

Education and Career Transition Guide for Servicemembers and Veterans

Military Advanced Education & Transition



SPECIAL SECTION:
Technology-Based
Exit Strategy: 180 Skills

Transition
Advocate

Willie
Borden

Pre-Discharge
Claims
Representative
Veterans of
Foreign Wars



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TRANSITION TRENDS



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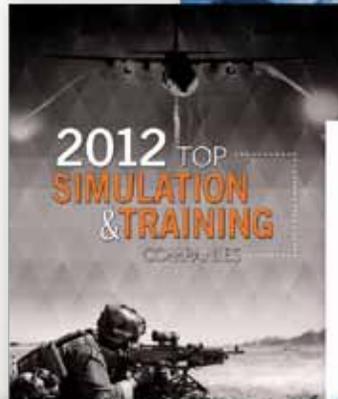
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CORPORATE CONNECTION

Will Baas
Vice President, Talent Acquisition
Comcast Cable

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WILLIE BORDEN

Pre-Discharge Claims Representative
Veterans of Foreign Wars

“If you have questions or if you’re skeptical about something, schedule an appointment with an **accredited advocate**, then come in and **talk it** through. We’re not only **trained to help**; we’ve also been in your situation before.”

— **Willie Borden**

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President
Academy of Art University

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Education and Career Transition Guide for Servicemembers and Veterans

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EDITOR'S PERSPECTIVE

The Department of Defense recognized this year's 15 recipients of the 2015 Secretary of Defense Employer Support Freedom Award during a Pentagon ceremony on August 25, 2015. The Freedom Award is the highest honor the department gives to employers for support of National Guard and Reserve employees.

Deputy Defense Secretary Robert Work lauded the recipients for their support, saying their sacrifices helped make the military contributions by members of the National Guard and Reserve possible.

"These extraordinary contributions that [Guardsmen and Reservists] have provided could not have been made without the extraordinary support from the group of civilians and citizens, business leaders and employers, who have really allowed them to be unworried about coming back to a job," Work said.

Earlier the same day, the department unveiled a permanent display at the Pentagon honoring all past and present recipients of the Secretary of Defense Employer Support Freedom Award.

The 2015 Freedom Award recipients included: Black Hills Corporation; Boise Fire Department; BP America, Inc; Cardinal Health; Cigna; City of Glendale, Ariz.; City of Shawnee, Kan.; College of the Ozarks, CVS Health; Devon Energy; Dr. Joe A. Jackson, MD; Neil, Dymott, Frank, McFall, Trexler, McCabe & Hudson APLC; Snell and Wilmer LLP; Town of Hingham, Mass.; and the Walt Disney Company.

The 2015 recipients were selected from 2,960 nominations received from Guardsmen and Reservists for going far beyond what the law requires to support their military employees. The Freedom Award was instituted in 1996 under the auspices of the Employer Support of the Guard and Reserve committee to recognize exceptional support from the employer community. In the years since, 205 employers have been honored with the award.

To view the 2015 Secretary of Defense Employer Support Freedom Awards Ceremony, visit <https://www.dvidshub.net/video/420558>.

For more information about the Freedom Award and this year's recipients, visit www.FreedomAward.mil.

To learn more about ESRG, visit www.ESGR.mil.



Kelly G. Fodel
EDITOR

Kelly G. Fodel



Deputy Secretary of Defense Robert O. Work presented the 2015 Secretary of Defense Employer Support Freedom Award to 15 exceptional employers during a ceremony at the Pentagon. [Image courtesy of U.S. Army/by Alfredo Barraza]

Using GI Bill Benefits for Business?

A bill dubbed the Veterans Entrepreneurial Transition (VET) Act of 2015 would create a three-year pilot program that would allow up to 250 veterans eligible for GI Bill benefits who apply to the program to start a new business or purchase an existing business or franchise. So far, the Senate Small Business and Entrepreneurship Committee unanimously passed the bill, out of committee.

Currently, GI Bill benefits can only be used for attending school. Veterans are seeking more options and want the choice to use their GI Bill benefit to start their own business. According to a recent survey conducted by a veteran startup incubator, The Bunker, an overwhelming 90 percent of the veterans who participated would like to use their GI Bill benefit toward starting a small business, and nearly 95 percent would complete an entrepreneurial training program in order to utilize their GI Bill benefit toward starting a small business.

The VET Act of 2015 (S. 1870) would establish the pilot program in consultation with the Advisory Committee on Veterans Business

Affairs and the Secretary of Veterans Affairs. It would include an application process and require participation in an approved entrepreneurial training program, such as the SBA's Small Business Development Centers, SCORE, Veterans Business Outreach Program, Boots to Business, Syracuse's Institute for Veterans and Military Families Entrepreneurship Bootcamp for Veterans with Disabilities and other SBA or the Department of Veterans Affairs (VA) approved training programs.

The VET Act of 2015 is supported by: The Small Business Administration, One Vet at a Time, the National Guard Association of the United States, the American Legion, the Iraq Afghanistan Veterans of America, Veterans2Commerce, the Military Business Owners Association, The Bunker, The Kauffman Foundation and Association of Defense Communities.

The legislation still faces a long road, however, because it would still have to be approved by the Senate and House and signed by the president before becoming law.

Brigadier General Kem Named First-Ever Provost of Recently Launched Army University

Brigadier General John S. Kem assumed responsibility as the first provost of the Army University and deputy commandant of the Command and General Staff College in ceremonies Monday, August 31 at Fuller Hall on Fort Leavenworth, Kan. The Secretary of the Army directed establishment of the Army University earlier this year.

The opening remarks of Lieutenant General Robert B. Brown, commanding general of U.S. Army Combined Arms Center and Fort Leavenworth, spoke of the unique position that has been bestowed on Kem, as first-ever provost of the new Army University.

"John Kem is absolutely a proven scholar warrior and is the perfect individual for this critical job," Brown said. "He is the first provost of Army University. The Army's been around 240 years; how many times in your career are you the first in something? Not very often. It's going to have a huge impact."

During the assumption of command ceremony, Kem spoke of his excitement to return to Fort Leavenworth and of the challenges he and his team face ahead.

"I'm very excited to be back (at Fort Leavenworth) in my new role as provost of Army University," Kem said. "It's not going to be easy, because of the challenge of prioritizing and taking actions in the really important parts. We have to focus on the urgent, but not get too enamored of the bright shiny object. Our collective challenge is to set conditions for the near-term, mid-term and far-term—all simultaneously—to set us in the right direction. We will succeed. We have the right people here to do that."

As provost, Kem will oversee reorganizing the Army's education enterprise into a university structure that will maximize educational opportunities for soldiers by providing valid academic credit for the education and experience they receive while on active duty. The Army University encompasses all Training and Doctrine Command schools, provides a single point of contact for all Army education matters and addresses the educational needs of the Army while providing individual



Soldiers and Army civilian employees the opportunity to accomplish their own academic goals. He will also oversee the Army Press, the publishing arm of the Army University that includes "Military Review" magazine and the Combat Studies Institute.

As Deputy Commandant and Provost, Kem is responsible for the day-to-day operations of the Army's Command and General Staff College and the following schools:

- Command and General Staff School
- School of Advanced Military Studies
- School for Command Preparation
- Army Management Staff College
- Western Hemisphere Institute for Security Studies at Fort Benning, Ga.
- Warrant Officer Career College at Fort Rucker, Ala.

Proposed Navy VOLED Realignment

A Q&A ABOUT THE PROPOSED REALIGNMENT
THAT'S BEEN IN THE NEWS RECENTLY.



Rear Admiral Michael S. White
United States Navy
Commander, Naval Education and Training Command

Rear Admiral White is a 1983 graduate of the University of Colorado and earned a Master of Arts degree from Webster University in 2005. His career as a naval aviator includes assignments with Attack Squadron (VA) 72, Carrier Air Wing (CVW) 5, Strike Fighter Squadron (VFA) 22, executive and commanding officer of VFA-137, air operations officer for Carrier Group One and deputy commander and commander CVW-5. White became the 18th Commander of the Naval Education and Training Command on January 24, 2014.

Squadron (VA) 72, Carrier Air Wing (CVW) 5, Strike Fighter Squadron (VFA) 22, executive and commanding officer of VFA-137, air operations officer for Carrier Group One and deputy commander and commander CVW-5. White became the 18th Commander of the Naval Education and Training Command on January 24, 2014.

Q: Describe the current mission of the Naval Education and Training Command (NETC) and the Navy's VOLED program.

A: Naval Education and Training Command (NETC) provides training and education at any given time for more than 35,000 officer, enlisted, foreign military and government civilian students enrolled in more than 5,000 different courses at 240 NETC activities and detachments worldwide. The Voluntary Education (VOLED) program is responsible for the administration and execution of the off-duty education and certification programs, which includes the Navy College Offices.

Q: We've heard recently about a proposed "realignment" of the Navy VOLED program. Can you explain what exactly this realignment will entail?

A: Navy VOLED is embarking on initiatives to improve our self-service applications and our sailor-facing website, streamlining our processes and improving our connectivity with sailors. However, all considerations for realignment are still pre-decisional.

Q: Why did the NETC decide to pursue these changes?

A: No decisions have been made yet. As all POM considerations are, this is pre-decisional.

Q: Part of the plan that we've heard involves shuttering nearly all the Navy College offices in the continental U.S. by October 2016. How would this reorganization impact sailors pursuing their education?

A: The proposal to close the Navy College Offices is pre-decisional. However, we are continuously looking to make changes and improvements that will enhance our customer service to our sailors in conjunction with virtual applications and new technologies and the way colleges interact with their students today. There would not be any impact on sailors who wish to advance their education.

Q: What offices (if any) could we expect to remain open?

A: The proposal would eliminate the local Navy College Offices in CONUS only. All overseas NCOs would remain open. We are exploring methods to ensure our sailors continue to receive all services, capitalizing on areas such as the Navy Virtual Call Center, which has

been in service since 2010. The proposal to close the NCOs is still pre-decisional at this point.

Q: What would this potential reorganization mean for the ESOs who have previously worked closely with sailors in their educational needs?

A: Sailors will continue to receive guidance and education from ESOs who are located at various duty stations working alongside sailors or in the NCP Virtual Call Center.

Q: Is there any disadvantage to making communication with soldiers more technology- or online-based as opposed to personal, face-to-face communication in the Navy offices?

A: The Navy is continuously reviewing customer service technologies, which will help to provide sailors education services in a variety of formats. Providing increased self-service options to sailors reflects the trend of private-sector industries who provide services to customers. We want to fulfill the desires of our sailors to access what they need, when they need it and in a variety of formats.

Q: When are these decisions expected to be finalized?

A: As all POM considerations are, this is pre-decisional and the Navy will continue to review all options until the budget is finalized.

Q: Would any of these changes impact tuition assistance for sailors?

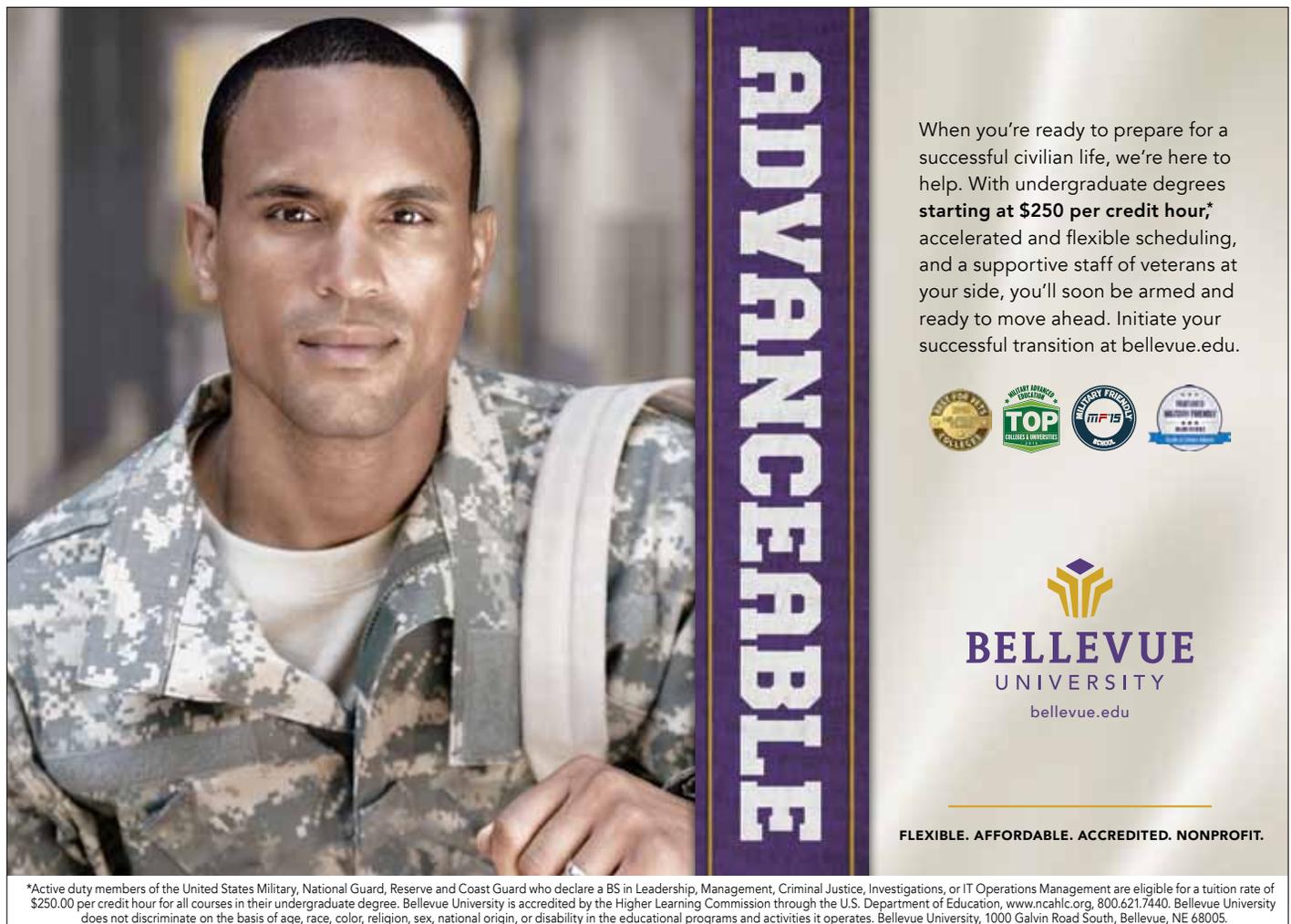
A: There will be no impact to tuition assistance for sailors. The Navy remains committed to funding tuition assistance at its current levels.

Q: Are there any other Navy VOLED changes or news that our readers might be interested in?

A: While the most visible VOLED program is tuition assistance (TA), Navy VOLED provides a number of other programs available to sailors to help them reach their goals such as the Navy College Program for Afloat College Education (NCPACE), United Services Military Apprenticeship Program (USMAP), Advance Education Voucher Program for enlisted sailors, Graduate Education Voucher Program for officers and the Officer Special Education Program.

The Navy remains committed to providing sailors with opportunities to earn degrees and certificates, which will not only help them professionally, but personally as well. ★

For more information, contact MAE&T Editor Kelly Fodel at kellyf@kmmidiagroup.com or search our online archives for related stories at www.mae-kmi.com.



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RETURN

N1000 LINEAR ; G01: Linear interpolation

G0SUB 3500 RETURN ;

N2000 CIRCLE1 ; G02: Clockwise circle

G0SUB 3500 RETURN

N3000 CIRCLE2 ; G03: Counterclockwise

G0SUB 3500 RETURN ;

N3500 ; Common subroutine for G01-G03

IF (CuttingMode=0) ; Have been in

CS1TimeBaseSlew=MaxSlew ; For instanc

meBas=Low=No ; ex: motor

Technology-Based Exit Strategy

AN INNOVATIVE PARTNERSHIP IN VIRGINIA SERVING THE MILITARY.

By **BRENDA COOLEY**

At Fort Lee in Virginia, a new hybrid short-term education program was recently launched that provides advanced manufacturing skills and job training for active duty soldiers preparing for the civilian workforce and veterans who have recently transitioned to civilian life.

This program will be used to develop a variety of skills-based training programs for soldiers throughout Virginia and across the nation.

More than 15 Virginia manufacturing companies are set to interview the program graduates when they complete the program in September.

This program is designed to meet the challenge of training soldiers in the last six months of their active military duty. It was imperative to offer flexible study and training schedules so the soldiers could continue their military duties while learning their new civilian skills.

The solution was developed through collaboration between the Commonwealth Center for Advanced Manufacturing (CCAM), 180 Skills and the Soldier for Life Program at Fort Lee. Together, they developed a plan to overcome these time and scheduling challenges.

“Traditional training programs are often taught in 16-week semesters, but Fort Lee soldiers have the unique opportunity to pursue training during the last six months of their enlistment,” said Bruce Sobczak, workforce director of CCAM.

“Creating an accelerated certification-based training program that takes advantage of a time frame when soldiers are still on active duty gives the soldiers greater opportunities to seamlessly transition into the civilian workforce. Soldiers receive two-and-a-half years of training in approximately five months through a hybrid online and hands-on laboratory program.”

The Soldier for Life Program in Fort Lee worked closely with CCAM, 180 Skills and its other partners to launch the pilot program in Computer Numerical Control (CNC) machining. Upon completion in September, the soldiers will have attained four National Institute for Metalworking Skills (NIMS) certifications:

- Measurement, Materials and Safety
- Job Planning, Benchwork and Layout

- CNC Turning: Operations
- CNC Milling: Operations.

These soldiers will also have the option to complete two additional NIMS certifications:

- CNC Turning: Programming, Setup and Operations
- CNC Milling: Programming, Setup and Operations.

Graduates of the program will be qualified to work as CNC machine operators, fabricating a variety of metal components and parts that are essential to the manufacturing industry.

According to Recruiter.com, there are 50,000 open jobs for CNC machine operators. CNC machine operators typically earn wages between \$12.61 to \$25.67 per hour.

In a recent release from the Commonwealth of Virginia, Governor McAuliffe stated, “This new workforce program for active duty soldiers and veterans is an outstanding example of the power of public and private partnerships to drive state and regional workforce solutions that will help build the new Virginia economy. CCAM and our institutions of higher education in Southern Virginia have collaborated to stand up short-term, intensive training that creates opportunities for high-value certifications and job interviews upon completion.”

Virginia Secretary of Veterans and Defense Affairs John C. Harvey (Former Admiral U.S. Navy, Commander, U.S. Fleet Forces) added, “The skills and experience of veterans are specifically useful as Governor McAuliffe leads us to develop a new Virginia economy. Veterans bring a wide array of knowledge and abilities that translate to nearly every occupation and industry in the commonwealth. We want to keep veterans working and living here because of their leadership, reliability, team attitude and adaptability. Innovative training programs such as those designed by 180 Skills Maker and CCAM provide the training and credentials needed to make our Virginia veterans more marketable in advanced manufacturing careers.”

GREAT EDUCATION FOR REAL CAREERS

180 Skills, an online technical education company located in Indianapolis, Ind., brings to the partnership a proven model for accelerated technical skills education. 180 Skills has helped more than 5,000 students go from the “street to a career” in 12 weeks or less and gain employment at the nation’s leading manufacturing companies. “Our graduates work at companies like the Boeing Company, Honda Aircraft Company, Spirit Aerostructures and over 100 other great companies,” said Joe Kitterman, CEO of 180 Skills. “For the past five years, we have maintained a graduation and placement rate of more than 90 percent. It’s a privilege to have the opportunity to share these successes with the Army, and to have an impact for our nation’s soldiers. Our new online school, 180 Skills Maker, is poised to reach individuals seeking careers, educate them on their own terms and carry them to an employer who appreciates their experience and motivation.”

The competency-based, interactive courses produced by 180 Skills help students learn complex technologies through simulation and self-paced real-world immersion. 180 Skills courses have a proven ability to deliver education in 70 percent less time when compared with traditional education models.

FINDING SOLUTIONS AND CREATING OPPORTUNITIES

As baby boomers retire and the manufacturing process becomes more technical, a “skills gap” has emerged. Many businesses have trouble finding trained and ready workers with advanced 21st-century manufacturing skills. According to the Manufacturing Institute, in the next 10 years 3.5 million jobs will need to be filled in the field of advanced manufacturing. This essential training program is an ideal fit for soldiers to fill this skills gap in the manufacturing sector.

Soldiers are disciplined team players with excellent problem-solving skills. Military training gives them the leadership skills they need to leave active duty with a drive to succeed. The only thing they need for a smooth transition into the civilian workforce is focused skills training for jobs in the advanced manufacturing sector.

A MODEL FOR COLLABORATION

The Fort Lee program was developed and launched in partnership with the Commonwealth Center for Advanced Manufacturing (CCAM), the Virginia Tobacco Indemnification and Community Revitalization Commission, the Southern Virginia Higher Education Center (SVHEC), Southside Virginia Community College (SVCC), the Crater Regional Workforce Investment Board (Crater WIB), the Virginia Employment Commission (VEC), 180 Skills, LLC and the Fort Lee Soldier for Life Program.

The Fort Lee Soldier for Life Program staff worked with the VEC to identify a pilot group of transitioning soldiers and veterans to participate. The training was provided at no cost to students or employers, thanks to funding provided by the Workforce Innovation and Opportunities Act, which is designed to help job seekers access education, training and support services.

The hands-on training was conducted at SVCC’s Emporia Center. The program included 162 modules of interactive online learning and



Virginia Secretary of Veterans and Defense John C. Harvey and Bruce Sobczak of the Commonwealth Center for Advanced Manufacturing (CCAM). [Image courtesy of 180 Skills]

260 hours of project-based hands-on training in advanced manufacturing principles and practices.

“This is exactly the type of workforce solution that the governor called for in Executive Order 23,” said Secretary of Commerce and Trade Maurice Jones. “By working together as a team, state and regional partners are delivering these ‘Credentials to Compete’ for well-paying, available jobs. By offering the training to active duty soldiers in the months preceding their transition from the service, the program offers our soldiers a seamless transition from active duty status to civilian employment.”

Virginia Senator Frank Ruff, chair of the Tobacco Commission’s Education Committee, initially approached CCAM with the idea to train veterans.

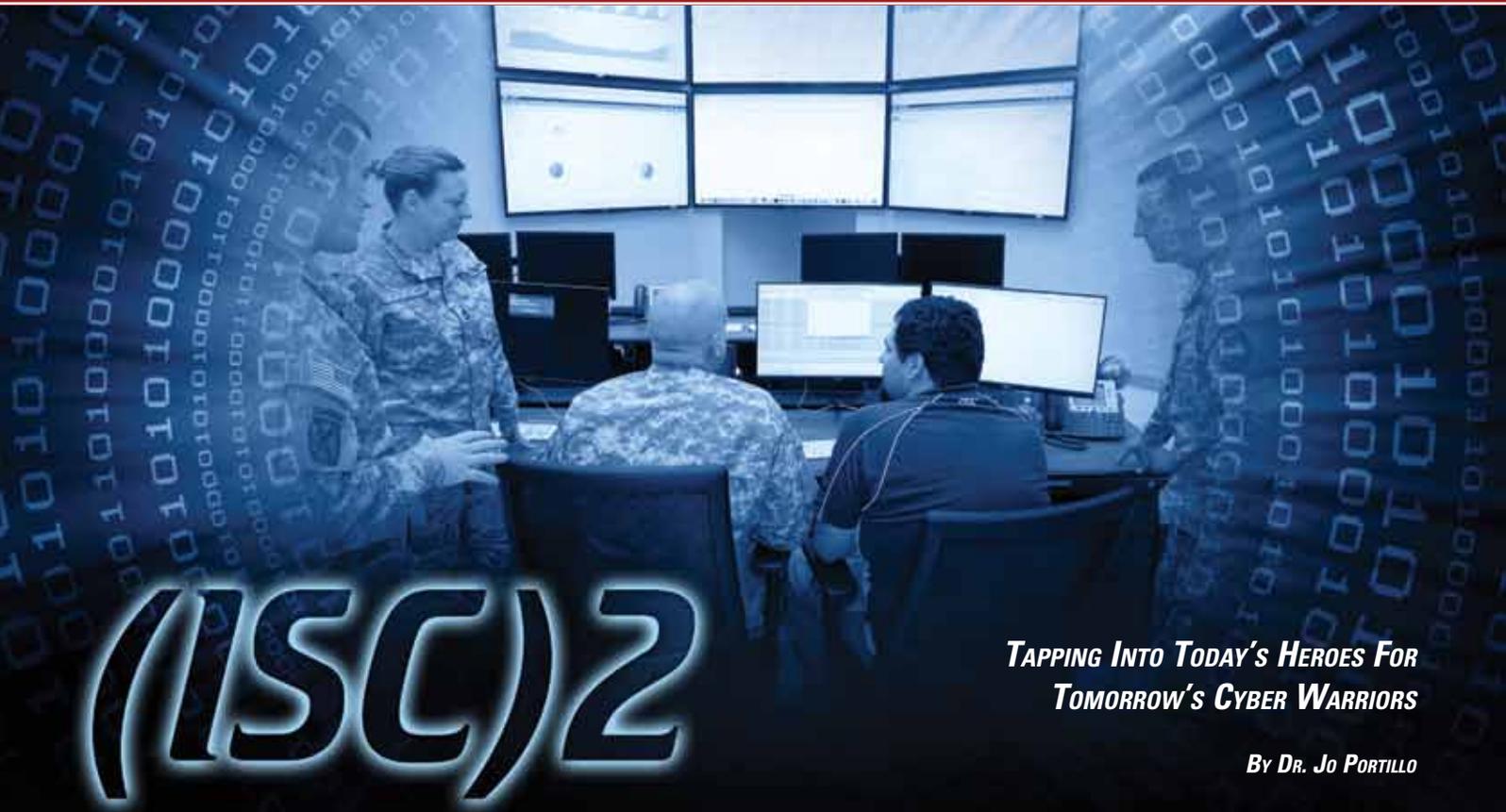
“The plan was for the newly established Advanced Manufacturing Centers of Excellence at SVHEC to be utilized to give this highly skilled and disciplined population the necessary tools to ensure a successful transition to civilian life—as well as talent for companies seeking a highly skilled and mature workforce,” said Senator Ruff. “Our military men and women have learned good work habits as they have served our nation. They can provide the same work ethic and problem solving to Virginia’s manufacturing employers.”

“Keeping the military’s talent pool of transitioning soldiers in Virginia and primed for high-demand manufacturing jobs is exactly the type of training CCAM and the Virginia Tobacco Commission had in mind when the Centers of Manufacturing Excellence were established,” said Dr. Betty Adams, executive director of the SVHEC.

“SVCC is excited about the opportunity to host this innovative pilot program,” said Dr. Al Roberts, president of SVCC. “The success of this effort in is large part due to the collaborative efforts of statewide partners who have shared their time, expertise and resources.” ★

Brenda Cooley is director of external relations at 180 Skills, LLC. For more information about the programs visit Commonwealth Center for Advanced Manufacturing at www.ccam-va.org and 180 Skills, LLC at www.180skills.com.

For more information, contact MAE&T Editor Kelly Fodel at kellyf@kmimediagroup.com or search our online archives for related stories at www.mae-kmi.com.



**TAPPING INTO TODAY'S HEROES FOR
TOMORROW'S CYBER WARRIORS**

By Dr. Jo Portillo

It can be challenging for veterans and transitioning servicemembers to find a civilian career. It may seem downright impossible to find one that offers them a natural transition from military service, allows them to continue to serve their country and leverages their military experience and work ethic right out of the gate. Cybersecurity is just such a career.

CYBER WARRIORS NEEDED

Cyberspace is the new battlefield, but the ranks of pros needed to protect it are thin and under immense pressure. The 7th (ISC)2 Global Information Security Workforce Study (GISWS), sponsored by Frost & Sullivan, Booz Allen Hamilton, NRI Secure Technologies and Cyber 360 and released in April 2015, forecasts a shortfall of 1.5 million cybersecurity professionals by the year 2020. And, according to “Cyber Insecurity II, Closing the Federal Talent Gap,” a joint report by Booz Allen Hamilton and the Partnership for Public Service, this need is intensely evident within the U.S. federal government. The report finds that “there is a nationwide shortage of qualified cybersecurity experts, and the federal government in particular has fallen behind in the race

for this talent—individuals who are essential to protecting our nation’s critical public and private information technology infrastructure.” The authors go on to assert that “in short, the federal government still lacks the cybersecurity workforce it needs....”

Veterans are in an ideal position to fill this dire need for skilled, discreet, ethical cybersecurity experts, all while realizing significant personal rewards.

**FILLING THE GAP OF
CYBERSECURITY PROFESSIONALS**

With nearly 110,000 certified members worldwide, (ISC)2 is the global not-for-profit leader in educating and certifying information security professionals throughout their careers. The organization provides vendor-neutral education products, career services and Gold Standard credentials to professionals in more than 160 countries.

Although likely best known for the CISSP® credential, the organization also grants the Certified Authorization Professional (CAP), Certified Cyber Forensics Professional (CCFP), Certified Cloud Security Professional (CCSPSM), Certified Secure Software Lifecycle Professional (CSSLP),

HealthCare Information Security and Privacy Practitioner (HCISPPSM) and Systems Security Certified Practitioner (SSCP) credentials to qualifying candidates. These certifications are among the first information technology credentials to meet the stringent requirements of ANSI/ISO/IEC Standard 17024, a global benchmark for assessing and certifying personnel.

Representing the largest body of information security professionals in the world, (ISC)2 is also a vocal advocate for the information security profession. The organization works with government, industry and academia to create and maintain pathways that cultivate the cybersecurity workforce of the future, and particularly supports the military community in many ways:

U.S.A. Cyber Warrior Scholarship—In collaboration with Booz Allen Hamilton, the (ISC)2 Foundation offers a U.S.A. Cyber Warrior Scholarship, enabling veterans and their spouses to attain certifications that can propel their cybersecurity careers. The U.S.A. Cyber Warrior Scholarship assists transitioning veterans and their spouses interested in attaining certification, easing their transition into the civilian workforce and building a career in information or cybersecurity. The U.S.A. Cyber Warrior

Scholarship provides training, textbooks, phone application-enabled study materials, certification testing and placement assistance for qualified returning veterans who served in the U.S. military and their spouses. This program focuses on six certifications that will better position returning veterans' transition into the civilian workforce: SSCP, CISSP, CAP, CCFP, HCISPP and CSSLP.

Compliance with U.S. Department of Defense 8570.1 Mandate—Seven of our certifications are ANSI-certified and comply with the U.S. DoD 8570.1 Mandate. Under the Mandate, all personnel with “privileged access” to DoD systems must obtain an ANSI-approved commercial certification.

CyberSecureGov—This annual educational event, which has doubled in size since 2014, helps federal cybersecurity professionals maximize resources in order to keep pace with cyber-threats. The conference provides candidates a great opportunity to network and learn through events such as a career fair, allowing candidates to expand their networks and interact with prospective employers.

Global Academic Program (GAP)—Through the GAP, we collaborate with an ever-expanding network of university partners to establish a joint framework for delivering essential skills to support the growth of a qualified information security workforce. The GAP is working with accredited institutions, such as Excelsior College, to help transition veterans into cybersecurity careers.

Post-9/11 G.I. Bill—U.S. veterans can take advantage of the Post-9/11 GI Bill to pursue an (ISC)2 certification. The GI Bill provides financial support to cover the cost of certification, and we accept VA reimbursements for exams.

VETERANS AND CYBERSECURITY: A NATURAL FIT

Veterans are an important group poised to meet the U.S. federal government's massive demand for qualified cybersecurity professionals. Veterans can apply the invaluable knowledge and experience they've gained in the military to help propel the U.S. to the forefront of the global cybersecurity stage.

According to Dan Waddell, CISSP, CAP, PMP, (ISC)2 director of government affairs,

National Capital Region, cybersecurity and veterans are an ideal fit for many reasons. Waddell reflects, “I was at Fort Belvoir about a month ago talking to some wounded warriors, and it was a very powerful discussion. These folks still want to serve, but they feel like they can't because they can't do the job they were trained to do. Cybersecurity represents a fantastic opportunity to channel their skills, drive and commitment to a place where it's desperately needed just by giving them a little extra training.

“We don't have to sell them on the mission. They're already highly motivated, and they're used to working toward a mission and for a cause greater than themselves. They've also already been exposed to some amount of technical training, they hold security clearances and they have been trained to be able to adapt to any situation very quickly. This is critical in cybersecurity. When you are trying to train someone right out of college, it's hard to bring them up to speed with how dynamic this field is and how fast it changes. Veterans are used to operating in dynamic environments, and they can roll with the changes that are standard operating procedure in cybersecurity.”

A HIGHLY REWARDING PROSPECT

A career in cybersecurity offers a plethora of benefits to veterans and transitioning military personnel. For several years now, there has been near zero unemployment in the field, which has proven to be virtually recession-proof. According to the GISWS, skilled, reliable professionals will be in demand for years to come.

There is a significant demand for generalists with strong baseline knowledge, but there are also many opportunities to specialize. For example, according to the Partnership for Public Service, a study by RAND Corporation “found that the shortage is most acute at the upper end of the workforce for employees with skills such as forensics, code-writing and those capable of thinking like an attacker to figure out a system's vulnerabilities.”

And earning potential is high, with average salaries in the six figures. Of the 14,000 total respondents to the GISWS, 1,826 work for the federal government. These respondents reported annual average salaries of \$112,000.

The (ISC)2 Global Academic Program (GAP) is a key initiative that is part of the organization's commitment to addressing the growing gap in the availability of qualified cybersecurity professionals. As governments around the world seek to improve university curricula as part of their national cybersecurity strategies, we are making our educational resources, which are updated regularly by certified experts and industry luminaries, available to academia to help meet the global demand for more skilled cybersecurity professionals.

The GAP enhances the foundation of an institution's cybersecurity curricula and provides students with a career pathway to success. The GAP gives veteran students access to the education, certifications and experience they need to become well-rounded professionals. By blending education and certification, the GAP prepares them for success throughout their cybersecurity careers.

There is a deep need to translate the language of cybersecurity into federal agencies. By attending a GAP school, veteran students can help the federal government facilitate these conversations, strengthen their agency's security posture and help their agency achieve its mission. These kinds of professionals create a critical bridge between IT personnel on the frontlines and decision makers.

By blending education and certification together, the approach the GAP advocates, cybersecurity professionals gain the knowledge, skills and abilities the federal government needs to fulfill its cyber mission.

Ask your school if it is a GAP member. To find a current list of GAP members or to learn the requirements for schools to become GAP members, please visit www.isc2.org/academic or email academic@isc2.org. ★

Dr. Jo Portillo serves as the manager of (ISC)2's Global Academic Programs. She champions the development of strategic alliances and relationships with academia, governmental institutions and industry professionals.

For more information, contact MAE&T Editor Kelly Fodel at kellyf@kmiimagroup.com or search our online archives for related stories at www.mae-kmi.com.

Westminster College Opens Center for Veteran & Military Services

Westminster College in Utah hosted a grand opening and ribbon-cutting ceremony for its new Center for Veterans & Military Services (CVMS) on September 11, 2015.

“Many of our student veterans chose to serve after the 9-11 attacks. This center gives them the resources they need and provides a space where others understand their experiences,” said Sylvia O’Hara, director of the Center for Veteran and Military Services at Westminster.

The new Center for Veteran & Military Services is located in Walker Hall and will provide a central location to support veterans, dependents and other military students. The new center includes:

- A full-time, dedicated director focused on serving the Westminster military community
- A Veterans Affairs student worker
- Office space to host representatives from Veterans Affairs, financial aid, counseling center, etc.
- GI Bill benefits counseling
- Referral services
- Student support services
- Free veteran-to-veteran tutoring
- Free veteran mentoring
- Free computer, fax, copy and printing for student use
- A lounge area with sofas and matching tables, a flat-screen TV and a DVD player
- A place for pure camaraderie
- A coffee bar and microwave
- A conference/study area for meetings and tutoring.

The Center for Veteran & Military Services will serve the more than 130 veteran students and their dependents, as well as approximately 90 Reserve Officer Training Corps (ROTC) students at Westminster, which has a total population of 2,800 students.

American Public University System Names New Military, Veterans and Community College Outreach Leadership Roles

American Public University System (APUS) announced the appointment of John Aldrich as vice president of military, veterans and community college relations and Dan Roby as associate vice president of military and community college relations. In their new leadership roles, they will be responsible for all related APUS outreach activities, including serving as the main liaisons between American Military University (AMU) and Department of Defense agencies and overseeing partnerships with national community college leaders.

Aldrich succeeds AMU veteran Jim Sweizer, who recently retired. Prior to his new role, Aldrich previously served as associate vice president for military and community college outreach, west region senior manager for military outreach and education coordinator.

“I’m truly honored to have the opportunity to represent our institution in an

even broader capacity in serving our key constituents in both the armed forces and civilian populace,” said Aldrich. “One of my primary goals will be to make our transfer credit process for community college graduates even more seamless so they can take full advantage of our growing variety of career-relevant programs.” APUS currently has transfer agreements in place with nearly 60 community colleges nationwide.

Aldrich is currently the chair for the Military Special Interest Group for the American Association for Adult and Continuing Education, and also serves on the advisory board for *Military Advanced Education & Transition’s* annual Guide to Colleges and Universities.

Roby, who succeeds Aldrich in his new role, joined APUS in 2005 and most recently served as director, eastern region and overseas military and community college outreach.

Military Veterans Become Tech Entrepreneurs at NYU School of Engineering

The first class of U.S. military veterans has graduated from a new program that helps veterans become entrepreneurs and find opportunities in New York City’s rapidly growing technology-based innovation economy.

Combining both academic and real-world lessons, the Veteran Entrepreneur Training (VET) program was developed by NYU Polytechnic School of Engineering. The VET program offers veterans a hands-on technology and business curriculum and mentorship to help them transition into the technology industry to launch potential ventures and careers.

At the demo day and graduation ceremony for the 14 veterans of the first cohort, the NYU School of Engineering and Brooklyn Chamber of Commerce announced that in response to demand, they will accelerate the start of the next VET class to this fall.

“The VET program gives our military veterans the tools they need to access and succeed in New York City’s booming technology

sector,” said Kurt H. Becker, vice dean for research, innovation and entrepreneurship at the NYU School of Engineering.

The school drew from its innovative entrepreneurship programs to develop the VET Program. The free, 10-week course starts with five days of intensive classes followed by one-day-per-week classes and venture validation presentations. Classes and guest lectures cover a range of topics including prototyping, revenue models, accounting, marketing and fundraising. The program concludes with two showcases, an internal presentation to the stakeholders of the program and local technology business leaders and a public demonstration day.

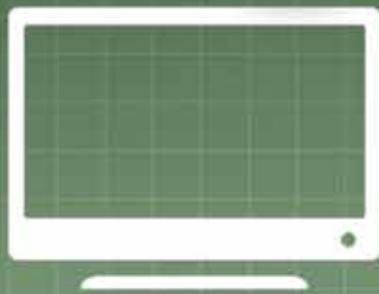
Veterans accepted into the program work alongside startup companies at the school’s incubators during the entirety of the 10 weeks and receive a portfolio of resources to supplement the classes. Additionally, mentors and guest lecturers from across industries and professions support class participants as they develop their ideas into business ventures.

Making the Transition:

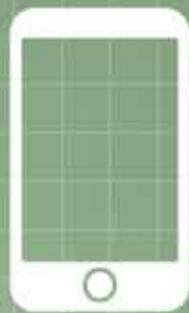
STEM Investment in Veterans Makes Financial Sense

Military Advanced Education & Transition's

TRANSITION TRENDS:



Careers in
**Information
Technology**



Corporate Connection:
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CORPORATE CONNECTION Military Advanced Education & Transition



Comcast Cable

Will Baas

Vice President, Talent Acquisition

Q: What advice would you offer servicemembers and veterans looking to make the transition to a civilian career?

A: Seek out fellow veterans who are working in the companies, industries or geographies that interest you. If they are on Rally Point or list military service on their LinkedIn profile, it is a safe bet they are proud of their service and most likely are willing to answer questions or help a fellow vet make connections.

Q: From an educational perspective, what advice would you offer to transitioning servicemembers trying to determine a degree path/career field for their civilian careers?

A: Remember that your GI Bill benefits are one of your biggest rewards for your dedicated service. Steward these benefits carefully. Don't rush into a program without a clear goal. Talk to other grads. Determine if you need the degree now for your chosen field or if it may be better to wait and use these benefits later in your career or transfer them to your eligible family members.

Q: Why does your company believe veterans are a valuable investment?

A: In addition to the skills and attributes veterans bring to Comcast NBCUniversal, we typically see that their retention, engagement and ability to adapt to change and demanding work environments makes a clear talent argument for our ongoing investment in veteran hiring.

Q: Many companies recognize the value of veterans entering the corporate workforce. What makes your company distinct in the support it offers to veteran employees?

A: We take a holistic approach to veteran support by honoring those currently serving, supporting our Reservist employees when on active duty, recruiting veterans to hire and then supporting them with development and networking as they grow. We also engage our veterans via our Employee Resource Group to keep our strategy energized and forward-thinking.

Q: How can companies better assist veterans in their transition?

A: I am seeing a shift in focus among veteran-friendly companies to spending as much energy on-boarding and retaining their veterans as they do in recruiting them. Engaging employees who made the transition in the past to assist those coming out of the military now is another important role a company can play.

Q: What do you believe makes your company particularly veteran-inclusive and supportive?

A: At Comcast NBCUniversal, we have veterans serving at all levels of our company as technicians, in payment centers and in executive leadership: therefore, there is no shortage of role models and career success stories to inspire new veteran employees.

Q: Would you like to add any additional comments?

A: There are many free resources available to help veterans during their transition, from tools and resources from the Veterans Administration and Department of Labor, to resume and branding tools from the U.S Chamber of Commerce Foundation's Hiring our Heroes, to skills translators on corporate military career sites. Check them out and pass on those that are most effective to your fellow veterans. ★



A Comcast recruiting event.

Our Digital Future

Degrees in information technology can open countless career doors.

By Kasey Chisholm
MAE&T Correspondent

As the world becomes more reliant on computers and telecommunication, the need for a skilled and knowledgeable workforce becomes increasingly vital. A degree in information technology, or IT, means many different things depending on the specifics of the chosen program and the individual focus of the student. As Keith Morneau, program director in the School of Computer Science and IT at Stratford University, noted, "No matter what career field you enter, IT is everywhere. All businesses have IT as part of their core business. IT provides businesses with a strategic advantage." He continued, "There is tremendous growth in IT jobs, especially in software engineering and cybersecurity right now."

A degree in information technology is a versatile one, preparing its graduates for a variety of future careers. Kelsey Keag, manager of communications for the Indiana University School of Informatics and Computing, explained that graduates have gone on to such titles as "software developer, software engineer, associate consultant, business analyst, IT analyst, programmer, software consultant, software analyst, technology analyst, systems analyst, security analyst, database administrator" and more. Whether a large company or a tiny non-profit organization, students with degrees in IT are in high demand.



ECPI University

ECPI University's College of Technology offers degrees in Computer and Information Science with multiple concentration choices. These choices align specifically with the job market, making graduates extremely marketable. Concentration options include Network Security (AS and BS), Cloud Computing (Bachelor of Science), Database Programming (AS and BS), Software Development (Bachelor of Science) and Web Development (AS and BS). There are also two master's programs in IT for IT professionals seeking further leadership and responsibility—the Master of Science in Cybersecurity and Master of Science in Information Systems. Bob Larned, executive director of military education and ECPI, explained that “ECPI University’s hands-on education allows students to learn by doing, utilizing industry-standard technology and simulation software to create a real-world experience.” This, along with small class sizes, mean that students are well prepared for the real world of



Bob Larned
ECPI University

the workforce. Externships are available for many students, Larned expanded, saying, “our career service advisors are always available to help with resume preparation, interview coaching and job search strategies.”

Larned shared that career prospects in the IT field are booming, as projected growth and salaries are well above the standard rates of other careers. Military veterans are particularly poised for success in such careers, he shared, because “for those current and former servicemembers, there is a great deal of familiarity with some of material they encounter once they begin a formal degree program.” Additionally, he explained that “veterans who depart the military holding security clearances may also find they have a decided advantage in the job market, where such clearances are highly valued.” Graduates can find themselves in a wide range of careers with their IT degree, including network security specialists, database developers and administrators, network and datacenter administrators, digital media designers and software developers for mobile apps, websites or video games. Whatever the career path, IT graduates “will certainly be called upon to use critical thinking skills and work as a member of a team,” something that Larned feels military veterans will excel at. ECPI values its military servicemen and women as members of their student body, offering supports such as the Yellow Ribbon Program, Tuition Assistance, Scholarships, GI Bill, VA representatives, the VetSuccess on Campus program and more. Such supports have earned ECPI a spot as a top college and university institution by MAE&T.

Excelsior College

The Bachelor of Science in Information Technology (BSIT) program at Excelsior College focuses on the fundamental concepts, skills, applications and practices of a variety of IT areas. Such domains include software and Web development, computer systems, database management, data communication, information security and project management. Lifang Shih, associate dean of technology programs of the School of Business Technology, explained that this comprehensive program prepares students to stay at the forefront of a rapidly changing technical environment and trains them to become leaders in the information technology field. Students of the program choose from three technical concentrations depending on their desired focus: cybersecurity technology, information security and network operation. These concentrations, shared Shih, “represent the high-demand job areas in the IT industry, which equip students with in-depth specialties in order for them to excel in the workplace.”



Lifang Shih
Excelsior College

Careers in IT are expanding, as are salaries associated with them. Shih explained, “In a rapidly changing world where companies are competing on a global basis, IT is key to determining the sustainability and competitive advantage of companies across industries. This leads to a high demand for IT skills and professions.” In addition, Shih feels that military veterans are particularly marketable in the job market.

JOB FAIR CALENDAR

San Diego Hiring Fair

Thursday, October 1, 2015

8:30 a.m. to 2:30 p.m.

Hiring Our Heroes job fair for servicemembers, veterans and military spouses at the Anchors Catering and Conference Center in San Diego. Also features an employment workshop with Lockheed HR and Best Practices in Veteran Recruitment Lunch & Learn for employers.

www.uschamberfoundation.org/event/san-diego-hiring-fair

Virtual Job Fair

Tuesday, October 6, 2015

11:00 a.m. to 3:00 p.m.

Hiring Our Heroes virtual job fair for current servicemembers, veterans and military spouses on virtualjobscout.org. Virtual Job Scout brings all the benefits of a live fair to those who cannot make it to

a traditional fair. It allows job seekers and employers to connect with each other in real time, no matter their physical location. Because Virtual Job Scout is available 24/7, recruiters can also connect with top veteran, transitioning servicemember and military spouse candidates outside of the live hiring fair times. Virtual Job Scout is a free service. Thanks to the support of the Steven and Alexandra Cohen Foundation, Virtual Job Scout is free to both job seekers and employers.

Self-motivation, discipline and time management are all military skills Shih noted as being key to a successful IT career. Shih continued, “Those who achieve success in the IT field also possess teamwork, critical thinking and problem-solving skills. Students with a military background are usually well-trained in these areas.” The daily life of an IT professional grows and changes, and IT graduates can adapt and excel. Excelsior has many supports in place for its military students, including a Center for Military Education, the Lt. Col. Bryant A. Murray Veterans Center, a Veteran Mentorship Program and a course on success strategies for military and veterans.

Indiana University

Indiana University’s Kelsey Keag highlighted the fact that “Our rare combination of programs—including informatics, computer science, library science and information science—makes our school one of the largest, broadest and most



Kelsey Keag

Indiana University

accomplished of its kind.” Two undergraduate programs, one in computer science and one in informatics, offer more than 30 specialization opportunities. IU also offers seven master’s degrees (bioinformatics, computer science, data science, human-computer interaction (design emphasis), information science, library science and security informatics), and Ph.D.’s in computer science, informatics and information science. With 144,500 job openings in computing annually, and only 88,161 degrees being earned annually, Keag emphasized the fact that IT careers are an excellent choice. “The companies and organizations that recruit the School of Informatics and Computing place a high value on candidates who have the ability and desire to learn new things and are self-motivated, goal-oriented, resourceful and driven,” Keag explained, which is something that makes candidates with military experience desirable to employers. Security clearances are another instance where military experience may be a career benefit for an IT graduate.

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Career paths for IT graduates from Indiana University are diverse. “Our degrees can help students follow almost any path they desire—whether it’s a Fortune 500 or non-profit company, a research lab or higher education,” Keag detailed, “we also provide the training and tools for those who want to start their own company.” Graduates entering the workforce could consider building new technologies, serving as an analyst or consultant or working as a developer, programmer or administrator. Many choices make the IT career path an exciting one for prospective students. Indiana University makes resources available to its military student

body through a stand-alone office at IU Bloomington. Services include academic, financial, social and developmental support as well as assistance with tutoring, mentoring and community services.

The Pennsylvania State University

The College of Information Sciences and Technology (IST) at The Pennsylvania State University offers multiple degree programs that are offered online and on-campus, tailored to ready graduates to enter the workforce. Undergraduate degree options include an Associate of Science in IST, Bachelor of Science in IST, Bachelor of Science in Security and Risk Assessment and a Bachelor of Arts in



Mike Hills

Pennsylvania State University

IST that allows students to explore a more interdisciplinary approach. Graduate degrees are also available, including a Master of Professional Studies focusing on Enterprise Architecture, Homeland Security, Information Security and Forensics and Information Sciences, Cybersecurity and Information Assurance, as well as a Master of Science or Doctor of Philosophy in Information Sciences and Technology that are more research-based. Mike Hills, Senior Lecturer in IST, observed that “information technology has become a ubiquitous part of everything people do with impacts on nearly everyone’s daily life.” He continued, “The demand

for information professionals possessing the skills and abilities to effectively administer and manage information and systems to ensure their security continues to grow,” ensuring that employment opportunities are plentiful.

Career opportunities, said Hill, are nearly endless. “Private-sector options in health care, banking and accounting, insurance and many other fields abound, as well as options working for some of the tech giants such as Google and Microsoft,” he shared. “Many options exist in the public sector as well, with numerous opportunities in federal, state and local government agencies and the Department of Defense.” Even the gaming industry values IT graduates and can provide an interesting work environment. Hill feels that military

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We want you to make an informed decision about the university that’s right for you. For more about the graduation rate and median debt of students who completed each program, as well as other important information—visit www.APUS.edu/disclosure.

Image Courtesy of the DoD.



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experience is a great benefit for prospective IT students. As technology becomes increasingly important to one's military service, the experience gained becomes more valuable in the eyes of employers. Penn State offers many supports for military students, both active and veteran. These supports include tuition assistance, GI Bill, veteran's programs and consideration of military experience for academic credit. Hill has first-hand knowledge of Penn State's military-friendly atmosphere. "Having completed my Ph.D. at Penn State in IST while on active duty with the U.S. Air Force, I can personally speak to the excellent support that Penn State offers to military members and veterans and the value of a degree from this institution," he shared. "I had a first-rate experience and was able to concentrate fully on completing my degree and engaging with my professors and classmates, something many of my fellow military cohort at other universities were unable to do because of constant administrative headaches relating to their tuition payments, local school district issues with their kids and a host of other distractions that just didn't exist for me at Penn State."



Keith Morneau
Stratford University

degree in network management and security focusing on network administration. A bachelor's degree in information technology offers specialties in networking, software engineering and cybersecurity. Master's level learning is focused on data, software engineering, mobile and Web development and cybersecurity. Keith Morneau noted that these degrees are highly valuable in terms of career. He further explained, "Career prospects in software engineering and cybersecurity are excellent right now. There is not enough supply in these areas to meet the demand." No matter the degree or focus, graduates can expect to be prepared for the creativity and flexibility careers in IT call for in order to be innovative and successful.

Morneau believes that military experience is a true bonus for an IT student. "They are suited for all specialties in IT. IT is all about problem solving, so a military background helps graduates with how to solve problems, show up to work on time and be a contributing member of a team," he shared. "They

have the soft skills needed to be successful in IT today." Stratford University does offer support for military students, and approximately 25 percent of their enrolled students are active or former military. ★

Stratford University

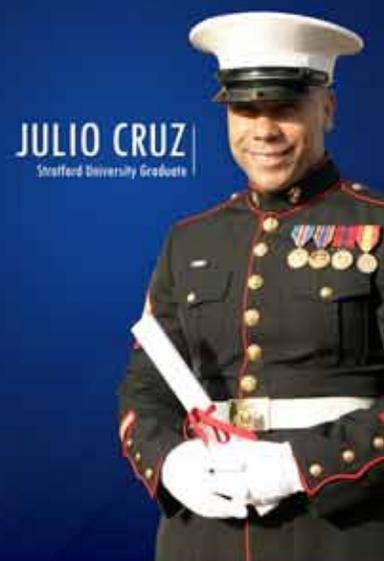
Stratford University offers a multitude of IT degree programs at the undergraduate and graduate levels, including an associate's

For more information, contact MAE&T Editor Kelly Fodel at kellyf@kmimediagroup.com or search our online archives for related stories at www.mae-kmi.com.



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Stratford.edu/vets

STEM Investment in Veterans Makes Financial Sense



William Hubbard, Vice President of Government Affairs
Student Veterans of America

In my role as vice president of government relations at Student Veterans of America (SVA), I regularly attend meetings on Capitol Hill and in the Obama Administration to discuss issues impacting U.S. military veterans. In many of these meetings, most discussions about veterans seem to highlight the negative. While challenges do exist, why aren't people talking about the successes veterans demonstrate?

At SVA, we like to focus on an alternate view that doesn't get enough attention: the reality of the opportunities and assets veterans present in high-demand fields. Some say veterans are struggling, yet in our daily interactions with veterans in higher education, we know that is the farthest thing from the truth.

In fact, veterans have historically demonstrated that they are assets. Historian Milton Greenberg estimates that the GI Bill in 1944 enriched the United States by producing 450,000 engineers, 91,000 scientists, 67,000 doctors, 22,000 dentists and more than a million other college-educated individuals. Their legacy returned seven dollars to the American economy for every dollar invested in the GI Bill.

Today's veterans frequently benefit from the Post-9/11 GI Bill. While the first GI Bill had a wide scope of benefits, including home loans, grants and education benefits, this generation's GI Bill is focused solely on education, an indication of the level of importance society places on career advancement through study and training.

Since 2008, more than 1.5 million veterans have gone to school with aid from the new GI Bill. As some of the top performers in today's economy, many student veterans have a strong interest in pursuing degrees in STEM (science, technology, engineering and math) fields.

SVA learned from our work on the Million Records Project that 34 percent of student veterans graduate with a STEM degree, demonstrating that twice as many veterans are interested in STEM degrees versus their civilian peers. The barrier to increasing the number of student veteran STEM graduates is access to resources.

By 2018, there will be 2.4 million open STEM jobs. Yet degrees in STEM fields usually take longer to complete and are more time-intensive.

Student veterans report that it can be difficult completing these degrees in the four years allotted by the GI Bill because many typical STEM degrees take at least five academic years to complete. The added cost of additional academic years can present a significant barrier to a veteran's degree completion.

When Rep. David McKinley, R-W.Va., became aware of this challenge during a meeting with student veterans in his congressional district, he was inspired to craft legislation that would invest in an additional academic year for STEM-focused student veterans.

On February 5, Rep. McKinley and Rep. Dina Titus, D-Nev., introduced H.R. 748, the GI Bill STEM Extension Act of 2015, which gives students utilizing GI Bill benefits more flexibility to pursue degrees in science, technology, engineering, math and health fields.

The GI Bill STEM Extension Act would bolster the GI Bill by tacking on nine months of benefits for students pursuing a STEM degree. If the law passes, veterans would not be forced to decide between a STEM career and the financial burden that mitigates the value of their earned GI Bill benefits.

At SVA, we believe that an investment in STEM education is key to America's

future. Our modern—and future—workforce demands highly skilled Americans with skills in STEM fields. This investment in our nation's veterans is worth the added short-term cost when you think of the long-term benefits to the economy.

At a time when our nation desperately needs to increase its degree output in STEM fields to keep up with employment demand, economic growth and global competitiveness, placing another barrier to higher education access and degree attainment in these fields inhibits our nation's competitiveness.

The GI Bill currently affords veterans the opportunity to go to school, but the country must determine how the bill shapes the modern workforce. As veterans graduate, wouldn't taxpayers prefer that our country gain scientists, engineers, cybersecurity professionals, physicists and other high-demand professionals—like the generations before them?

SVA's goal is to see every veteran maximize the potential of his or her GI Bill benefits, and legislation like the GI Bill STEM Extension Act is the answer. Industry and government demand more STEM-educated professionals, and the cost of doing nothing presents untold risks to our economy and our national security. With a net-positive impact to the country's financial prosperity, SVA encourages policy and industry leaders to consider allowing veterans to pursue STEM degrees without the burden of additional debt.

While STEM education is an individual benefit, the public benefits, too. ★

For more information, contact MAE&T Editor Kelly Fodel at kellyf@kmimediagroup.com or search our online archives for related stories at www.mae-kmi.com.

New Partnership Between Northeastern and National Guard

Northeastern University has signed a first-of-its-kind agreement with the National Guard, enabling guardsmen to earn Master of Arts degrees in homeland security through the university's College of Professional Studies.

Northeastern celebrated the partnership by hosting a meet-and-greet for key stakeholders in the armed forces and university community. The reception featured remarks by Northeastern President Joseph E. Aoun and National Guard Bureau Chief General Frank J. Grass. They addressed an audience that included ROTC cadets in Northeastern's Liberty Battalion; students in the homeland security program; members of the university's Student Veterans Organization; and Major General L. Scott Rice, the adjutant general of the Massachusetts National Guard.



General Grass—who is responsible for ensuring that some 470,000 Army and Air National Guard personnel are accessible, capable and ready to protect the homeland—spoke directly to

the servicemembers in attendance. “We owe so much to those who serve,” he said. “And we are obligated to give you the right tools to be the best you can be.”

Northeastern's partnership with the National Guard will afford students who have completed the program at the National Guard Bureau's Homeland Security Institute the opportunity to earn 15 credits toward their master's degree. The program, which offers both online and classroom learning, is intended to prepare the next generation of emergency managers and homeland security professionals for leadership roles in the public and private sectors. Courses will cover the intricacies of the disaster cycle, data analysis and the nature and sources of threats to social, political and economic systems.

New Veterans Caucus at Virginia Tech

A group of 12 Virginia Tech employees have formed the university's first Veterans Caucus.

The veterans who work in various faculty and staff positions at Virginia Tech first came together about a year ago to network and advocate for student and employee veterans. Virginia Tech employs more than 300 veterans and has more than 200 student veterans enrolled in classes.

According to its newly adopted constitution, the purpose of the caucus is to:

- improve the working, learning and living environment for employee and student veterans;
- advocate for the mentoring of and transitional support for veterans returning to work and/or school;
- and recommend actions to improve the recruitment and retention of employee and student veterans.

Any current Virginia Tech faculty, staff or student veteran who has received an honorable discharge qualifies for caucus membership. Veteran family members or others interested in veterans' issues may qualify for associate membership.

The group will meet monthly and plans to spread the word of the caucus in the coming months by establishing a Web presence and attending events such as the Veterans in Society Conference November 12-14, 2015 at the Hotel Roanoke and Conference Center.

The formation of the caucus is one of many different veteran-centered initiatives that have been implemented in recent years.

In February 2013, Virginia Tech became the first public university in the state to become certified as a Virginia Values Veterans employer.

In April 2015, the U.S. Small Business Administration selected Virginia Tech to host a one-day Boots to Business entrepreneurial workshop for past and present servicemembers and their dependents.

Troy University Introduces New General Studies Program

Troy University has restructured the General Studies component of its bachelor degree programs in an effort to allow students more flexibility and choice and broadening transfer opportunities for students enrolling at TROY with existing credits from other regionally accredited institutions and ACE recommended credits. This is of particular interest to military students who traditionally attend a number of institutions on the path to degree completion.

The restructured component began this fall and provides the added benefit of a possible reduction of semester hours required to complete a degree program at Troy, resulting in a lower cost of education in the long run.

“The positive impact of these changes has already been noticed when reviewing the JST's, CCAF and college transcripts of active duty military members and veterans who have recently expressed an interest in enrolling at Troy,” said Joseph Houghton, director of Military Programs for Troy's Global Campus. “Naturally, institutional changes that positively address the issues of time and money, particularly for institutions working closely with our military, are important, appreciated and demonstrate a sensitivity to the rising costs of higher education.”

For more information regarding opportunities at Troy University, visit www.troy.edu.

Willie Borden Pre-Discharge Claims Representative Veterans of Foreign Wars

Willie Borden is employed by the Veterans of Foreign Wars of the U.S. as a pre-discharge claims representative who helps transitioning servicemembers on Joint Base Andrews and Joint Base Anacostia-Bolling receive their earned benefits from the Department of Veterans Affairs. Borden is an Army retiree who joined the VFW's national Benefits Delivery at Discharge (BDD) program in 2014, bringing with him a wealth of personal knowledge about the military and the challenges servicemembers face when transitioning from military to civilian life.

Q: Can you tell us about the VFW's Benefits Delivery at Discharge program?

A: The main goal of the VFW's BDD program is to help transitioning servicemembers understand their VA benefits, and then to assist them in assembling and filing a claim before they separate or retire from the military. Filing a claim while still in uniform is especially important for two reasons: First, it takes on average six-plus months for a first-time disability claim to be adjudicated, so the sooner you file the less time you'll spend waiting after you separate; and second, the onus is always on the claimant to prove that the wound, illness or injury was service-connected, so it is far easier to correct personnel files and medical records while you're still wearing the uniform than after you get out.

All VFW BDD service officers want to make sure that new veterans understand what the VA can do for them once they get out. To do this, we usually schedule appointments with separating servicemembers, during which we review their military medical records and discuss any health conditions that they can link to military service. Then we walk them through the process of filing their paperwork with VA and complete any necessary exams that VA may request.

What makes the VFW and veterans' service organizations like us unique is that we not only help you prepare your benefits claim, we also advocate on your behalf at every step in the process. We have VFW rating specialists at the VA regional offices in Winston-Salem, N.C., and Salt Lake City, Utah, who are responsible for making sure that VA ratings are correct for VFW's BDD clients. We also have a full cadre of professional staff at the Board of Veterans Appeals in Washington, D.C., who look out for our veterans when they disagree with VA's rating decision.

So, when you select the VFW to help you with your claim, our support doesn't end when you leave my office. We make sure there's a warm handoff to an accredited VFW representative back in your home state. This way, you'll continue to receive professional



assistance if there's a disagreement with VA's decision or if they need to open any new claims.

Even though the VA claims process is supposed to be non-adversarial, it is still complicated. VFW representatives on military bases help transitioning servicemembers understand the process because we are trained to do so, plus it's a free service that we provide to all soon-to-be-honorably-discharged veterans. To me, it's one less thing you have to think about when you're getting out of the military.

Q: Why did you seek out a career helping veterans navigate the VA benefits system?

A: As a career soldier, I know how difficult it was to file a claim on my own. I tried to do it myself when I retired back in 2012. It took me several months just to gather up all of my records, complete the paperwork to the best of my ability, then receive a low rating.

I wanted to help make the process easier for other servicemembers and I heard about the opportunity to train to become an accredited veterans' service officer. I thought this was a way that I could keep serving and helping veterans understand the system.

The funny part was, once I started training as a service officer and understanding federal regulations, I found out my rating

was incorrect. That lit the fire for me. It's very rewarding to know that I'm helping the next soldier or airman who's thinking the same thing I was thinking when it came time to get out.

Recently, I had a client come in for an appointment who was just told to bring in his medical records and that "we'd know what to do." Like most servicemembers who come through my door—and like me when I was getting out—he didn't really know what service-connection was, what he could claim or what he couldn't. I was able to break down the process for him. We reviewed his records together, and I told him what to expect next. That's why we're here and that's why I enjoy what I do.

Do you really need that additional stress of worrying about your VA claim when so much is about to change in your life? Our job as service officers is to take that stress off.

Q: You mentioned your time training as a service officer. What kinds of training do you receive? How do you keep your skills fresh?

A: There's a bit of a misconception that VFW representatives on military bases are just volunteers who may or may not be able to help answer your questions about a VA claim. Sometimes, servicemembers are hesitant to come see us, thinking that they have to be members of the VFW; that they have to pay for our services; or that we may not know enough to help with their claim. I know because that was me when I get out. I thought I had to pay for their help or be a part of the VFW, which is why I chose to do my claim on my own. Now I know that none of that is true.

First, the VFW and organizations like the VFW are accredited by VA to provide this kind of technical assistance to veterans. Part of our accreditation requirements is that we need to receive regular training and proficiency testing. We are also explicitly prohibited by law from accepting any kind of compensation for our services. I can also be kicked off base if I start recruiting people to join the VFW. Also, we're employees of the VFW—not volunteers. So we're not part time, and we don't do this as a hobby. We do this every day.

I started on my path to become as a service officer with the Wounded Warrior Project's Advocacy Training program in

Jacksonville, Fla., which included a full review of all federal veterans' benefits regulations, as well as practical visits to VA regional offices to better understand the claims process. Once I completed this program, I was hired by the VFW, where I needed to complete several additional weeks of training at the VFW Washington Office and pass tougher proficiency exams. I also needed to complete VA's Training, Responsibility, Involvement and Preparation of Claims, or TRIP, training, which deals with handling of sensitive information and VA business process. Before I was allowed to assist clients on my own, I shadowed experienced VFW service officers at military bases around the National Capital Region and worked with veterans with the assistance of a mentor. Now that I'm in the field, working on my own, I'm still required to attend two 40-hour training conferences and pass two additional proficiency exams every year.

Q: How are your services important to a servicemember who's getting out of the military and looking to enter the workforce?

A: First of all, we've talked a lot about the disability claims process. While our primary job is to help veterans figure that out, we also have to be spun up on other benefit programs like the Post-9/11 GI Bill, Vocational Rehabilitation, Department of Labor services, and so on. But don't get me wrong, I know other parts of the military transition programs touch on all that.

When it comes to VA claims, though, your rating decision serves as a gateway to other critical transition programs—particularly for employment and education. For Vocational Rehabilitation, you need a rating decision. For a 10-point federal hiring preference, you need a rating decision. For certain intensive job services at American Jobs Centers, you need a rating decision. We help you make sure that you can get a rating decision that's timely and accurate.

Q: How do servicemembers learn about your services?

A: I think most servicemembers learn about our services from the military Transition Assistance Program, or TAP. At least on



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Andrews and Bolling, the TAP briefers always allow me to introduce myself to their classes and tell them what I do, where to find me, how to make an appointment and what I need them to bring, should they want my help. However, our client satisfaction survey also shows that many servicemembers learn about us from other servicemembers. So word-of-mouth and personal reputation are very important.

Since I work on [Joint Base] Andrews, I also like to get involved in community activities and tell people about my job and how the VFW can help. I'll ask for space at career fairs or sporting events. I also enjoy softball. So when I learned about the competitive softball team on Andrews, I tried out. Since I made the team, we've traveled to several military-specific tournaments, including the Military World Championship in August. At one recent tournament in Colorado Springs, I had the opportunity to brief all of the military teams about what I do and where they can find similar services, should they need claims assistance.

Q: Where is the VFW located today, and why does the VFW want to provide these services on military bases?

A: Today, the VFW has 22 accredited representatives like me, serving 16 military installations, with plans to add an additional four soon. The full list is available on www.vfw.org/BDD, but in addition to serving most of the bases around Washington, D.C., metro area, we have representatives on many major installations like

Fort Bragg, Fort Campbell, Fort Hood, Joint Base Lewis-McChord, Camp Pendleton and Camp Lejeune, among others.

Being a veteran myself, I see the importance of having that face-to-face connection with someone who is knowledgeable on the process. The most convenient place for servicemembers to make that connection is on base. Plus, the longer you wait to file a claim, the harder it is to show a connection to military service. By starting a claim before a servicemember gets out, he or she is more likely to receive a timely and accurate rating decision.

In the past, it was not always easy for the VFW to make our case to provide our services on military bases. However, earlier this year, then-Defense Secretary Chuck Hagel worked with accredited veterans' organizations like the VFW and top defense officials to craft clear guidelines for allowing accredited claims service officers on military installations. This guidance is what will help the VFW and groups like us help more separating servicemembers.

Q: What would you tell a servicemember who is either skeptical about filing a claim or skeptical about seeking out your services?

A: First, don't trust the barracks lawyer with your future. There's some bad information out there that can set you up for failure in your transition—especially when it comes to VA benefits. If you have questions or if you're skeptical about something, schedule an appointment with an accredited advocate, then come in and talk it through. We're not only trained to help; we've also been in your situation before. ★



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A Recipe for Meeting Broader Global Societal Challenges

STEM EDUCATION FOR THE SERVICEMEMBER HAS BENEFITS NOW AND IN THE FUTURE.

By ADEDEJI B. BADIRU

Advanced education is the catalyst for world leadership in any field, particularly in the military. Education is the foundation for national advancement. This is not in dispute at any level of any national government. Yet, unfortunately, historically, education is often treated as an orphan in the budgeting process at organizational, local or national levels.

The Department of Defense (DoD) is mission-driven and often more concerned with winning today's battle and protecting today's soldiers. But we need to think of the future war space, which is unknown and unpredictable. Thus, we need a new way of thinking, a new vision, new technologies and a new educational budgeting strategy. Advanced STEM (science, technology, engineering and mathematics) education serves the society at large in the long run beyond merely meeting immediate military operational requirements.

The landscape of education is changing rapidly, from the incipient grade-school level to the highest levels of tertiary education. Education of our military, which is affected by both programmatic and policy changes, is evolving just as much as conventional civilian education. Over the centuries, the direct contributions of the military to the development and advancement of society have been documented. The warfare of the future will involve an intersection of STEM fields. If we recognize the ever-present human elements of warfare, the broad discipline covering behavioral and social sciences must also be embraced. Thus, STEM education is essential for carrying out future warfare successfully. In this regard, who is better positioned to lead the way other than the military? The military can accomplish this expectation only through advanced education. This is critical because the socio-economic behaviors and perspectives of humans in the warfare loop (both at the execution and receiving ends) are as important as the latest technology that we bring to the warfront.

The supposition of what the future warfare will entail is buttressed by an April 8,

2015, speech by the Air Force Chief of Staff, General Mark A. Welsh III. Speaking to the Defense Writers Group, General Welsh reaffirmed that the missions of the Air Force entail the following:

- Air and Space Superiority
- Intelligence
- Surveillance
- Rapid Global Mobility
- Command and Control

Further, General Welsh said the way Air Force carries out its missions will change drastically in the future as more technologies are infused into the process. Beyond the Air Force, it is certain that the other services also have mission articulation statements that are in consonant with the Air Force mission. So, how can we best meet the challenge of truly joint missions from a complete military systems approach? This author asserts that it will have to be through advanced STEM education and joint education to whichever extent possible.

What happens after the war is over and done with? We expect our military personnel to go back into the general population and transform their military education, training and professionalism into serving the general society for sustainable national advancement.

Military education is one avenue through which the societal impacts can be perpetrated. In this regard, military leaders must make a concerted effort to ensure that the institution of advanced military education remains vibrant and sustainable. Errant military education policies of today can derail the potential spectrum of military contributions to the society of the future. The matter of educating military personnel should not focus only on just what the military can do for the current war efforts, but should also address the potential civilian workforce development of the future, as military personnel transition from uniformed services to the civilian realm. Military educational policies and programs should be instituted now for

the military personnel to meet the prevailing war-fighting needs while preparing them to meet future civilian workforce needs. It is a matter of national defense transitioning to national advancement. The two DoD schools awarding advanced degrees are the Navy Postgraduate School (NPS) and the Air Force Institute of Technology (AFIT). The distribution of post-graduation assignments of AFIT graduates in 2014 shows that the advanced degrees of the students go on to serve a variety of areas of critical national need, and will end up serving a wide spectrum of civilian business and industry needs in the long run (post-military affiliation). Recognizing the importance of education, Defense Secretary Dr. Ash Carter recently proposed a new strategy of granting military sabbatical so that troops can go to college. This bodes well for the premise of this article.

PREVAILING SOCIETAL CHALLENGES

The 14 grand challenges for engineering, compiled by the U.S. National Academy of Engineering (NAE) in 2008, have implications for the future of our global society. Engineers of the future will need diverse skills to tackle the multitude of issues and factors involved in adequately and successfully addressing the challenges. It is the view of this author that military personnel transitioning to the civilian workforce should be adequately educated and prepared to help tackle the grand challenges. Advanced military education is a key requirement of that preparation. An extract from the NAE document on the 14 grand challenges reads as follows:

"In sum, governmental and institutional, political and economic, and personal and social barriers will repeatedly arise to impede the pursuit of solutions to problems. As they have throughout history, engineers will have to integrate their methods and solutions with the goals and desires of all society's members."

This statement emphasizes the relevance of a holistic systems thinking approach in

solving the multi-faceted global problems that we face now and will face in the future. The problems must be approached from a world systems point of view, necessitating interdisciplinary alliances not only within engineering disciplines, but also through cross-disciplinary interfaces between engineers and the other wide spectrum of military-enhanced education, including liberal arts, social sciences and management. It is a systems world. Whatever affects one subsystem of the global infrastructure will eventually percolate through the whole system. Providing our military with advanced education, by virtue of its versatility, mission-centricity and systems viewpoint, can be the anchor for solving the challenges.

The 14 NAE grand challenges for engineering can help the military target research and education directions to collectively solve those problems that affect the global society and the operating environment of the military. The challenges highlight the relevance of a holistic systems thinking approach in solving the multi-faceted global problems

that we face now and will face in the future. This is in perfect alignment with the premise of the global strike of the military. The 14 grand challenges cover the following problem areas:

- Make solar energy economical
- Provide energy from fusion
- Develop carbon sequestration methods
- Manage the nitrogen cycle
- Provide access to clean water
- Restore and improve urban infrastructure
- Advance health informatics
- Engineer better medicines
- Reverse-engineer the brain
- Prevent nuclear terror
- Secure cyberspace
- Enhance virtual reality
- Advance personalized learning
- Engineer the tools of scientific discovery

These problem areas align well with what the military is doing or should be doing in mission-critical engagements around

the world. With positive outcomes from the grand challenges, we can improve the quality of life for everyone and our entire world can benefit positively. Most of the grand challenges focus on high-tech developmental issues. Yet, the problems of the world are best solved through integrated approaches focusing on social, cultural, political and high-tech issues. For example, low-cost and culturally sensitive adaptation of existing technologies may easily solve some nagging problems in the more depressed parts of the world. Provision of clean water is one such possibility. In the case of energy, advanced countries have well-developed techniques for harnessing energy from waste, but in many developing countries, handling and dealing with waste is culturally seen as unacceptable. Technologies that are too high-tech (e.g., nano-filtration for water) may be acceptable in a developed country, where clean drinking water already exists (albeit in short supply), while it may not be practical in some developing countries. The 14 grand challenges involve design, installation,



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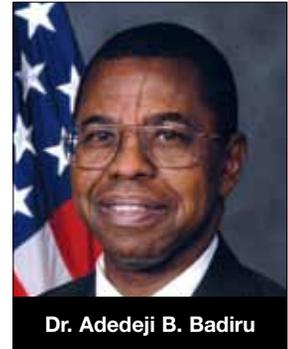


improvement, systems integration, people, materials, information, energy, prediction, evaluation and implementation. They thus must be addressed from an expanded global military viewpoint.

In conclusion, the education of our military in STEM fields is the foundation for solving complex global problems now and in the future. In order to educate and inspire the present and future generations of military professionals, the educational requirements must be redesigned and sustained along these recommendations:

- Use an inventory model of tracking worldwide human assets of the military with educational credentials to meet critical needs of not only the military, but also the nation.
- Invest in additional military advanced education programs to boost the nation's reserve of educationally credentialed professionals that can serve the nation beyond military assignments.

- Make military personnel assignments more closely match the educational background of individuals, thereby ensuring better utilization of educational investments.
- Align advanced academic degrees (AAD) to areas that fit the prevailing grand challenges of the military and the society. We must think in more holistic long terms beyond immediate mission needs.
- Make a more forthright commitment to translate present military service to future civilian service, predicated on advanced education.
- The future begins now and military leaders must make decisions now on a sustainable solid future for military education programs. Decisions made now will ensure that DoD can serve the bigger global needs of society while meeting the avowed mission of providing the military forces needed to deter war and to protect the security of the nation. ★



Dr. Adedeji B. Badiru

Dr. Adedeji B. Badiru is the Dean of the Graduate School of Engineering and Management at the Air Force Institute of Technology (AFIT). He is responsible for planning, directing and controlling all operations related to granting doctoral and master's degrees, professional continuing cyber education and research and development programs at the Air Force graduate school.

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Opening Doors, Advancing Lives: A Military Member's and Veteran's Pathway to Education and Career Success

By LOUIS MARTINI

The Council of College and Military Educators (CCME) Annual Symposium was born out of a need for a collegial collaboration—a place where practitioners can learn and discuss best practices for the servicemembers, veterans and their families. There have been opposing views and approaches, but regardless of where you were with the government, public, private or for-profit institutions, the one constant has always been what is best for the student with regard to voluntary education. As we evolve as an organization, our focus has expanded, but our mission remains the same. We realize the need and the importance of recognizing the entire person. While supporting academic success will always remain central to what we do, we would be remiss if we didn't address the person and their needs holistically, supporting their success not only in their educational goals, but also their long-term career aspirations and mental well-being.

This year's symposium is planned for February 15-18, 2016, in San Antonio, Texas. The theme, "Opening Doors, Advancing Lives: A Military Member's and Veteran's Pathway to Education and Career Success," will focus on technology-enhanced and other innovative solutions for enhancing both active duty military and veterans' success in their education and post-military careers. The symposium's host hotel is the Marriott River Center, located on the famous San Antonio River Walk, allowing attendees convenient access to restaurants, shopping and nearby attractions like the Alamo and Hemisphere Tower.

The CCME Board is putting together a dynamic agenda that includes presentations and panels with participation from the Department of Defense, Department of Veteran Affairs, higher education and other corporate and veteran organizations. This year, we will have six concentrated tracks of concurrent sessions, allowing attendees to work toward a professional development certificate. The tracks will be: Best Practices; Innovation in Voluntary Education; Military/Veteran Student College Initiatives; Newcomers to Voluntary Education; Student Tracking; and Transitioning from the Military. There is currently a call for papers for concurrent sessions, which will be open until September 18, 2015.

CCME will again be partnering with the U.S. Chamber of Commerce to hold a job and education fair for servicemembers, veterans and their families on Wednesday afternoon. Given the large military and veteran population in the San Antonio area, this event is expected to be well attended and a number of potential employers and colleges and universities have already committed. Attendees to the job fair will have access to the CCME exhibit area to seek additional educational information.

CCME began as a way for colleagues to collaborate and identify the best ways to serve students. Over time, the military voluntary education community has experienced significant change. As the needs of the people we serve have evolved, and as the organizations that serve them have tried to adapt, the community as a whole has seen a great deal of upheaval. In light of competition, additional compliance requirements, increasing costs and the national scrutiny of higher education, there is a danger to become divisive and reactive. The impact of following this trend is ultimately to the disservice of those we have dedicated to serve. As a colleague and as someone who has seen the tides change over the years, I would ask that we take this opportunity to fight against that trend. CCME aims to help re-establish the connections that once existed among peers seeking to serve our students as we meet to discuss best practices and encourage one another to continue the work we have committed to do. ★



Dr. Jeffrey Cropsey

Note from Dr. Jeffrey Cropsey, CCME president: CCME thanks Louis Martini, associate vice president, Military and Veteran Education, Thomas Edison State College, for this in-depth preview. For more information about our organization and symposium, please visit CCMEonline.org.

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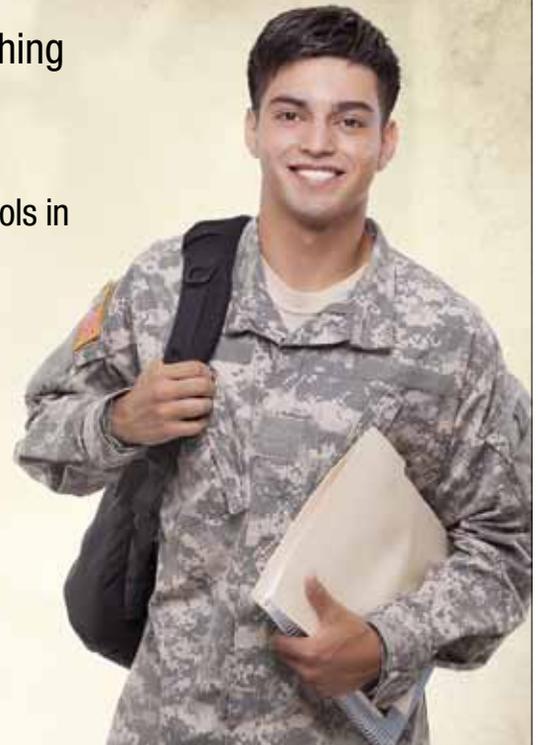
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Dr. Elisa Stephens
President
Academy of Art University

Q: Please provide a brief overview of your school's history, mission and curriculum.

A: Like San Francisco, the city it's called home since 1929, Academy of Art University has always existed on the vanguard of innovation and creativity. Academy of Art University is the largest private college of art and design in the country, with a curriculum that offers degree programs for Associate of Arts, Bachelor of Fine Arts, Bachelor of Arts, Bachelor of Science, Bachelor of Architecture (with "B.ARCH in candidacy status"), Master of Fine Arts, Master of Arts, Master of Architecture, Art Teaching Credential, certificate programs and continuing art education courses in 31 areas of study. We believe in a faculty of working professionals, whose successful careers in the leading edge of industry trends impart critical knowledge in the classroom. We also believe in a no-barriers admission policy and are committed to providing access to higher education for all with a passion for learning art and design. I am the third generation in my family to run the school, having succeeded my father as president in 1992, who took over from my grandfather in 1951.

Q: What makes your school unique in the benefits and programs you offer to military servicemembers?

A: Academy of Art University embraces the military by transforming aspiring servicemembers into professional artists and designers. We understand the need for distance education within the military community. We have been offering an innovative online art and design education since 2002. Our revolutionary online courses provide the same rigorous education that we offer on campus, but with greater flexibility. In addition, the Academy believes that the best teachers are actual working creators and thus provides students in the military an opportunity to start networking with industry professionals early in their educational experience.

As a "thank you" to all the men and women who serve our nation, we waive our servicemembers' application fee, we offer



a new military scholarship and we are a proud participant of the Yellow Ribbon program. Our military scholarship is available as an opportunity to start preparing for a career in art and design.

Q: What online degree and certificate programs do you offer and how do these distance learning programs fit in with the lives of active duty and transitioning military personnel?

A: At Academy of Art University, students may pursue associate's, bachelor's, and master's degrees; credential and certificate programs; and personal enrichment classes. We have 31 areas of study from Animation & Visual Effects, Multimedia Communications, Interior Architecture & Design and Industrial Design to our newest programs of Game Programming, Writing for Film, Television and Digital Media, Studio Production for Advertising & Design, and Costume Design. Academy of Art University guides aspiring artists and designers to professional creative futures. Our online degree programs deliver academic quality and excellence, convenience and flexibility, career and portfolio preparation and networking opportunities with top industry professionals in art and design.

Q: What are some of your most popular programs, and which ones are the most appealing to military students?

A: Our most popular programs here at Academy of Art University are Fashion, Photography, and Animation & Visual Effects. Within our military student population, Photography is by far the most popular, followed by Animation & Visual Effects. However, we are

seeing an increase in enrollment for Illustration, Fashion, Game Development, Architecture, Graphic Design and Web Design & New Media.

Q: How has your school positioned itself to serve military students?

A: We have designated representatives in admissions, finance, classroom services and academic resources, who have received specific training in providing support to our military students. During our teacher training expos, we offer our "Green Zone" program as one of the sessions, which has been well received by many instructors. In addition, our Director of Military Relations acts as a centralized point of contact for all staff, faculty and students to answer any additional questions and to fulfill any resource needs.

We are proud to have a very active Veterans Club here at Academy of Art University. The student group maintains an active presence on the Veteran Club Facebook page in addition to holding meetings once a month and planning monthly group outings. With our new Veterans Resource Center (VRC) now open, our military and veteran students also have a centralized location to meet, collaborate and obtain resources more easily.

Q: What is your school doing to keep up with growing technologies and opportunities related to distance learning?

A: We are continually reviewing and refining our curriculum and technology to match industry best practices and competitive skill sets, so that our graduates are ready to hit the ground running and be productive from day one of employment. Our focus on all areas of art and design allows us to have the most comprehensive programs available to students, including access via our extensive online curriculum. Since 2002, our revolutionary online courses have provided the same rigorous education we offer on campus, but with greater flexibility. Two-thirds of our students take at least one class online, and we have many students from around the world who earn their degrees entirely online. ★

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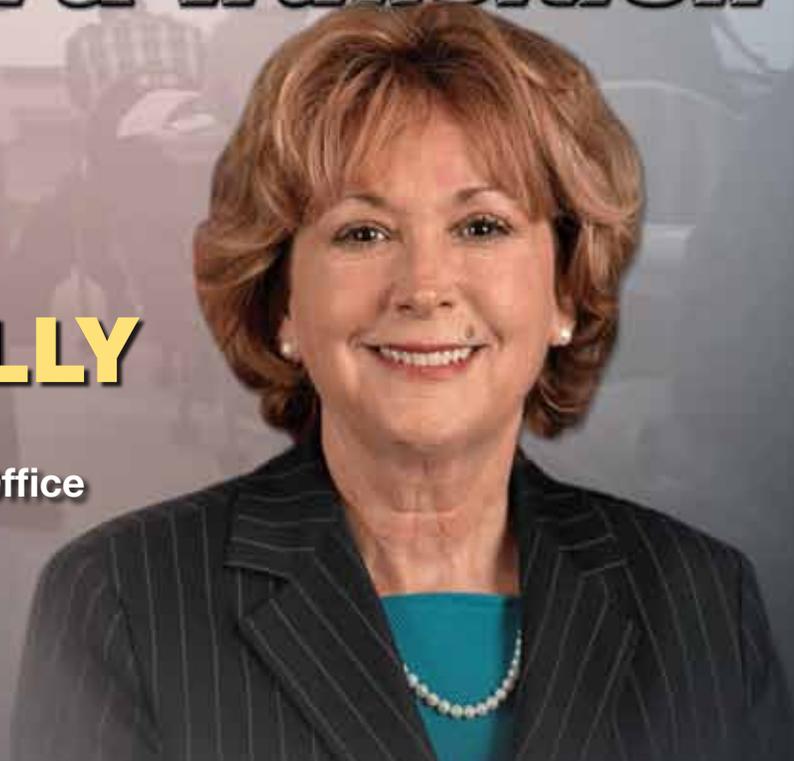
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Online courses and colleges are a great option for many students, but it is important that the schools provide ways of supporting the online student. Find out why it is so important for distance learning students to have these support structures in place.

The College Board

Helpful advice and tips from the College Board for veterans looking to begin their post-service college education.

TRANSITION TRENDS:

Corporate Connection: Corporate Roundtable

Finding employment, particularly in this economic environment, can be a challenge. How can you manage to get a foot in the door with an excellent company? *MAE&T* asks some of the heavy hitters in the corporate world about their veteran hiring initiatives.

SPECIAL SECTION

Community Colleges

Why might a two-year degree be the best fit for some military students? We get the scoop from a variety of community and technical colleges.



WE CAN HELP PREPARE YOUR SERVICEMEMBERS

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Whether the plan is to continue in the military or transition to civilian life, Baker can help your military personnel receive an online degree from anywhere in the world.

To help your servicemembers see how online classes work, watch our multimedia demo at bakercollegeonline.com/demo.



Baker College strongly believes in the Principles of Excellence as outlined in Executive Order 13607 by being a participant of the Degree Network System (DNS), DANTES, GoArmyEd, and CCAF's AU-ABC Program. The college is a proud signer of the DOD MOU and is eligible to receive Federal military and Veteran education benefits.

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