MILITARY OCCUPATIONAL CODES CROSSWALK

Translating Your Training and Experiences

December 2016
MOC Crosswalk

- Module Prerequisite
- Module Purpose
- Outcome
- Competencies
- Learning Objectives
What kind of Jobseeker are you?

- Transitioning Specialist
- Transitioning Generalist
- Career Switcher
- Undecided
- Multi-Tracker
Crosswalk Process

- Examine Military Experience
- Identify civilian opportunities
- Identify Requirements
- Explore the LMI
- Document the gap
# Gap Analysis

## GAP Analysis

### Part A: Filling in the Gap

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

<table>
<thead>
<tr>
<th>Where am I now?</th>
<th>What do I need to fill in the Gap?</th>
<th>Where am I going?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current MOS:</td>
<td>Experience and skills I have:</td>
<td>Civilian Occupation:</td>
</tr>
<tr>
<td></td>
<td>Education and training I have:</td>
<td>Use Results from Kuder Journey, My Next Move for Veteran and O*Net to complete this column.</td>
</tr>
<tr>
<td></td>
<td>Credentials (licenses, certifications, apprenticeships) I have:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Experience and skills I need to obtain:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Education and training I need to obtain:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Credentials (licenses, certifications, apprenticeships) I need to obtain:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Experience and skills this occupation requires:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Education and training this occupation requires:</td>
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</tr>
</tbody>
</table>
Essential Skills

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

- Helps members prepare resume
- Translate military terminology and training into civilian terms
- Establishes capabilities with prospective employers
- Assists in applying to college or vocational institute
- Lists military job experience and training history
- Recommends college credit information
- Suggests related certification and licensure
- Provides civilian equivalent job titles
OCCUPATION: 7253, Air Traffic Controller-Radar

DUTY OCCUPATION:
MARINE CORPS, ACTIVE: CORPORAL, Pay Grade E-4
SEP 2008 - AUG 2010 (1 Year 11 Months)
MARINE CORPS, ACTIVE: LANCE CORPORAL, Pay Grade E-3
JAN 2007 - SEP 2008 (1 Year 8 Months)

OCCUPATION DESCRIPTION FROM SERVICE FILE FOR: 7253
(Description dates JUL 2000 - OCT 2014)
Air traffic controllers-radar perform various duties within a radar facility incident to the control of air traffic at an established air traffic control facility, expeditionary airfield, or remote landing areas. They coordinate aircraft movement information with associated facilities or agencies, coordinate current weather and airfield conditions as required, and perform air traffic control duties in both tactical and nontactical air traffic control organizations. This MOS may be assigned as a skill designator MOS only.

RELATED CIVILIAN OCCUPATIONS FOR: 7253
Air Traffic Controllers (ONET 53-201.00)
Air-Traffic-Control Specialist, Station (DOT 193.162-014)
Air-Traffic-Control Specialist, Tower (DOT 193.162-018)
VMET:
Training History

MILITARY TRAINING: AUG 2006 - NOV 2006

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

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

COURSE DESCRIPTION FROM AMERICAN COUNCIL ON EDUCATION:
(NV-1704-0004, Exhibit dates JUL 1994 - OCT 2008)
Upon completion of the course, the student will be able to fulfill apprentice-level technical requirement for an air traffic controller eventually leading to FAA certification in control tower operations.

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

CREDIT RECOMMENDATION FROM AMERICAN COUNCIL ON EDUCATION
(NV-1704-0004, Exhibit dates JUL 1994 - OCT 2008)
In the lower-division baccalaureate/associate degree category, 3 semester hours in national airspace system, 2 in aviation meteorology, 2 in Federal Aviation Administration (FAA) regulations, and 2 in navigation principles. In the upper-division baccalaureate degree category, 6 semester hours in air traffic control (1/96)(10/00).
(MARINE CORPS TRAINING HISTORY COURSE: 67A)
(NAVY TRAINING HISTORY COURSE: C-222-2010)
<table>
<thead>
<tr>
<th>Military Course ID</th>
<th>ACE Identifier</th>
<th>Dates Taken</th>
<th>ACE Credit Recommendation</th>
<th>ACE Level</th>
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<td>750-BT</td>
<td>AR-2201-0399</td>
<td>13-MAR-1987 to 07-MAY-1987</td>
<td>1 SH</td>
<td>L</td>
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<tr>
<td></td>
<td></td>
<td><strong>Basic Combat Training:</strong></td>
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<td></td>
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<td>Upon completion of the course, the recruit will be able to demonstrate general knowledge of military organization and culture, mastery of individual and group combat skills including marksmanship and first aid, achievement of minimal physical conditioning standards, and application of basic safety and living skills in an outdoor environment.</td>
<td></td>
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</tr>
<tr>
<td></td>
<td></td>
<td>• First Aid</td>
<td>1 SH</td>
<td>L</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Marksmanship</td>
<td>1 SH</td>
<td>L</td>
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<tr>
<td></td>
<td></td>
<td>• Outdoor Skills Practicum</td>
<td>1 SH</td>
<td>L</td>
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<tr>
<td></td>
<td></td>
<td>• Personal Physical Conditioning</td>
<td>1 SH</td>
<td>L</td>
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<td></td>
<td></td>
<td>(10/00)(10/00)</td>
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<tr>
<td>500-75D10</td>
<td>AR-1406-0011</td>
<td>08-MAY-1987 to 26-JUN-1987</td>
<td>3 SH</td>
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<tr>
<td></td>
<td></td>
<td><strong>Personnel Records Specialist:</strong></td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>US Army Training Center</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Ft Jackson SC</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>To train individuals to maintain personnel records.</td>
<td></td>
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</tr>
<tr>
<td></td>
<td></td>
<td>• Clerical Bookkeeping</td>
<td>2 SH</td>
<td>L</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Office Procedures</td>
<td>2 SH</td>
<td>L</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Typing</td>
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<td>L</td>
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<td></td>
<td>(8/88)(8/88)</td>
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<tr>
<td>605-19-PLDC</td>
<td>AR-2201-0253</td>
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<td><strong>Primary Leadership Development:</strong></td>
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<td>AIR FORCE COURSE NO</td>
<td>CCAF COURSE CODE</td>
<td>TITLE</td>
<td>DATE COMPLETED (OR RECORDED)</td>
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<td>ADV ACFT MAINT LAB</td>
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<td>5ALS99400 001</td>
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</tbody>
</table>
## Credentialing

<table>
<thead>
<tr>
<th>Licensure</th>
<th>Certification</th>
<th>Apprenticeship</th>
</tr>
</thead>
</table>

### Credentials

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

- **Certifications**: Lean Six Sigma, PMP, Microsoft, X-Ray technicians, Physical Therapy Aide
- **Licensure**: Doctor, Teacher, Nurse, Counselor, Plumbers, CPA, Financial Analysts
- **Apprenticeship**: Electrician, Plumber, Software Development, Plasterers
GAP Analysis Activity

Where am I now?

1. Use the VMET, JST, Credentialing, Professional Evaluations and COOL websites to find the following information:
   a. Experience and Skill
   b. Education and Training
   c. Credentials (license, certifications, apprentices)

2. Complete the ‘Where am I now?’ section of the Gap Analysis.
O*NET Interest Profiler
www.MyNextMove.org/vets

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
Search

"I'll know it when I see it."
Browse careers by industry.
There are over 900 career options for you to look at. Find yours in one of these industries:
Administration & Support Services
Browse

"I liked my last job."
Find careers like your military job.
Enter the name or code of your military classification. We'll suggest civilian careers with similar work.
Air Force (AFSC)
Examples: 11K3A, airfield operations
Find

Still not sure? The O*NET Interest Profiler suggests careers based on the type of work you enjoy doing.
My Next Move for Veterans

What do you want to do for a living?

“I want to be a …”

Search careers with key words.

Describe your dream career in a few words:
Examples: doctor, build houses

Search

“I’ll know it when I see it.”

Browse careers by industry.

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

Browse

“I’m not really sure.”

Tell us what you like to do.

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

Start

www.mynextmove.org/vets/
GAP Analysis Activity

Where am I going?

1. Use the O*NET Interest Profiler and My Next Move for Veterans to find the following information:
   a. Experience and Skill
   b. Education and Training
   c. Credentials (license, certifications, apprentices)

2. Complete the ‘Where am I going?’ section of the Gap Analysis.
## Influences on Career Selection

<table>
<thead>
<tr>
<th>Geographic Location</th>
<th>Labor Market Information (LMI)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Determine your potential priorities:</td>
<td>LMI can help you:</td>
</tr>
<tr>
<td>• Pursuing a location without your desired profession</td>
<td>• Understand today’s complex workforce</td>
</tr>
<tr>
<td>• Pursuing your profession regardless of location</td>
<td>• Explore civilian occupations based on employment levels and trends</td>
</tr>
<tr>
<td>• Identifying an alternative profession because of your selected location</td>
<td>• Make informed career decisions</td>
</tr>
<tr>
<td>Research/explore which geographic locations:</td>
<td>Research/explore:</td>
</tr>
<tr>
<td>• Cost of living and finding housing</td>
<td>• National, state, and local employment statistics, job forecasts, wages, and demographics</td>
</tr>
<tr>
<td>• Moving costs</td>
<td>• A military skills translator to identify a civilian occupation</td>
</tr>
<tr>
<td>• Family relocation</td>
<td>• LMI data and compare geographic areas</td>
</tr>
<tr>
<td>• Reserve Component – continuum of service</td>
<td></td>
</tr>
</tbody>
</table>
Influences on Career Selection

Should I let my career choice dictate where to live?

Should I choose a career based on where I would like to live?

Choose a career/location based on where the jobs are most plentiful and/or lucrative?
GAP Analysis Activity

Labor Market Information (LMI)?

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

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

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

Don’t forget to:

• Update ITP:
  – Block 1- Section II: A & B; Section III: A&B
• Complete the Transition GPS Participant Assessment for the MOC Crosswalk
  www.dmdc.osd.mil/tgpssp/