

Who Are We?



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What is FASTPORT?

FASTPORT, Inc. is an employment software development company that builds products to help Veterans, members of the Guard and Reserve, transitioning service members and military spouses find meaningful employment. Using its proprietary technology, FASTPORT is committed to matching job seekers to employers actively hiring from the military community.

FASTPORT, Inc. is a contracted Department of Labor Industry Intermediary to increase apprenticeship programs for civilian and Veteran talent and has a commercial co-venture with the U.S. Chamber of Commerce Foundation's Hiring Our Heroes Program to develop the preeminent employment marketplace to connect employers and military candidates. For more information, visit www.FASTPORT.com.

ABOUT FASTPORT

VISION

FASTPORT's vision is to leverage technology to eliminate Veteran unemployment and underemployment in America.

MISSION

FASTPORT's mission is to reach, educate and inspire our Veterans with the best career opportunities for them with the best employers in any industry.

VALUES

FASTPORT will deploy anywhere at anytime to help Veterans find real economic opportunities.

ABOUT FASTPORT

Trusted Technology Providers For Leading Veteran Service Organizations



**U.S. Chamber of
Commerce Foundation's
Hiring Our Heroes
Program**

[Resume Engine](#), [Career Spark](#), [VetFastTrack](#)



USO Pathfinder Program

[Pathfinder Program Launch Page](#)



**President George W.
Bush Institute**

[Veteran Employment Transition Roadmap](#)



Blue Star Career Center

Military Spouse Career Programs

ABOUT FASTPORT

Trusted Veteran Placement Partner For Government and Military Groups



**U.S. Department of
Defense, Office of
Employer Support
of the Guard &
Reserve**



**U.S. Department of
Labor, Employment
& Training
Administration -
Apprenticeships**



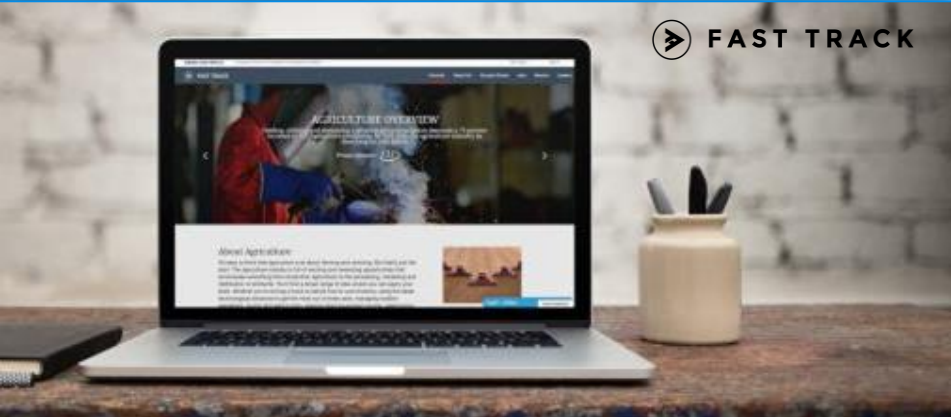
**United States Army
Reserve**



**United States
National Guard**



TECHNOLOGY FOUNDATION



Enough About Us. Let's Talk About You.

(And your resume.)

kahoot.it



6

SECONDS

The Time Breakdown

1. **Location.** 1 second.
2. **Industry.** 2-3 seconds
3. **Function.** 2 seconds to figure this one out.
4. **Level.** Less than 5 seconds to figure out.
5. **Recent Experience.** 5 seconds to do this.
6. **Education.** 1 second
7. **Turnover.** 3 – 5 seconds.
8. **Functional resume.** 1 second.
9. **Obvious things.** 5 – 10 seconds

Remember recruiters are figuring these items out at overlapping times, so they're even more efficient than this list suggests. After all this, 80 – 100% have been eliminated. If there are any left, then recruiters will take the time to actually read them in detail.



What goes into a “Skeleton Read”?

If you’ve past the initial “feel test” that takes those 6 seconds to complete on average, your next barrier is the Skeleton Read.

- 1 Job Titles
- 2 Previous Employers
- 3 Verbs
- 4 Numbers
- 5 Impact



Name/Contact information

Summary "Highly organized and efficient in fast-paced multitasking environments; able to prioritize effectively to accomplish objectives with creativity, enthusiasm and humor."

Experience **Army** Jun 2014 > Feb 2017

Sergeant First Class
79R - Recruiter NCO

- Served as Company Operations Trainer. Responsible for the supervision and mentorship of all personnel at company level in the areas of structured self development, supply and distribution program, physical fitness program, sexual harassment and equal opportunity, peer and subordinate training and compliance; short and long range training schedules; automated training systems; conducts market research and analysis; gathers and distributes market intelligence; serves as senior human resources and safety officer.



Army
Sergeant First Class
79R - Recruiter NCO

Jan 2008 > May 2014

- Served as Station Commander. Commands a recruiting station and maintains records, statistics, administrative files, and publications library; supervises and evaluates subordinates; conducts professional development programs for 10 to 12 subordinates; prepares official correspondence and enlistment reports; assigns duties to subordinates and supervises resources; plans and organizes recruitment programs; provides guidance to personnel and evaluates progress; presents formal and informal talks to organizations, groups, or individuals; writes, edits, and presents recruiting material for use by local communications media; counsels disqualified applicants; assists in market research and analysis of recruiting area.



Army
Staff Sergeant
79R - Recruiter NCO

Sep 2004 > Dec 2007

- Served as Field Recruiter. Recruits, interviews, counsels and qualifies applicants for enlistment; distributes and displays recruiting publicity material; identifies and cultivates community centers of influence; explains benefits; prepares enlistment forms and documents; arranges transportation, meals, and lodging for applicants; assists in market research and analysis.



Army
Staff Sergeant
14R - Bradley Linebacker Crewmember

Sep 2002 > Aug 2004

- Performs duties in preceding skill levels; supervises subordinate soldiers and provides technical guidance to the soldiers in the accomplishment of their duties; commands the Bradley Linebacker vehicle; selects targets; determines weapon employment and issues fire commands for all weapons; selects routes of movement and vehicle positions; selects Man-Portable Air

Senior level NCO = professional success
Military job = close fit to civilian job

Military job dates = 13 years experience

Steady promotions = professional success

Defense Systems firing positions for shoulder-fired Stinger missiles; trains complete crew; coordinates and supervises vehicle preventive maintenance, checks and services. Processes special and periodic reports.



Army
Staff Sergeant
14R - Bradley Linebacker Crewmember

Mar 2000 • Aug 2002

- Served as Range Safety Sergeant. Performed as range safety for air defense artillery missile and test weapon firing area; performed assistant operations of an air traffic control tower; responsible for airspace management of 1.1 million acres to ensure safety of aircraft, surface-to-air, and ground live fire exercises; to include troop movement through the Federal Aviation Administration (FAA); ensured environmental safety codes and regulations were enforced.



Army
Sergeant
14R - Bradley Linebacker Crewmember

Oct 1998 • Feb 2002

- Served as Air Defense Liaison/Training Sergeant. Responsible for one armored personnel vehicle; trained and mentored subordinates in air defense operations; tracked and maintained air defense elements during field training exercises; reported personnel placement and movement to higher echelons; monitored computer tracking systems and communication devices.



Army
Specialist
14R - Bradley Linebacker Crewmember

Jun 1997 • Aug 1998

- Operates and performs preventive maintenance checks and services (PMCS) on the Bradley linebacker; operates communications equipment; visually identifies threat and friendly aircraft and armored vehicles; operates turret; operates Bradley linebacker weapon systems; performs loading, unloading, PMCS and corrective actions on the Bradley linebacker weapon systems; performs PMCS on communications equipment, NBC system, and turret; performs gunner duties during target engagements; assists squad leader in crew training; supervises and assists crewmembers with loading and unloading all weapon systems; prepares range card; collects and consolidates intelligence information.



Army
Specialist
42A - Human Resources Specialist

Oct 1985 • May 1997

- The human resources specialist supervises or performs personnel and administrative functions in support of all level of echelons; advises the commander, staff, and company personnel on human resource matters; participates in occupational classification and management of human resources; or supervises personnel management of human resources; or supervises personnel management activities, to include, maintaining officer and enlisted personnel records; processing personnel actions concerning soldiers and their families.
- Used written guidance to establish files and complete reports.
- Submitted reports as scheduled, using MS Office and military database software.

Different job = teamwork, trains well

Additional HR experience



Army
Private
11B - Infantryman
• Basic Combat Training Enlistee

May 1995 » Sep 1995

Education

Park University
Bachelor of Science

Jul 2015 » Current

~~Studied: Marketing/marketing management, general, Human resources management/personnel administration, general (Minor)~~

Walker High School

Aug 1991 » May 1995

Awards & Honors



Information

U.S. Army Human Resources Course
Attended in 1995

U.S. Army Bradley Linebacker Course
Attended in 1997

U.S. Army Combat Lifesaver Course
Attended in 1999

U.S. Army Primary Leadership Development Course
Attended in 1999

Continuing education in HR field

Commendations = outstanding employee

Commendation = community leader
Commendation = outstanding learning

Unit Commendation = outstanding team player

Formal training in HR field

Formal training in leadership

U.S. Army Small Group Instructor Course
Attended in 2000

U.S. Army Basic Non Commissioned Officers Course
Attended in 2001

U.S. Army Safety Officer Course
Attended in 2003

U.S. Army Recruiter Course
Attended in 2004

U.S. Army Senior Non Commissioned Officers Course
Attended in 2007

U.S. Army Station Commander Course
Attended in 2007

Reference Chain of Command: Superior Company Name: U.S. Army Phoenix
Reference Central Recruiting Company
Name: Adam McGinnis Email: adam.z.mcginis.mil@mail.mil
Title: Captain Mobile Phone: +15735867495

Chain of Command: Superior Company Name: U.S. Army Phoenix
Reference Recruiting Battalion
Name: Ricardo Castillo Email: ricardo.n.castillo.mil@mail.mil
Title: Master Sergeant Mobile Phone: +19095835892

Chain of Command: Superior Company Name: U.S. Army Sergeants
Reference Major Academy
Name: Lance Porter Email: david.l.porter22.mil@mail.mil
Title: Master Sergeant Mobile Phone: +16146481099

Formal training in related tasks

Formal training in leadership

Formal training in recruiting methods

Formal training in leadership

Solid job references

Great job match:

Title: Senior Recruiter

Location: Boston Massachusetts

Company: Liberty Mutual Insurance

Challenge: Military to Civilian KSA Transfer

Military-specific jobs that have no civilian job counterpart (e.g. sniper)

Military jobs with civilian job counterparts that do not exactly match the civilian job requirements (e.g. logistician)

Military jobs that do not receive civilian industry-required certifications (e.g. diesel mechanic) or jobs that don't receive the same level of formal training as required by the civilian job counterpart (e.g. licensed vocational nurse)

Military leadership positions that are not easily understood by civilians (e.g. company commander)

VETERAN CASE STUDY: CAPTAIN MELISSA GRILLIOT



“I am so thankful that FASTPORT hosted the industry day at Fort Gordon for the trucking industry. I would never had known great management opportunities existed where my skills were valued. Thanks to FASTPORT and their industry connections, I have a terrific career on the management track at US Xpress.”

PROBLEM

CPT Grilliot was going through transition classes but really did not know what industries or employers her skills were a good fit for.

ACTION

FASTPORT listened to CPT Grilliot’s aspirations and challenges in finding employment, searched their database of leadership opportunities in the trucking industry and targeted the US Xpress Leadership Program..

SOLUTION

CPT Grilliot submitted her application and went through the rigorous selection and and interview process at US Xpress. FASTPORT provided continued encouragement and mentoring throughout the process.

RESULTS

CPT Grilliot was 1 one 5 leadership candidates selected out of 150 applicants to participate in US Xpress’ Management Training Program. “I could not have dreamed of this terrific opportunity without the help of FASTPORT”.

VETERAN CASE STUDY: CAPTAIN MELISSA GRILLIOT



What made her stand out?
Let's explore.

"I am so thankful that FASTPORT hosted the industry day at Fort Gordon for the trucking industry. I would never have known great management opportunities existed where my skills were valued. Thanks to FASTPORT and their industry connections, I have a terrific career on the management track at US Xpress."



Invest in World-Class Talent

WORLD CLASS TRAINING

Skill-based
Moral-ethical development
Military values

WORLD-CLASS EDUCATION

Leadership - Followership
Professional military education

Soft Skills

ESSENTIAL SKILLS



Non-Technical Skills

The image shows a tablet displaying a chart from RAND Corporation. The chart compares civilian experience levels (Entry-Level, Midlevel, Mid-to Senior-Level, Senior-Level) to Army courses (Basic Combat Training, Basic Leader Course, Advanced Leader Course, Senior Leader Course) and Military Ranks (E-1 to E-2, E-4 to E-5, E-5 to E-6, E-6 to E-7). The skills listed are: Handling work stress, Being dependable and reliable, Persistence, Conscientiousness and attention to detail, Interpersonal skills, Teamwork and team-building, Leading, motivating, and inspiring others, Oral communication, Decisionmaking/decisiveness, Training others, Managing and supervising the work of others, Critical thinking, Written communication, and Project planning. The chart uses dots to indicate the presence of skills at different levels.

COMPARABLE CIVILIAN EXPERIENCE LEVEL	Entry-Level	Midlevel	Mid-to Senior-Level	Senior-Level
ARMY COURSES				
	Basic Combat Training	Basic Leader Course	Advanced Leader Course	Senior Leader Course
MILITARY RANK	E-1 to E-2	E-4 to E-5	E-5 to E-6	E-6 to E-7
Handling work stress	•	•	•	•
Being dependable and reliable	•	•	•	•
Persistence	•	•	•	•
Conscientiousness and attention to detail	•	•	•	•
Interpersonal skills	•	•	•	•
Teamwork and team-building	•	•	•	•
Leading, motivating, and inspiring others		•	•	•
Oral communication		•	•	•
Decisionmaking/decisiveness		•	•	•
Training others		•	•	•
Managing and supervising the work of others		•	•	•
Critical thinking				•
Written communication				
Project planning				•

1

How many of your entry-level employees are trained in these essential skills?

2

How much would it cost your organization to train these essential skills?

3

This analysis considers only 'school house' training, think of what else is gained from deployments, etc.

Values + Essential Skills = Valued Asset

Operate Outside Comfort Zone



Decisions with
Strategic Impact



Volatile, uncertain
and complex
environments

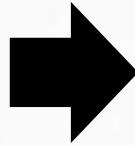


Adapt to cultural
differences

World-class training + Operate outside comfort zone = High-skilled leader of character



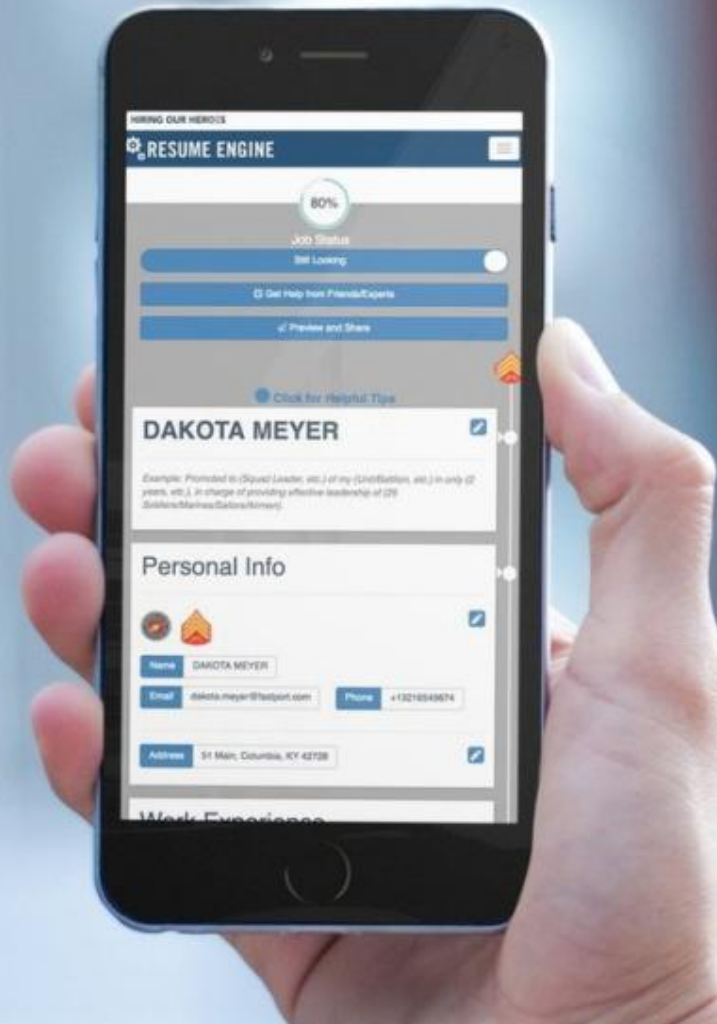
From the frontlines



To the front office

M I L I T A R Y
T R A I N I N G & O C C U P A T I O N

TRANSLATION



Click the bullets you want:



Search Example



Supervised and coordinated the analysis, processing and distribution of data; gathered and evaluated sensitive digital information; maintained records; prepared maps and charts; prepared and analyzed aerial photographs and satellite images; and prepared and proofread reports, plans and briefings.

Source: hand-written by Hiring Our Heroes for 96B - Intelligence Analyst

Promoted to Squad Leader, etc. of my Unit/Battalion, etc. in only 2 years, etc., in charge of providing effective leadership of 25 Soldiers/Marines/Sailors.

Source: hand-written fill-in-the-blanks by Hiring Our Heroes for Leadership Fill in the Blanks

Served in overseas posts, including enter posts, and became enter proficient or conv in enter language(s).

Source: hand-written fill-in-the-blanks by Hiring Our Heroes for Language Expertise

All military enlisted tactical operations and air/weapons specialists and crew members not listed separately.

Source: crosswalked occupations for Military Enlisted Tactical Operations and Air/Weapons Specialists and Crew Members, All Other

Save

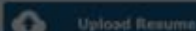
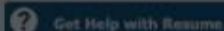
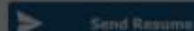
Close

RESUME ENGINE

HOME

RESUME

MORE

Upload ResumeGet Help with ResumeSend Resume

Choose Job Description(s) Similar to 88M

Step 1: Choose Career(s)
Similar to Your Military Specialty

Heavy & Tractor-Trailer Truck Drivers

Step 2: If Necessary, Filter
To Find the Best Items

Show All

Step 3: Check a Few Items
Best Describing Your
Strengths in this
Position

- Drove a tractor-trailer combination or a truck with a capacity of at least 26,000 pounds Gross Vehicle Weight (GVW). May be required to unload truck.
- Checked vehicles to ensure that mechanical, safety, and emergency equipment is in good working order.
- Checked vehicles to ensure that mechanical, safety, and emergency equipment is in good working order.
- Followed appropriate safety procedures for transporting dangerous goods.

Save

mechanical, safety, and emergency equipment is in good working order.

HR MILITARY-TO-CIVILIAN DICTIONARIES

PREEMPT THEIR TOOLS

Your guide through your military experience

ONLINE

The DOL's O*Net Online enables employers to enter a military occupation and generate a list of civilian occupations that most closely match the military occupation. Other tools employers use include MyNextMove and CareerOneStop.

JST AND VMET

Savvy employers understand that every service member has two documents that verify the completion of the training; the first is the VMET and the other is the JST.





Military Crosswalk Search for: 0341

Search again:

1 code matching "0341" in Military Occupational Classification (MOC)

0341 Mortarman (Marine Corps - Enlisted)

- 33-3051.01 [Police Patrol Officers](#) **Bright Outlook**
- 33-9032.00 [Security Guards](#)
- 47-4041.00 [Hazardous Materials Removal Workers](#) **Green**
- 47-5031.00 [Explosives Workers, Ordnance Handling Experts, and Blasters](#)
- 55-3016.00 [Infantry](#)



Military Crosswalk Search for:

11c

Search again: **1 code matching "11C" in Military Occupational Classification (MOC)**

11C Indirect Fire Infantryman (Army - Enlisted)

- 11-3131.00 [Training and Development Managers](#)
- 11-9161.00 [Emergency Management Directors](#)
- 13-1151.00 [Training and Development Specialists](#)  Green
- 17-3031.02 [Mapping Technicians](#)
- 21-1092.00 [Probation Officers and Correctional Treatment Specialists](#)
- 25-1194.00 [Vocational Education Teachers, Postsecondary](#)
- 27-4013.00 [Radio Operators](#)
- 33-1011.00 [First-Line Supervisors of Correctional Officers](#)
- 33-3012.00 [Correctional Officers and Jailers](#)  Bright Outlook
- 33-3051.01 [Police Patrol Officers](#) 
- 33-9032.00 [Security Guards](#) 
- 43-1011.00 [First-Line Supervisors of Office and Administrative Support Workers](#) 
- 47-1011.00 [First-Line Supervisors of Construction Trades and Extraction Workers](#) 
- 47-2061.00 [Construction Laborers](#)  
- 47-4041.00 [Hazardous Materials Removal Workers](#) 
- 49-9043.00 [Maintenance Workers, Machinery](#)
- 51-2021.00 [Coil Winders, Tapers, and Finishers](#)
- 53-1031.00 [First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators](#)
- 53-3033.00 [Light Truck or Delivery Services Drivers](#) 
- 55-3016.00 [Infantry](#)

Careers similar to Army MOS code 11b

Print Share

Your search matched the Army MOS code:

11B Infantryman (Enlisted)

Showing 12 civilian careers similar to this code. These careers may require additional training, education, or experience.

Try another search:

Army (MOS)

11b

Tasks in these careers match **some** duties of the military job or a specialty:

★ Where in the Army?	Ready for a job?	Pay Grade	Bright Outlook	green	REGISTERED APPRENTICESHIP
★ Construction Laborers	✓ First term	E1	●	✓	🔄
★ Correctional Officers & Jailers	✚ First term plus prep	E4	●	●	🔄
★ Light Truck or Delivery Services Drivers	✚ First term plus prep	E4	●	●	●
★ Maintenance Workers, Machinery	✚ First term plus prep	E4	●	●	🔄
★ Police Patrol Officers	✚ First term plus prep	E4	●	●	🔄
★ Probation Officers & Correctional Treatment Specialists	✚ First term plus prep	E4	●	●	●
★ Security Guards	✚ First term plus prep	E4	●	●	🔄
★ First-Line Supervisors of Correctional Officers	✚ First term plus prep	E5	●	●	●
★ First-Line Supervisors of Transportation & Material-Moving Machine & Vehicle Operators	✚ First term plus prep	E5	●	●	●
★ Training & Development Specialists	☑ Long term	E6	●	✓	🔄
★ Emergency Management Directors	☑ Long term	E7	●	●	🔄
★ Training & Development Managers	☑ Long term	E7	●	●	●

If you didn't find what you're looking for, you can [browse all careers](#), or try a [key word search](#) with a short description of your job. Not all military classifications have related civilian careers.

Civilian-to-Military Occupation Translator

[Help Page](#)
[← New Search](#)

For help finding veterans with the experience you need, contact the veteran's representative at your closest American Job Center.

Your Search

Keyword

Transportation Managers

Search by Civilian Occupation

135 military occupation(s) found for **Transportation Managers**

Filter By

Personnel Class

[Commissioned Officer \(86\)](#)

[Warrant Officer \(36\)](#)

[Enlisted \(13\)](#)

Branch

[Air Force \(42\)](#)

[Army \(15\)](#)

[Coast Guard \(8\)](#)

[Marines \(8\)](#)

[Navy \(62\)](#)

<u>Military Title</u> ↓	<u>Military Code</u> ↓
Petroleum Supply Specialist - Army - Enlisted	92F
Ammunition Specialist - Army - Enlisted	89B
Transportation Management Coordinator - Army - Enlisted	88N
M1 Armor Crewman - Army - Enlisted	19K
Motor Transport Operator - Army - Enlisted	88M
Cavalry Scout - Army - Enlisted	19D
Cargo Specialist - Army - Enlisted	88H

aboutthisdata:

Information in this tool comes from the [Defense Manpower Data Center, U.S.](#)

JST and VMET

1

Provides:

Pay grades

Dates

Job titles

2

Describes:

Occupational tasks and KSAs

Training associated with military occupation and level

Military Courses

Military Course ID	ACE Identifier Course Title Location-Description-Credit Areas	Dates Taken	ACE Credit Recommendation	Level
--------------------	---	-------------	------------------------------	-------

750-BT

AR-2201-0399 V0

23-SEP-1990

Basic Combat Training:

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.

- | | | |
|----------------------------------|------|---|
| • First Aid | 1 SH | L |
| • Marksmanship | 1 SH | L |
| • Outdoor Skills Practicum | 1 SH | L |
| • Personal Physical Conditioning | 1 SH | L |

(10/00)(10/00)

7-12-C20-42A

AR-1408-0200 V01

13-SEP-1993

to 16-DEC-1993

Adjutant General Officer Basic:

Center for Information Dominance

Fort Meade, MD

Upon completion of the course, the student will be able to write memos, letters, and reports; supervise personnel activities, including classification, record keeping, career development, awards, and transitions; and describe operational and supervisory aspects of personnel administration systems.

- | | | |
|---------------------------|------|---|
| • Business Communications | 3 SH | L |
| • Office Administration | 2 SH | L |
| • Personnel Supervision | 3 SH | L |
| • Records Management | 1 SH | L |

(9/96)(9/96)

College Level Test Scores

College Level Examination Program (CLEP) & DANTES Subject Standardized Tests (DSST)

Date Taken	Title	Recmd Hrs	Required by ACE	Student's Score	Sub Score1	Sub Score2	Verbal Score
13-JAN-2011	Introductory Sociology	3	50	53			
19-JAN-2011	Principles of Supervision	3	400	405			
19-JAN-2011	Environment and Humanity: The Race To Save The Planet	3	46	55			
20-JAN-2011	Ethics in America	3	400	427			
20-JAN-2011	Principles of Supervision	3	400	420			
20-JAN-2011	Personal Finance	3	400	406			
24-JAN-2011	Physical Geology	3	46	53			
25-JAN-2011	Introduction to Business	3	400	420			

Defense Language Proficiency Test (DLPT)

Date Taken	Title	Student Score	ACE Recommended Credit		
			Listening	Reading	Speaking
01-NOV-2011	Spanish	3+			
01-NOV-2011	Spanish	3			
05-NOV-2011	Spanish	2			

VETERAN CASE STUDY: JST Translation Help

U.S Army Recruiter; Delray Beach, FL

2002 – 2005

- Contacted, interviewed, qualified and processed applications for applicants to enlist in the United States Army during a time of high demand and a country entering multiple wars simultaneously.
- Performed continual market, industry, economic, and competitor research and analysis resulting in the creation and continual refinement of recruiting activities and programs.
- Top producer for 3rd QTR, 2003, recruiting over 55 new hires for the quarter, resulting in being awarded the 2nd highest U.S Army recruiting award for excellence.



Progressing from Military *Friendly* to Military *Ready*

1

Reflect on your organization goals—and the steps you have to take to get there. Do you have attainable veteran and spouse hiring goals and the c-suite support it takes to accomplish them?

2

Understand the value that the military community adds to your organization and look to match your opportunities with their skill sets. Both the service members and their spouses have training that can be transferred into many position levels.

3

Engage with the military community through hiring events, symposiums, etc. that will bring you in direct contact with service members. Note what other organizations are doing to engage and hire.

4

Adapt your environment to appeal to the military community (for initial hiring and retention) through military affinity programs, a veteran network, and an HR department trained on this unique military population.



Questions?



Thank you!

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