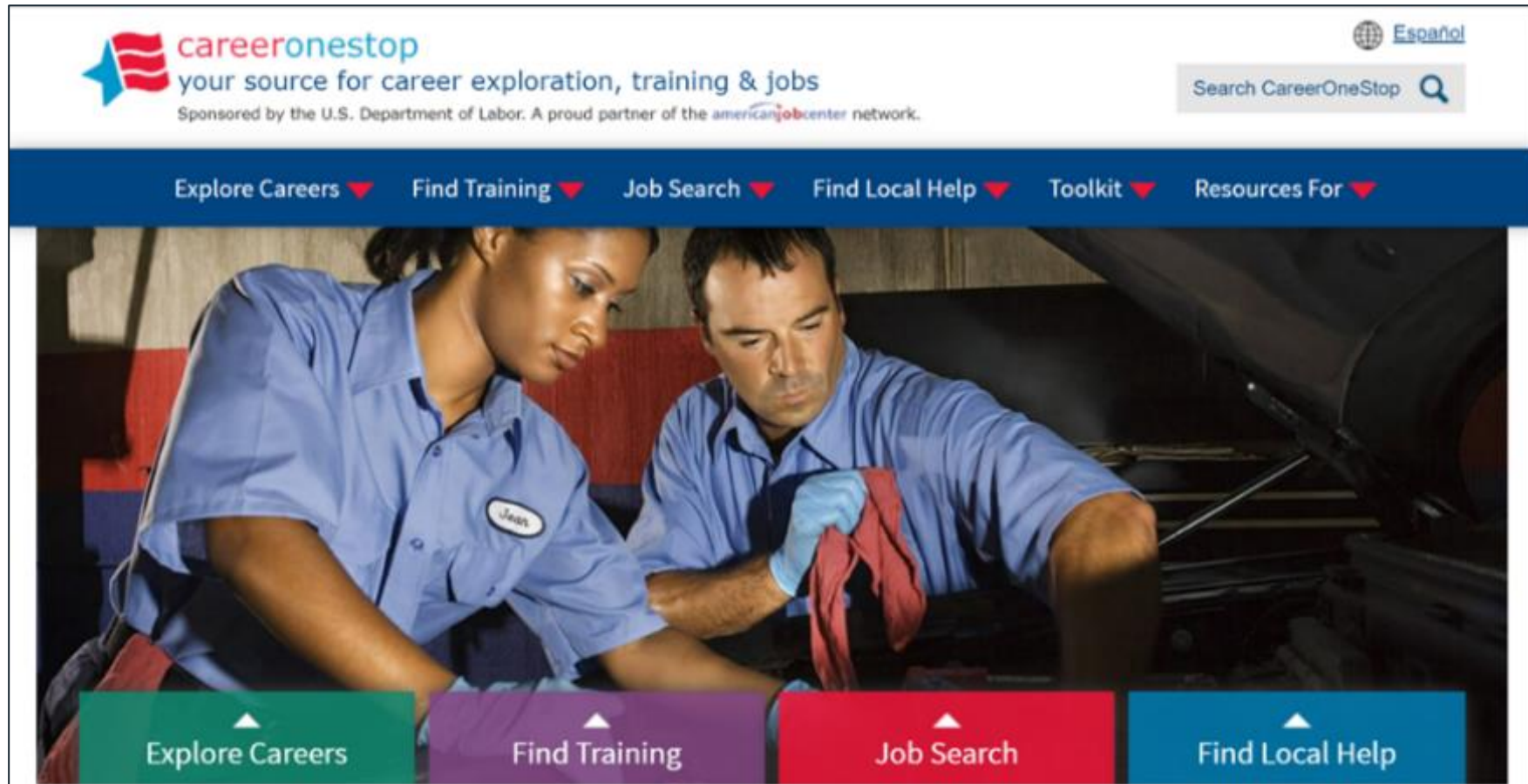
For more information, visit [CareerOneStop.org](https://www.CareerOneStop.org)



With over 2,400 centers  
nationwide, the AJC serves almost  
**one million** veterans each year.

For more information, visit [CareerOneStop.org](https://www.CareerOneStop.org)

# What is CareerOneStop?



<https://www.careeronestop.org/>



CareerSource  
OKALOOSA | WALTON

[careersourceokaloosawalton.com](http://careersourceokaloosawalton.com)

# Veteran Services



409 Racetrack Road  
Fort Walton Beach  
850.833.7587

761 North 20th Street  
DeFuniak Springs  
850. 892.1240  
ext. 5167

# MY NEXT MOVE



You've served your country. Now you're ready for a new challenge.

## What do you want to do for a living?



"I want to be a ..."



### Search careers with key words.

Describe your dream career in a few words:

Examples: doctor, build houses

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



### Browse careers by industry.

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

"I liked my last job."



### Find careers like your military job.

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

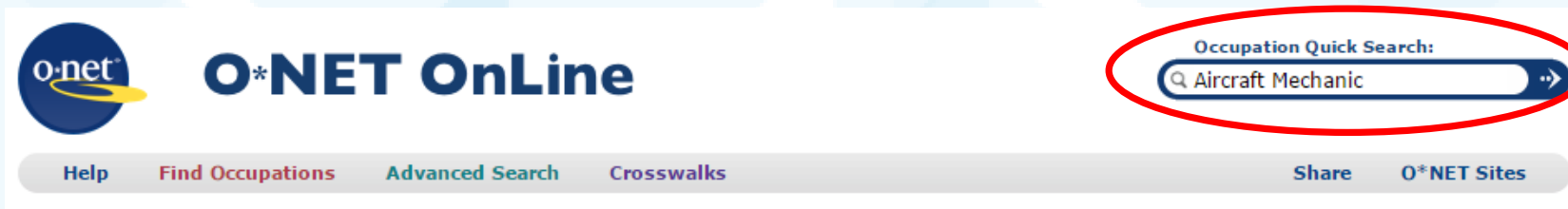
Examples: 0963, radio chief



Go to <http://www.onetonline.org>

Under “**Occupation Quick Search**”, enter keyword(s) of occupation title and then either press “**enter**” or click the arrow immediately to the right.

For this example we want to find Aircraft Mechanics, so the keyword “**Aircraft Mechanic**” was entered.



In the list of returns, find the link that most closely matches your interest.

For this example “**Aircraft Mechanics and Service Technicians**” is our best match; click the link.

We will use this title when we perform our search on the FREIDA website later.

In the list of returns, find the link that most closely matches your interest.

For this example “**Aircraft Mechanics and Service Technicians**” is our best match; click the link.

## Quick Search for: Aircraft Mechanic

Showing top 20 occupations for **Aircraft Mechanic**. Closest matches are shown first.

<u>How do they match?</u>	Code	Occupation
	49-3011.00	<a href="#">Aircraft Mechanics and Service Technicians</a>
	51-2011.00	<a href="#">Aircraft Structure, Surfaces, Rigging, and Systems Assemblers</a>  Green
	53-6051.01	<a href="#">Aviation Inspectors</a>
	49-2091.00	<a href="#">Avionics Technicians</a>
	53-1011.00	<a href="#">Aircraft Cargo Handling Supervisors</a>
	53-2012.00	<a href="#">Commercial Pilots</a>
	55-3012.00	<a href="#">Aircraft Launch and Recovery Specialists</a>
	17-3024.00	<a href="#">Electro-Mechanical Technicians</a> 
	53-2011.00	<a href="#">Airline Pilots, Copilots, and Flight Engineers</a>
	17-2011.00	<a href="#">Aerospace Engineers</a> 
	53-2022.00	<a href="#">Airfield Operations Specialists</a>
	55-3011.00	<a href="#">Air Crew Members</a>
	55-3014.00	<a href="#">Artillery and Missile Crew Members</a>
	49-1011.00	<a href="#">First-Line Supervisors of Mechanics, Installers, and Repairers</a>  Bright Outlook 
	49-9061.00	<a href="#">Camera and Photographic Equipment Repairers</a>
	51-4041.00	<a href="#">Machinists</a>  
	55-1012.00	<a href="#">Aircraft Launch and Recovery Officers</a>
	53-2021.00	<a href="#">Air Traffic Controllers</a>
	49-9043.00	<a href="#">Maintenance Workers, Machinery</a>
	49-2094.00	<a href="#">Electrical and Electronics Repairers, Commercial and Industrial Equipment</a> 

Under “**Sources of Additional Information**”, click on the occupational link (“**Aircraft Mechanics and Service Technicians**” for this example)



This will open a Bureau of Labor Statistics link summary page, providing National

“**Quick Facts**” about the selected vocation. After reviewing the information, click on

“**How to Become One**” to learn about the Education, Training, Licenses,


Certifications, Registrations, Etc. requirements specific to that vocation.



# OCCUPATIONAL OUTLOOK HANDBOOK



## Aircraft and Avionics Equipment Mechanics and Technicians

PRINTER FRIENDLY 

Summary

What They Do

Work Environment

How to Become One

Pay

Job Outlook

State & Area Data

Similar Occupations

More Info

### Summary

#### Quick Facts: Aircraft and Avionics Equipment Mechanics and Technicians

2021 Median Pay 	\$65,550 per year \$31.52 per hour
Typical Entry-Level Education 	<a href="#">See How to Become One</a>
Work Experience in a Related Occupation 	None
On-the-job Training 	None
Number of Jobs, 2021 	151,400
Job Outlook, 2021-31 	6% (As fast as average)
Employment Change, 2021-31 	9,000




#### What Aircraft and Avionics Equipment Mechanics and Technicians Do

Aircraft and avionics equipment mechanics and technicians repair and perform scheduled maintenance on aircraft.

#### Work Environment

Aircraft and avionics equipment mechanics and technicians work in hangars, in repair stations, or on airfields. The environment can be loud because of aircraft engines and equipment.

#### How to Become an Aircraft and Avionics Equipment Mechanic or Technician

Most aircraft and avionics equipment mechanics and technicians learn their trade at an [Federal Aviation Administration](#)  (FAA)-approved aviation maintenance technician school or on the job. Some learn through training received in the military.

## Below is an excerpt from the “How to Become One” for Aircraft and Avionics Equipment Mechanics and Technicians.

Installation, Maintenance, and Repair

### Aircraft and Avionics Equipment Mechanics and Technicians

EN ESPAÑOL PRINTER-FRIENDLY

Summary What They Do Work Environment **How to Become One** Pay Job Outlook State & Area Data Similar Occupations More Info

#### How to Become an Aircraft and Avionics Equipment Mechanic or Technician

About this section ?

Many aircraft and avionics equipment mechanics and technicians learn their trade at an FAA-approved aviation maintenance technician school. Others enter with a high school education or equivalent and are trained on the job. Some workers enter the occupation after getting training in the military. Aircraft mechanics and avionics technicians typically are certified by the FAA. See [Title 14 of the Code of Federal Regulations \(14 CFR\) part 65](#), subparts D and E, for the most current requirements for becoming a certified mechanic.

##### Education and Training

Aircraft mechanics and service technicians often enter the occupation after attending a Part 147 FAA-approved aviation maintenance technician school. These schools award a certificate of completion that the FAA recognizes as an alternative to the experience requirements stated in regulations. The schools also grant holders the right to take the relevant FAA exams.

Some aircraft mechanics and service technicians enter the occupation with a high school diploma or equivalent and receive on-the-job training to learn their skills and to be able to pass the FAA exams. Other workers enter the occupation after getting training in the military. Aviation maintenance personnel who are not certified by the FAA work under supervision until they have enough experience and knowledge and become certified.

Avionics technicians typically earn an associate's degree before entering the occupation. Aircraft controls, systems, and flight instruments have become increasingly digital and computerized. Maintenance workers who have the proper background in aviation flight instruments or computer repair are needed to maintain these complex systems.



Aircraft mechanics and avionics technicians are able to specialize in a wide range of systems, in maintenance, alterations, or inspections.



## Licenses, Certifications, and Registrations

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Although aircraft and avionics equipment mechanics and technicians are not required to get licenses or certifications, most do, because these credentials often improve a mechanic's wages and chances for employment. The FAA requires that aircraft maintenance be done either by a certified mechanic with the appropriate ratings or authorizations or under the supervision of such a mechanic.

The FAA offers separate certifications for bodywork (Airframe mechanics, or "A") and engine work (Powerplant mechanics, or "P"), but employers may prefer to hire mechanics who have both Airframe and Powerplant (A&P) ratings. The A&P ratings generally certify that aviation mechanics meet basic knowledge and ability standards.

Mechanics must be at least 18 years of age, be fluent in English, and have 30 months of experience to qualify for either the A or the P rating or both (the A&P rating). If only one rating is sought by the mechanic, 18 months' experience is required to take either the Airframe or the Powerplant exam. However, completion of a program at a Part 147 FAA-approved aviation maintenance technician school can substitute for the experience requirement and shorten the time requirements for becoming eligible to take the FAA exams.

Applicants must pass written, oral, and practical exams that demonstrate the required skills. Candidates must pass all the tests within a timeframe of 2 years.

To keep their certification, mechanics must have completed relevant repair or maintenance work within the previous 24 months. To fulfill this requirement, mechanics may take classes from their employer, a school, or an aircraft manufacturer.

Avionics technicians typically are certified through a repair station for the specific work being done, or else they hold the Airframe rating to work on an aircraft's electronic and flight instrument systems. An Aircraft Electronics Technician (AET) certification is available through the [National Center for Aerospace & Transportation Technologies \(NCATT\)](#). It certifies that aviation mechanics have a basic level of knowledge in the subject area, but it is not required by the FAA for any specific tasks. Avionics technicians who work on communications equipment may need to have the proper radiotelephone operator certification issued by the Federal Communications Commission (FCC).

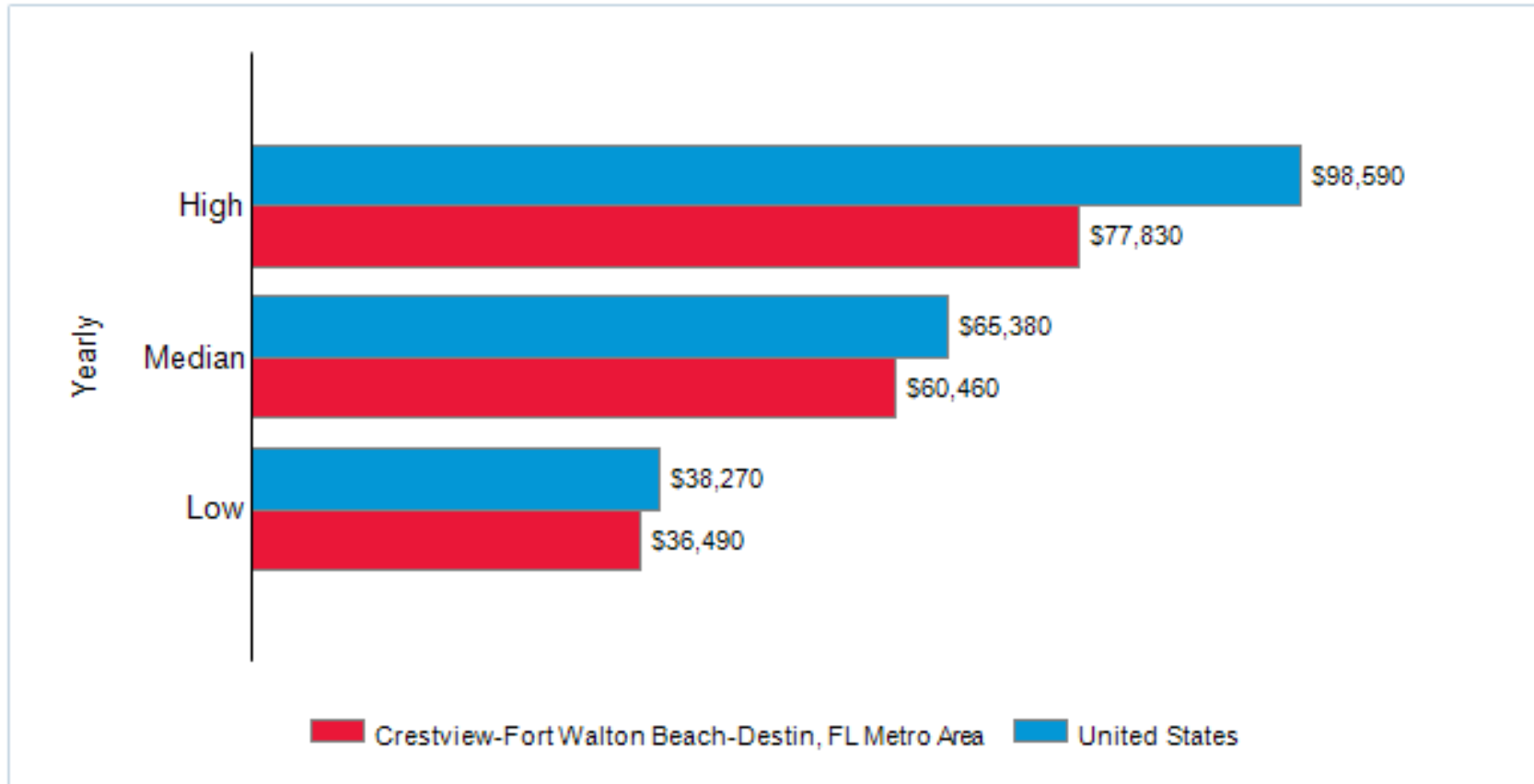
Other licenses and certifications are available to mechanics who wish to increase their skill set or advance their careers. The Inspection Authorization (IA) is available to mechanics who have had their A&P ratings for at least 3 years and meet other requirements. These mechanics are able to sign off on many major repairs and alterations. Mechanics can get numerous other certifications, such as Repairmen of light-sport aircraft and Designated Airworthiness Representative (DAR).

From the previous O\*NET page, under the “**Wages & Employment Trends**” heading and to the right of “**State wages**” click on “**Local Salary Info**”

### Wages for Aircraft Mechanics and Service Technicians in 32547

[View Hourly Wages](#)


[View Table](#) : [View Chart](#) : [View Map](#)



A Popup will appear; utilize the pull down menu to select “**Florida**” then click “**Go**”.

Find state and national employment trends:

Florida

  
PATHWAYS TO CAREER SUCCESS

This will return “**State and National Trends**” for the occupation selected.

Note: Do not trust percentages alone; look at the actual number of jobs. In the example below a +10% growth rate is projected for Florida, suggesting 410 more jobs will be added per year.

## State and National Trends

United States	Employment		Percent Change	<a href="#">Projected Annual Job Openings</a> <sup>1</sup>
	2014	2024		
Aircraft Mechanics and Service Technicians	119,900	121,500	+1%	3,010
Florida	Employment		Percent Change	<a href="#">Projected Annual Job Openings</a> <sup>1</sup>
	2012	2022		
Aircraft Mechanics and Service Technicians	10,110	11,140	+10%	410

<sup>1</sup>Projected Annual Job Openings refers to the average annual job openings due to growth and net replacement.

Note: The data for the State Employment Trends and the National Employment Trends are not directly comparable.

The projections period for state data is 2012-2022, while the projections period for national data is 2014-2024.





TAP Survey →



1. You've started - it's a process
2. CONNECT
3. Use your resources

[CAREERSOURCEOKALOOSAWALTON.COM](http://CAREERSOURCEOKALOOSAWALTON.COM)

[CareerOneStop.org](http://CareerOneStop.org) – Nationwide

FILE FOR ASSISTANCE – [FLORIDAJOBS.ORG](http://FLORIDAJOBS.ORG)



## Connect with CareerSource

CareerSource maintains personal and professional relationships with your community's business leaders, hiring managers, and HR Pros. We provide resume assistance, mock interviews, and business intelligence. We open doors. We get military hired. You'll receive the service you've earned and deserve.

Ken Wallace: 850-865-0250 (text/call)

[kwallace@careersourceow.com](mailto:kwallace@careersourceow.com)

## **Real-Time Intelligence**

- Okaloosa County ([Word](#) / [Excel](#))
  - Santa Rosa County ([Word](#) / [Excel](#))
- 

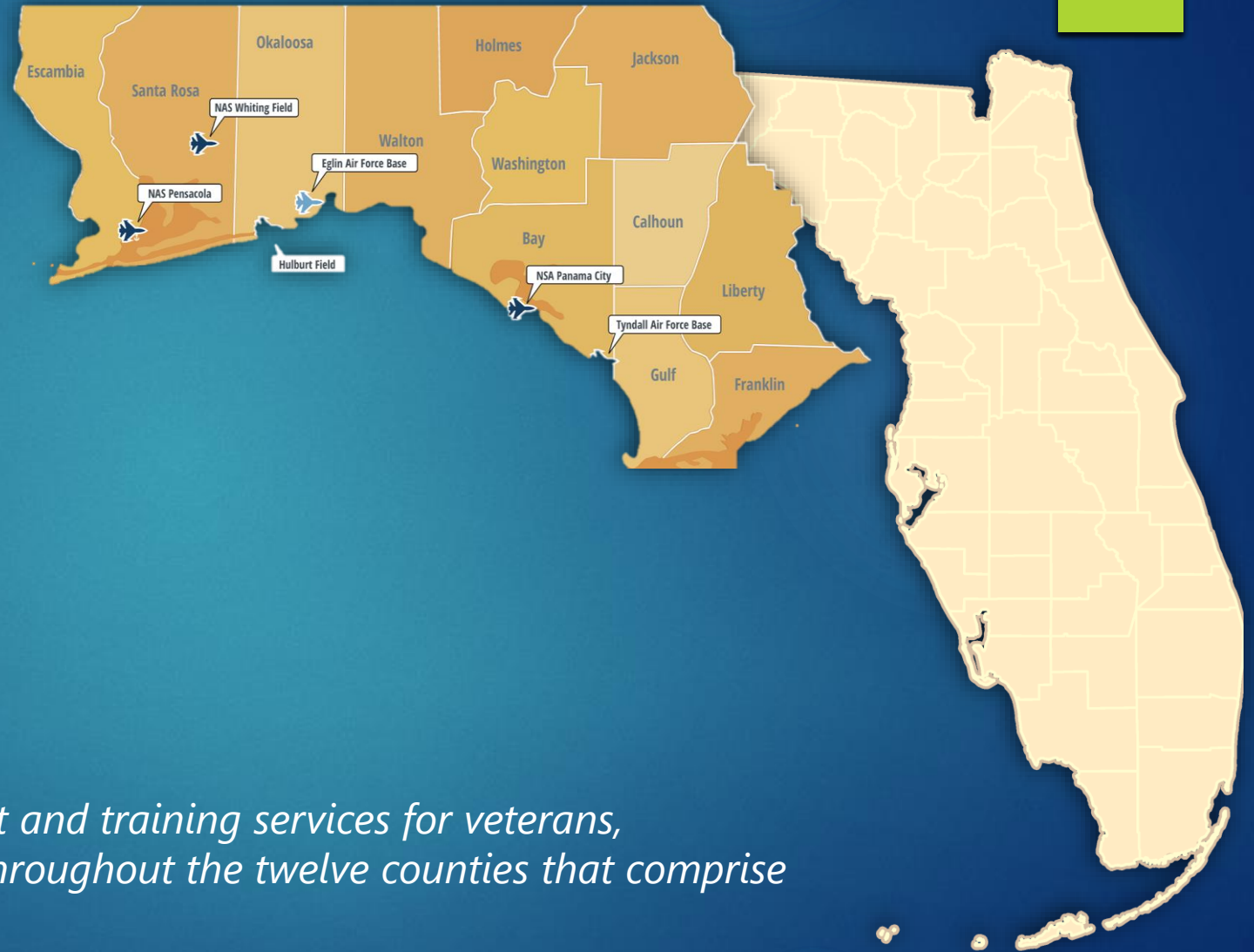
## **Resources**

- [Managing Your Transition Timeline \(MYTT\)](#)
- [TCPI - Remote Work List](#)
- [PreSep - TAP 1 Page Handout](#)
- [Transitioning Service Members Cheatology Links](#)
- [TSM Cheat Sheet from a Transitioning Service Member](#)
- [LinkedIn Cheat Sheet - Mike Quinn](#)
- [DoD SkillBridge](#)
- [TeCMEN Directory](#)
- [Top 100 Requested Certifications](#)
- [Jobs Report Last 30 Days](#)
- [One Okaloosa EDC Top Employer List](#)
- [Resume Basics pdf](#)
- [Resume Detailed Slides](#)
- [Resume Handout](#)
- [Jobs Email Subscription](#)
- [Linkedin for Beginners](#)

# Northwest Florida Military Outreach Collaboration – Get There Faster Grant

- ▶ CareerSource Escarosa
- ▶ CareerSource Okaloosa Walton
- ▶ CareerSource Chipola
- ▶ CareerSource Gulf Coast

*Provides a regional approach to employment and training services for veterans, transitioning military and military spouses throughout the twelve counties that comprise Northwest Florida.*





## Program Design

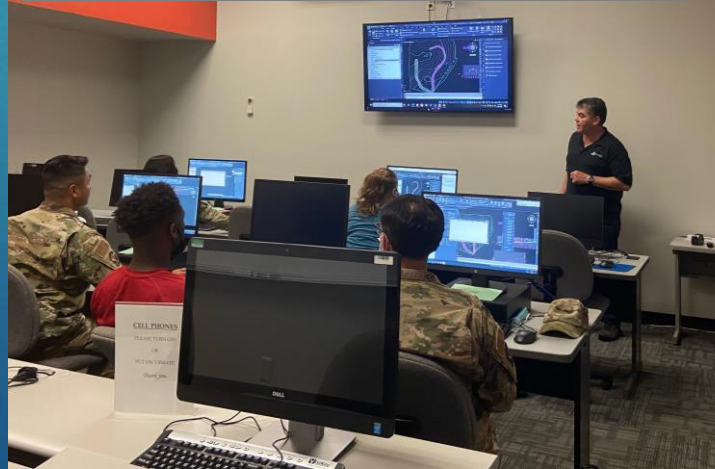
- ▶ Spectrum of “Light Touch” to More In-Depth, Individualized Career Services
- ▶ Referral to Community Resources, Labor Market Info, Career Assessments, Resume Development, Interviewing Skills, Supportive Services, On the Job and/or Occupational Skills Training
- ▶ Seamless with Existing Programs - Disabled Veterans Outreach and Military Family Employment Advocacy Programs
- ▶ Military Career Assistance Navigator
- ▶ “Red Velvet Rope” Approach to Welcoming and Serving Veterans/ Welcome Desk

### Career Success Workshops Military Friendly



### Mock Interviews

### Transition Assistance Program (TAP) and Pre- Sep Briefings



### Regional Training



## Program Outreach

- ▶ Veterans Stand Down, County Veteran Treatment Court and Military Family Day
- ▶ Connecting veterans, transitioning military and spouses with work-based training, which will include On the Job Training (OJT), Apprenticeships, Internships, and Employed Worker Training
- ▶ Industry sectors: Construction; Healthcare and Social Assistance; Manufacturing; Professional, Technical and Scientific Services; Public Administration; and Transportation and Warehousing.





# The 3 Fundamentals

## **DEVELOP YOUR BRAND**

How you present yourself, your skills, and your experience.

## **THINK LIKE AN EMPLOYER**

Apply this employer-focused lens to every aspect of your job search.

## **MAXIMIZE YOUR RESOURCES**

Resources include online tools, websites, organizations, and follow-on services.



# Answers

