Using the Self-Directed Search & My Next Move for Veterans

A Way to Home in On Your Veteran Clients’ Civilian Occupations

Katie Meyer-Griffith, Ed.S. and Jennifer Greene, Ph.D.
Agenda

Career Challenges Facing Veterans
Self-Directed Search
My Next Move for Veterans
Case Study: James
Resources to Support Veterans
Our Veterans

20.4 million men and women are veterans, 8% of the US adult population

Of veterans who have served since 2001
• 18% are women
• 16% are African American
• 14% Hispanic

• 70% have at least some postsecondary education

33% of SDS veteran users are women

67% of SDS veteran users are currently college or grad school students

Bureau of Labor Statistics, U.S. Department of Labor, 2018
Good News:

Unemployment among veterans is declining

Most veterans are employed

VETERAN EMPLOYMENT BY INDUSTRY

- Management: 14%
- Transportation: 12%
- Sales: 10%
- Installation, maintenance, and repair: 9%
- Protective service: 8%
- Business: 10%
- Office and administrative: 22%
- Healthcare: 15%

Bad News:

3.7% are unemployed (370,000 veterans)

Of those, 63% are ages 18 to 54, prime working years

- 27% of veterans say re-entry to civilian life was difficult for them
- 42% of SDS veterans users are currently unemployed

Bureau of Labor Statistics, U.S. Department of Labor, 2018
Pew Research Center, 2011
Career Challenges

- Competitive vs. collaborative environment
  - Subtle nuances in conversations and workplace lingo may be unfamiliar
  - Grief over the loss of military identity

- Identifying and describing in civilian terms

- May have never interviewed for a civilian job or created a resume

- Unrealistic expectations about salary and time-frame for job hunting

- Fear and frustration over living expenses

- Transferrable Skills

- Culture Shock

- Financial Concerns

- Job Preparation

- Job Search
Tools to Serve Veterans

http://www.self-directed-search.com/

https://www.mynextmove.org/vets/
Self-Directed Search
Self-Directed Search (SDS)

Self-administered, self-scored, and self-interpreted career counseling tool.

Originally developed by John Holland, based on his RIASEC person-environment typology:

- Realistic
- Investigative
- Artistic
- Social
- Enterprising
- Conventional
The SDS is a simulated career decision-making activity with sections that cover activities that might typically occur during a career counseling or advising session.

- The activity is structured around questions such as:
  - What occupations have you thought about in the past?
  - Tell me about the things you like to do.
  - What things can you do well or competently?
  - What occupations do or do not appeal to you?
  - How would you rate your abilities and skills compared to others your age?
Self-Directed Search

The top three scores across all SDS sections represent an individual’s Summary Code, the three personality types they most resemble.

Provides a link between the individual’s personality and occupations/programs of study, which are also described by a three-letter code, called a Holland Code.
In 2017, the SDS was revised to include online reports tailored to specific populations.

- **Standard SDS**: For adults making career and educational decisions.
- **Veteran SDS**: For military personnel transitioning to the civilian workforce.
- **Student SDS**: For students in middle/high school planning for their futures.

Note that Standard SDS and Veteran SDS both use Standard SDS printed materials.
Printed Materials

Assessment Booklet

Occupations Finder
- Each occupation linked to a Holland code, ed. level, and career cluster
- Icons to indicate Rapid Growth & New and Emerging occupations

Educational Opportunities Finder
- Each program linked to a Holland code and an overarching category

You and Your Career Workbook
- Includes reflective activities and exercises to engage users in the career exploration process
Assessment Booklet

How To Organize Your Answers

Start on page 3. Find the totals for each "L" (like) or "Y" (yes) column. Record the total for each group of Activities, Competencies, and Occupations in the boxes below. Then go to page 12. Find the numbers circled for each of the Self-Estimates and record the numbers in the boxes below.

Activities (pp. 3-5)

Competencies (pp. 6-8)

Occupations (pp. 9-11)

Self-Estimates (pp. 12-15)

Part 1

Part 2

Total Scores (Add the five R scores, the five I scores, the five A scores, etc.)

The letters with the three highest numbers indicate your Summary Code. Write your Summary Code below. If two scores are the same or tied, put both letters in the same circle.

Summary Code

Your Summary Code can help you search for occupational options. To fully explore these options, use the StandardIDS Occupations Finder and the StandardIDS You and Your Career Workbook.

What Your Summary Code Means

Your Summary Code is a simple way of organizing information about people and occupations. It can be used to discover how your special pattern of interests, self-estimates, and competencies resembles the patterns of interests and competencies that many occupations demand. In this way, your Summary Code locates suitable groups of occupations for you to consider.

Search the StandardIDS Occupations Finder for every possible ordering of your three-letter code. For example, if your Summary Code is ESC, search for ESC, ECS, SEC, SCE, CES, and CSE occupations by completing Steps 1 and 2 below.

1. Find the occupations with codes that are identical to yours, and list those occupations that are of interest to you. For instance, if your code is SB, only occupations with a code of SB are identical. Next, go to Step 2, even if you did not find an occupation with a code identical to yours.

2. Make a list of occupations with codes that resemble yours. Search the StandardIDS Occupations Finder for the five other arrangements of your code. For example, if your code is RE, search for occupations with codes of RER, REI, RIE, ERI, and EIR. Start by writing down the five possible letter arrangements of your Summary Code. If your Summary Code includes a tie such as REA, you should look up all of the letter combinations and their arrangements.

Occupation | Education | Occupation | Education
---|---|---|---

Similar Codes

Occupation | Education | Occupation | Education
---|---|---|---

Your Summary Code can help you search for occupational options. To fully explore these options, use the StandardIDS Occupations Finder and the StandardIDS You and Your Career Workbook.
### Alphabetized Index

<table>
<thead>
<tr>
<th>Occupation Title</th>
<th>O*NET</th>
<th>HOC</th>
<th>ED</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abstractor</td>
<td>23-2093.00</td>
<td>CSI</td>
<td>2</td>
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<td>Academic Advisor</td>
<td>21-1012.00</td>
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<td>4</td>
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<tr>
<td>Account Executive</td>
<td>11-2011.00</td>
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</table>

### Holland Occupational Code Index

<table>
<thead>
<tr>
<th>Occupation Title</th>
<th>O*NET</th>
<th>ED</th>
<th>CLU</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineer, Automotive</td>
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<td>4</td>
<td>STM</td>
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<tr>
<td>Engineer, Computer Systems Hardware</td>
<td>17-2061.00</td>
<td>4</td>
<td>IT</td>
</tr>
<tr>
<td>Engineer, Petroleum</td>
<td>17-2171.00</td>
<td>4</td>
<td>STM</td>
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</table>
**Educational Opportunities Finder**

### Investigative Programs of Study

<table>
<thead>
<tr>
<th>Program of study</th>
<th>CIP</th>
<th>Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biopsychology</td>
<td>30.1001</td>
<td>Interdisciplinary Studies</td>
</tr>
</tbody>
</table>

**Also see fields of study listed under IAR, AIR, ARI**

### IRA

- Aerospace Physiology and Medicine: 26.0912, Biological Sciences
- Agricultural and Horticultural Plant Breeding: 01.1104, Agriculture
- Agriculture: 01.0000, Agriculture

### IRS
You and Your Career

To learn more about the occupations you listed below, visit www.onetonline.org and type the O*NET code or the job title into the Occupation Search field. This site provides a detailed description about the careers that you recorded in this workbook. Complete a thorough search of the O*NET for careers you may have overlooked that are close to your Summary Code. Exploring occupations in the O*NET database will extend your understanding of any occupation, which is an important part of the Self-Directed Search process. Keep an open mind, and don’t reject occupations until you know what they involve.

My Occupational List

<table>
<thead>
<tr>
<th>TOP PICK</th>
<th>OCCUPATION</th>
<th>O*NET CODE</th>
<th>HOLLAND CODE</th>
<th>EDUCATION REQUIRED</th>
<th>CAREER CLUSTER</th>
<th>OUTLOOK</th>
<th>SALARY DATA</th>
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<tbody>
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</tbody>
</table>

If you haven’t found any or you’ve found very few interesting careers, go back and review the StandardSDS Occupations Finder again, and continue to work your way through additional careers. If you are still struggling to find any careers that interest you, turn to page 6 of this workbook for additional information about Your Occupational Daydreams, page 7 to learn about Person-Job Fit, and page 12 for information about Making Career Decisions.
When you completed the VeteranSDS, you described what you like best—your favorite activities and interests. The three personality types that match your activities and interests most frequently make up your three-letter Summary Code. Your Summary Code is a brief way of saying what you like—your combination of interests.

Based on your responses on the VeteranSDS, your Summary Code is EIR, or Enterprising, Investigative, and Realistic.

Learn more about the six personality types
## My Occupational List

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<th>OUTLOOK</th>
<th>SALARY INFORMATION</th>
<th>RELATED JOB LISTINGS</th>
</tr>
</thead>
<tbody>
<tr>
<td>❤️</td>
<td>Medical Scientist</td>
<td>IER</td>
<td>Advanced degree</td>
<td>🌈</td>
<td>🚀</td>
<td>$ Salary Data</td>
<td>📦 Indeed</td>
</tr>
<tr>
<td>❤️</td>
<td>Mathematician</td>
<td>IER</td>
<td>Advanced degree</td>
<td>🌈</td>
<td>🚀</td>
<td>$ Salary Data</td>
<td>📦 Indeed</td>
</tr>
<tr>
<td>❤️</td>
<td>Industrial Therapist</td>
<td>IER</td>
<td>Advanced degree</td>
<td>🌈</td>
<td>🚀</td>
<td>$ Salary Data</td>
<td>📦 Indeed</td>
</tr>
<tr>
<td>❤️</td>
<td>Systems Analyst</td>
<td>IER</td>
<td>College degree</td>
<td>🌈</td>
<td>🚀</td>
<td>$ Salary Data</td>
<td>📦 Indeed</td>
</tr>
<tr>
<td>❤️</td>
<td>Director, Information Resources</td>
<td>IER</td>
<td>College degree</td>
<td>🌈</td>
<td>🚀</td>
<td>$ Salary Data</td>
<td>📦 Indeed</td>
</tr>
<tr>
<td>🔴</td>
<td>Web Administrator</td>
<td>IER</td>
<td>College degree</td>
<td>🌈</td>
<td>🚀</td>
<td>$ Salary Data</td>
<td>📦 Indeed</td>
</tr>
</tbody>
</table>

- **Rapid growth**
- **New and emerging**
My Next Move for Veterans
Online tool to help veterans learn about their career options

Military transition search: civilian careers relevant to military experience
Storage & Distribution Managers

Also called: Distribution Center Manager, Distribution Manager, Terminal Manager, Warehouse Manager

In the Army: Ammunition Specialist; Ammunition Warrant Officer; Aviation Maintenance Technician (Nonrated); Cavalry Scout; Field Artillery Targeting Technician; Medical Logistics Specialist; Petroleum Supply Specialist; Petroleum Technician; Quartermaster, General; Supply Systems Technician; Transportation Management Coordinator

What they do:
Plan, direct, or coordinate the storage or distribution operations within an organization or the activities of organizations that are engaged in storing or distributing materials or products.

On the job, you would:
- Supervise the activities of workers engaged in receiving, storing, testing, and shipping products or materials.
- Plan, develop, or implement warehouse safety and security programs and activities.
- Inspect physical conditions of warehouses, vehicle fleets, or equipment and order testing, maintenance, repairs, or replacements.

Knowledge

Transportation
- movement of people or goods by air, rail, sea, or road

Business
- customer service
- management

Arts and Humanities
- English language

Math and Science
- arithmetic, algebra, geometry, calculus, or statistics

Skills

Basic Skills
- keeping track of how well people and/or groups are doing in order to make improvements
- thinking about the pros and cons of different ways to solve a problem

Problem Solving
- noticing a problem and figuring out the best way to solve it

Resource Management
- selecting and managing the best workers for a job
- making spending decisions and keeping track of what is spent

Abilities

Verbal
- read and understand what is written
- communicate by speaking

Ideas and Logic
- notice when problems happen
- order or arrange things
PERSONALITY
People interested in this work like activities that include leading, making decisions, and business.

They do well at jobs that need:
- Dependability
- Integrity
- Attention to Detail
- Leadership
- Stress Tolerance
- Adaptability/Flexibility

TECHNOLOGY
You might use software like this on the job:

Materials requirements planning logistics and supply chain software
- Catalyst International CatalystConnect
- IBM i2 Transportation Manager

Inventory management software
- Aljex Inventory
- Iptor Supply Chain

Analytical or scientific software
- Integrated Decision Support Netwise Enterprise
- Integrated Decision Support Netwise Frontline

EDUCATION
bachelor's degree usually needed

Get started on your career:
- Find Training
- Find Certifications
- Find Licenses

JOB OUTLOOK
New job opportunities are likely in the future.

Salary: $92,460
$54,300 - $156,710

Explore More
- First-Line Supervisors of Helpers, Laborers, & Material Movers, Hand
- First-Line Supervisors of Transportation & Material-Moving Machine & Vehicle Operators
- Logistics Analysts
- Logistics Managers
- Transportation Managers

You might like a career in one of these industries:
- Transportation & Storage
- Wholesale/Commercial Sales
- Government
- Manufacturing

See more details at O*NET OnLine about storage and distribution managers.
Development of My Next Move

- Military Transition Search using keyword search techniques to identify matching military occupations based on the user’s search
- Algorithm was developed by the National Center for O*NET Development
Development of My Next Move

- Search results depend on military-to-civilian occupation crosswalk data from Defense Manpower Data Center (DMDC)
  - Conducts research on personnel, manpower, training, financial, and other data for the Department of Defense

- The same military crosswalk information is freely available through O*NET Web Services, and is the basis of the VeteranSDS Report
Development of VeteranSDS Report

VeteranSDS Report provides Occupations Finder occupations linked to military occupations, using the My Next Move crosswalk as its basis.
VeteranSDS Report also provides Holland Codes for military occupations.

Online resources such as the Credentialing Opportunities On-Line (COOL) websites provided info about job duties to facilitate Holland code assignments.

Holland codes were reviewed by an expert panel of veterans and/or veteran counselors.
Case Study: James
Career Exploration Steps

Step 1: Summary Code

Step 2: Occupational Daydreams

Step 3: Job History

Step 4: Career Cluster/Job Industry

Step 5: SDS Item Analysis
Case Study: James

- 30 years old
- Army Veteran
- Served 8 years as logistics officer
- College graduate

As he was leaving the military, his transition officer suggested he work with a career counselor and take the SDS.
Step 1: Summary Code

- Uncommon code: 10 occupations for EIR
- Explores occupations associated with all combinations of EIR
  - EIR + ERI + IER + IRE + RIE + REI = 191 occupations
- Identifies Operations Research Analyst for further exploration

My Occupational List

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<th>SALARY INFORMATION</th>
<th>RELATED JOB LISTINGS</th>
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<tbody>
<tr>
<td></td>
<td>Operations Research Analyst</td>
<td>IRE</td>
<td>Advanced degree</td>
<td></td>
<td></td>
<td>$ Salary Data</td>
<td>Indeed</td>
</tr>
</tbody>
</table>
Step 2: Occupational Daydreams

Explores occupations by the codes associated with each occupational daydream

Also searches by the Aspirations Summary Code (average code of all daydream occupations)

James identifies Airport Manager as a potential possibility
Step 3a: Civilian Job History

Civilian job history doesn’t always tell the complete story

James worked during college but has no interest in returning to either of those occupations.

Does not explore occupations associated with ECS or RCS.
Step 3b: Military Job History

Explores occupations associated with EC and CE

James sees Budget Analyst listed under CER and adds it to his list

**Interests**

Earlier in this report you were provided information on your Summary Code of EIR and given a list of occupations associated with the code. When beginning the VeteranSDS, you were asked to report your job history.

You reported the following military occupation:

<table>
<thead>
<tr>
<th>JOB ENTERED</th>
<th>HOLLAND CODE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Logistics [90A]</td>
<td>EC</td>
</tr>
</tbody>
</table>

**Occupations Based on My Military Job**

<table>
<thead>
<tr>
<th>TOP PICKS</th>
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<th>SALARY INFORMATION</th>
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<td>CER</td>
<td>College degree</td>
<td></td>
<td></td>
<td>$ Salary Data</td>
<td>Indeed</td>
</tr>
</tbody>
</table>
Skills

While in the Army, you gained useful skills and training. However, it may be challenging to translate those into terms that civilian employers or recruiters understand. One way to do that is to examine civilian positions that are most related to your military job.

The table below provides a civilian occupation that have similar required skills and abilities to your military job. By clicking on the occupation, you can review a more detailed list of skills. This information can be used in several ways.

1. There may be occupations listed that you are interested in and want to consider.
2. By exploring the skills related to these occupations, you may find useful terminology that can be used when describing your military position to civilians.

A Civilian Occupation Related to My Military Job

<table>
<thead>
<tr>
<th>TOP PICKS</th>
<th>OCCUPATION</th>
<th>HOLLAND CODE</th>
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<th>OUTLOOK</th>
<th>SALARY INFORMATION</th>
<th>RELATED JOB LISTINGS</th>
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<td>❤️</td>
<td>Logistician</td>
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<td></td>
<td>$ Salary Data</td>
<td>Indeed</td>
</tr>
</tbody>
</table>

MY NEXT MOVE FOR VETERANS

Careers similar to Army MOS title logistics

Your search matched the Army MOS title: 9B8 Logistics (Commissioned Officer only)

Showing 1 civilian career similar to this title. This career may require additional training, education, or experience.
Step 4a: Career Clusters

Groups of occupations that are generally in the same field and require similar skills.
Step 4: Career Clusters

Noting that logistician is in Transportation career cluster, James explores similar occupations, like Transportation Planner.

<table>
<thead>
<tr>
<th>TOP PICKS</th>
<th>OCCUPATION</th>
<th>HOLLAND CODE</th>
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<th>OUTLOOK</th>
<th>SALARY INFORMATION</th>
<th>RELATED JOB LISTINGS</th>
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</thead>
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<tr>
<td></td>
<td>Transportation Planner</td>
<td>ICR</td>
<td>College degree</td>
<td>🌟</td>
<td>$ Salary Data</td>
<td>Indeed</td>
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<tr>
<td></td>
<td>Transportation Manager</td>
<td>ERA</td>
<td>College degree</td>
<td></td>
<td>$ Salary Data</td>
<td>Indeed</td>
</tr>
<tr>
<td></td>
<td>Transportation Inspector</td>
<td>CRS</td>
<td>Some college</td>
<td></td>
<td>$ Salary Data</td>
<td>Indeed</td>
</tr>
<tr>
<td></td>
<td>Transportation Director</td>
<td>ESR</td>
<td>College degree</td>
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<td>$ Salary Data</td>
<td>Indeed</td>
</tr>
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<td></td>
<td>Train Dispatcher</td>
<td>ECS</td>
<td>High School/GED</td>
<td></td>
<td>$ Salary Data</td>
<td>Indeed</td>
</tr>
<tr>
<td></td>
<td>Traffic Technician</td>
<td>REI</td>
<td>College degree</td>
<td></td>
<td>$ Salary Data</td>
<td>Indeed</td>
</tr>
<tr>
<td></td>
<td>Traffic Manager</td>
<td>ESR</td>
<td>College degree</td>
<td></td>
<td>$ Salary Data</td>
<td>Indeed</td>
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<tr>
<td></td>
<td>Traffic Maintenance Supervisor</td>
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<td>Some college</td>
<td></td>
<td>$ Salary Data</td>
<td>Indeed</td>
</tr>
</tbody>
</table>
Step 4b: Job Industry

James is interested in management positions and so explores the Management industry on My Next Move.

Adds Purchasing Manager to his list of possibilities.
Step 5: SDS Item Analysis (Print Only)

Reviewed Competencies (a.k.a., skills) and Occupations sections

Endorsed interest in Chief Executive on Occupations section and many Enterprising competencies focusing on leadership

James explores Chief Executive on My Next Move
Went to O*NET to explore Knowledge, Skills, and Abilities

James identified Critical Thinking as a strong skill

Mathematical Technician identified as a potential option he had not considered
Career Exploration

- Career exploration can begin at any point in the list generation process, depending on the needs of the client.
- After generating his list, James uses the VeteranSDS report and My Next Move jump start his occupational research.
- After narrowing down possibilities, James decides to pursue opportunities as a Distribution Manager (ECI) and Budget Analyst (CER).
  - Most closely matched the skills he developed in the military as well as his personality (EIR).
# Researching Occupations

![Diagram showing how to use icons to easily save, sort, and filter results.](image)

**My Occupational List**

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</thead>
<tbody>
<tr>
<td>💚</td>
<td>Teacher, Drama</td>
<td>ASE</td>
<td>High School/GED</td>
<td>🌱</td>
<td>🎇</td>
<td>$ Salary Data</td>
<td>Indeed</td>
</tr>
<tr>
<td>💚</td>
<td>Airplane Inspector</td>
<td>RES</td>
<td>Some college</td>
<td>🎫</td>
<td>🎯</td>
<td>$ Salary Data</td>
<td>Indeed</td>
</tr>
<tr>
<td>💚</td>
<td>Film and Video Editor</td>
<td>AES</td>
<td>College degree</td>
<td>🎤</td>
<td>🎩</td>
<td>$ Salary Data</td>
<td>Indeed</td>
</tr>
<tr>
<td>💚</td>
<td>Media Marketing Director</td>
<td>ESR</td>
<td>College degree</td>
<td>🎤</td>
<td>🎩</td>
<td>$ Salary Data</td>
<td>Indeed</td>
</tr>
<tr>
<td>💚</td>
<td>Vision Rehabilitation Therapist</td>
<td>SER</td>
<td>Advanced degree</td>
<td>🎤</td>
<td>🎩</td>
<td>$ Salary Data</td>
<td>Indeed</td>
</tr>
</tbody>
</table>

- Use icons to easily save, sort, and filter your results
- Link to occupational information on the Department of Labor’s Occupational Information Network (O*NET)
- Icons indicate New & Emerging and Rapid Growth occupations
- Filter by education level required
- Explore occupations by Holland Occupational Code
- Explore occupations within similar fields
- Link to current salary information
- Link to local job openings
- Save favorite occupations
- Print results
Researching Occupations

Salary Data

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Salary Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Budget Analysts</td>
<td>$60,200 - $96,000</td>
</tr>
</tbody>
</table>

Indeed Jobs

Warehouse Manager
CPI Group - Tampa, FL - 8 days ago
3 years or more experience as a General Manager, Operations Manager or Warehouse Manager of a distribution facility or warehouse...

Supply Chain & Logistics Manager
Hiller Carbon, LLC - Tampa, FL - 21 hours ago
The business includes manufacturing, marketing and just-in-time distribution of key raw materials to customers throughout North America...

Warehouse Manager - Day Shift $50-$55k+bonus
Core-Mark International, Inc. - Tampa, FL - 22 days ago
Production management experience with working knowledge of distribution center/warehouse activities over hourly and exempt employees preferred...

View More Job Search Results
Other Features of VeteranSDS Online Report

Transition Planning Checklist

- Take Interest assessment.
- Develop your Individual Transition Plan (ITP).
- Review benefits (GI Bill, Tuition Assistance).
- Find a mentor.
- Review your budget and begin planning for changes in your financial situation.
- Consider educational opportunities.
- Research job potential and career outlook.
- Develop a resume.
- Begin searching for jobs based on your interests.
- Learn more about your interests as they relate to your military occupation.
Other Features of VeteranSDS Online Report

See Resources

- Self-Directed Search (SDS) Web site
- CareerOneStop
- National Career Development Association
- O*NET Online
- Occupational Outlook Handbook
- Career Clusters
- My Next Move for Veterans
Storage & Distribution Managers

**Also called:** Distribution Center Manager, Distribution Manager, Terminal Manager, Warehouse Manager

**In the Army:** Ammunition Specialist; Ammunition Warrant Officer; Aviation Maintenance Technician (Nonrated); Cavalry Scout; Field Artillery Targeting Technician; Medical Logistics Specialist; Petroleum Supply Specialist; Petroleum Technician; Quartermaster, General; Supply Systems Technician; Transportation Management Coordinator

**What they do:**
Plan, direct, or coordinate the storage or distribution operations within an organization or the activities of organizations that are engaged in storing or distributing materials or products.

**On the job, you would:**
- Supervise the activities of workers engaged in receiving, storing, testing, and shipping products or materials.
- Plan, develop, or implement warehouse safety and security programs and activities.
- Inspect physical conditions of warehouses, vehicle fleets, or equipment and order testing, maintenance, repairs, or replacements.

**KNOWLEDGE**

**Transportation**
- movement of people or goods by air, rail, sea, or road

**Business**
- customer service
- management

**Arts and Humanities**
- English language

**Math and Science**
- arithmetic, algebra, geometry, calculus, or statistics

**SKILLS**

**Basic Skills**
- keeping track of how well people and/or groups are doing in order to make improvements
- thinking about the pros and cons of different ways to solve a problem

**Problem Solving**
- noticing a problem and figuring out the best way to solve it

**Resource Management**
- selecting and managing the best workers for a job
- making spending decisions and keeping track of what is spent

**ABILITIES**

**Verbal**
- read and understand what is written
- communicate by speaking

**Ideas and Logic**
- notice when problems happen
- order or arrange things
PERSONALITY

People interested in this work like activities that include leading, making decisions, and business.

They do well at jobs that need:
- Dependability
- Integrity
- Attention to Detail
- Leadership
- Stress Tolerance
- Adaptability/Flexibility

TECHNOLOGY

You might use software like this on the job:

Materials requirements planning logistics and supply chain software
- Catalyst International CatalystConnect
- IBM i2 Transportation Manager

Inventory management software
- Aljex Inventory
- Iptor Supply Chain

Analytical or scientific software
- Integrated Decision Support Netwise Enterprise
- Integrated Decision Support Netwise Frontline

EDUCATION

Bachelor's degree usually needed

Get started on your career:
- Find Training
- Find Certifications
- Find Licenses

JOB OUTLOOK

New job opportunities are likely in the future.

Salary: $92,460
- $54,300
- $156,710

Explore more

- First-Line Supervisors of Helpers, Laborers, & Material Movers, Hand
- First-Line Supervisors of Transportation & Material-Moving Machine & Vehicle Operators
- Logistics Analysts
- Logistics Managers
- Transportation Managers

You might like a career in one of these industries:
- Transportation & Storage
- Wholesale/Commercial Sales
- Government
- Manufacturing

See more details at O*NET OnLine about storage and distribution managers.
Summary Report for:
11-3071.02 - Storage and Distribution Managers

Plan, direct, or coordinate the storage or distribution operations within an organization or the activities of organizations that are engaged in storing or distributing materials or products.

Sample of reported job titles: Cold Storage Supervisor, Distribution Center Manager, Distribution Manager, Load Out Supervisor, Shipping Manager, Shipping Supervisor, Terminal Manager, Warehouse Manager, Warehouse Operations Manager, Warehouse Supervisor

Tasks

- Supervise the activities of workers engaged in receiving, storing, testing, and shipping products or materials.
- Plan, develop, or implement warehouse safety and security programs and activities.
- Inspect physical conditions of warehouses, vehicle fleets, or equipment and order testing, maintenance, repairs, or replacements.
- Respond to customers’ or shippers’ questions and complaints regarding storage and distribution services.
- Develop and document standard and emergency operating procedures for receiving, handling, storing, shipping, or salvaging products or materials.
Resources to Support Veterans

- Self-Directed Search
- Veteran SDS
- National Resource Directory
- VETERANS.GOV
- Veterans Employment Center
- eBenefits
- UNITED STATES DEPARTMENT OF LABOR Employment and Training Administration
References


Thank you!
QUESTIONS?
THANK YOU!

Self-Directed Search
a part of Aspira360