

Military Transitioning 101: Making the Move from Active Duty and the Benefits of ASIS Certifications

Lt Col (Ret.) Joseph Rector, CPP, PSP, PCI

Lt Col (Ret.) Kenneth Ribler, CPP



Overview

- **ASIS Certifications**
- **Transitioning (Federal Government Perspective)**
- **Transitioning (Private Sector Perspective)**

ASIS Certifications



Why Certification?

- Recognition by the private sector of voluntarily achieved standards; different from licensure

- Stringent eligibility standards
 - Education and/or work requirements
 - Success on comprehensive examination
 - Mandatory recertification

Why Certification?

Certification:

- Signifies that the individual is board certified
- Presents immediate credibility/demonstration of competence
- Provides objective measurement

Why Certification?

To Employers

Profile of a Certified Employee:

- Professionally competent
- High ethical standards
- Demonstrated expertise
- International networking
- Self-motivated and committed

Benefits to the Military Services

- Assured level of expertise for the future
- Better security applications/programs
- More cost-effectiveness and innovation
- More networking with industry at all levels



Why Certifications for the Military Police/Security Professionals?

- **Better standardize advanced security development**
 - Based on industry norms for relevancy
- **Better professionalize the force**
 - Strengthen professional development
 - Add to leaders' level of knowledge
- **Improve credibility of military police/security leaders worldwide**
- **Provide credentialing & certification beyond military service**

Certifications



Certified Protection Professional (CPP)

The CPP designation is for security professionals with:

- Advanced knowledge of security management (both Security and Business Principles and Practices)
- Proficiencies in:
 - Security Principles & Practices
 - Business Principles & Practices
 - Personnel Security
 - Physical Security
 - Information Security
 - Emergency Practices
 - Investigations
 - Legal Aspects

Certified Protection Professional (CPP)

- The CPP is perfect for Operations Officers/Superintendents, Unit Commanders, Senior Staff Members
- Target grade range is SNCOs and FGOs

CPP Eligibility

Three (3) years in a **responsible charge** security position plus one of the following:

- Nine (9) years security experience
- Bachelor's Degree plus seven (7) years security experience

CPP Eligibility

“Responsible Charge” Defined

- Individual exercises charge in a supervisory position that is responsible for independent decisions and actions
- Makes decisions for successful completion of objectives
- Incorporates effective use of appropriate methods and techniques without directions from superiors

Certifications





Professional Certified Investigator (PCI)

The PCI designation is for investigators with:

- Advanced skills in conducting investigations
- Proficiencies in:
 - Case management
 - Evidence collection
 - Case presentation
- Perfect for MP/SF investigators, NCIS/AFOSI/CID agents
- Grade target range: mid-grade NCOs and CGOs



PCI Eligibility Requirements

Two (2) years in a **case management** investigations position plus one of the following:

- Five (5) years investigations experience
- A high school diploma or GED equivalent

Certifications



Physical Security Professional (PSP)

The PSP designation is for professionals with:

- Advanced skills in conducting physical security surveys
- Proficiencies in:
 - The selection and implementation of integrated physical security measures
 - The installation, testing, and maintenance of security systems
- Perfect for Antiterrorism Officers, Physical Security NCOs, etc.
- Grade target range: mid-grade NCOs and CGOs



PSP Eligibility Requirements

Candidates wishing to take the PSP examination must first satisfy the following requirements:

- High school diploma or GED equivalent
- Five (5) years of experience in physical security

Exam Delivery

Computer Based Testing

- **\$300 Application & Exam Fee – ASIS members**
- **\$450 Application & Exam Fee – non-members**

- Available in virtually all countries except a few
- Advantages of CBT
 - User friendly
 - Immediate score report upon completion of exam
 - Candidate decides when and where to take exam
- Exams scores based on a scale of 200-800 much the SAT; passing score is 650

Study Preparation

- Reference materials: the exam questions come from these; they should be your primary study (READ THE BOOKS!)
- Study Guides*
- Online review courses*
- Classroom review courses*
- Chapter review programs*

* The Professional Certification Board does not control these “products.” They may contain information that is not from the designated resource material and on the exam!

Recertification

- The CPP, PCI, and PSP designations require recertification every three years
- ASIS participates in the Continuing Professional Education System
- CPPs must attain 60 CPEs; PCIs/PSPs must attain 45 CPEs
- Recertification fee is \$70 ASIS members; \$90 for non-members
- Deployment impact: Certification staff will work with you on extensions

- Recertification demonstrates commitment to:
 - Professional development
 - Maintaining proficiency and credibility

- Eligible activities include
 - Education (50% of recertification credits must be education-related)
 - Teaching and writing
 - Volunteer service in professionally-related activities

A final comment on certifications...

- **More \$\$\$\$\$\$\$\$\$\$\$\$\$**
- **2011 ASIS Salary Survey – Avg Salary**
 - **CPP - \$122,000+**
 - **Without any certification - \$105,000+**

Military Transitioning (Federal Government Perspective)

Networking

- **One of you most important transitioning activities**
- **Probably where you will get your most quality job opportunities**
- **Get involved in professional organizations**
 - **Many offer transitioning services, career/job centers, etc**
 - **If you plan to stay in the local where you are currently assigned, get involved at the chapter level**
 - **ASIS, IACP, MOAA, AFA...are examples**

Resumes

- They sell you, your skills—what you bring to the table
- Formats, lengths and use of attachments
- Never lie about your qualifications
- Certificate vs. Certified
- Only list accredited education degrees
- Tailor resume to the position requirements
 - KSAs/Look for key words
- Classes/books available on resume writing—great resources
- Resume writing services

Veteran Benefits/Preference Status

- **Medical documentation of issues is all important—don't wait till your final months**
- **Most services try to provide you your disability rate when you separate/retire**
- **You can still go through the VA**
- **Many veteran organizations will assist you in processing claims**

Veteran Benefits/Preference Status (Continued)

- **VA determination of final disability rating is mystical to most of us—individual illness ratings may not equate to your overall disability rating**
- **50%+ - Concurrent receipt: you receive a separate VA check (tax free) plus your retirement check**
- **<50% - flat rate is taken out of your retirement check and provided back to you from the VA...tax free!**

Veteran Benefits/Preference Status (Continued)

- Preference status can be very key to obtaining federal government jobs – system is geared to support disabled vets
- 5 point veteran – pretty much every vet gets unless they are an O-4 or higher
- 10 point veteran – get this if you have a 30% or higher disability rating

Security Clearances

- **Critical requirement in many federal jobs**
- **Protect your clearance while on active duty**
- **Key factors preventing someone from getting a clearance or upgrade:**
 - **Financial irresponsibility**
 - **Criminal convictions**
 - **Alcohol/Drugs**
 - **Omissions/lies on security clearance paperwork**

Charting Your Way Ahead to Success

- **Take TAPS two years out**
- **Ensure you have a current resume**
- **Begin working to resolve/document any medical issues**
- **Finalize any educational goals**
 - BA minimum/MA/MS preferable
- **Get your CPP**
- **NETWORK NOW! It is never too early!**
- **Volunteer in professional organizations**

Military Service Transition (Private Sector Perspective)

Military Service Transition ***(or in other words, “Now What?”)***

Decisions, Decisions, Decisions...

- **Location (Location, Location, Location)**
- **Public vs. Private Sector**
- **Job Type (Security, Security Related, Other)**
 - **Skill Matching/Relevance/Qualifications**
- ***Near, Mid, Long Term Strategy and Approach***
- **Compensation Needs/Wants/Desires**
- **Quality of Life***

** Be careful what you ask for, you just may get it!*

Location³

- Your career, your decision
- Got Family?
- Good money, bad location ≠ Good location, bad money (Your priorities are your priorities)
- Military communities have their benefits

Public vs. Private Sector:

- **Public/Government sector works toward being lean while the private sector often operates while being leaner (and often works at getting leaner).**
- **The Market drives most decisions in the private sector.**
 - **Profits and Losses - The bottom-line can be brutal.**
 - **Publically traded companies and Privately held companies have very similar interests – higher productivity means higher profits (and management always likes and is often rewarded regardless of the Public/Private distinction).**
- **Job Security – *keeping the job you have, on your terms...***

Public vs. Private Sector: (Continued)

- **Health Insurance, Life Insurance and Benefits**
 - Good benefits can be found across sectors; better rates and coverage often tip in favor of the public sector.
 - Government jobs: Local is good, State can be better, and often the Fed rules! (...goes for pay as well).
- **Show me the Money!** (...and not all packages are created equally, *nor should they be*). Balanced negotiations.
- **Always negotiate, regardless of the offer... *but don't negotiate yourself out of the job!***
- **The Offer Letter is the last word – ensure it is detailed and clear**

Bottom-line Centricity – the company/agency's, not yours...

Military Service Transition

Job Type (Security, Security Related, Other)

- Skill Matching/Relevance/Qualifications
- Like location – “*your career, your decision*”
- “*Clarence, did you say Clearance?*”
- The Resume... more than just a necessary evil. And like a good suit, a tailored resume can't be beat.

Helpful Hint:

- Broaden and Diversify yourself early in your existing career. Get smart: budgeting, procurement, acquisition, human resource management, etc.

Relevancy Rules!

Networking as an Art (and Science)

- ***Probably the single biggest factor in securing the job you want (and desire).***
- ***Engagement and follow-up. If you want the best of what your contacts have to offer, you need to give the best of yourself back to them.***
- ***Get connect, Be connected, Stay connected...***
- ***Use networked associates/friends to help you to become a better interviewee (preparation & practice)***

The Good, the Bad, the Ugly:

- ***Ethics – business demands it (just like the military...)***
- ***Accentuating the positive and eliminating the negative – Public/Private sector harmony***
- ***The road to Federal employment can be a bit long and possibly arduous***
- ***Tough economy makes for a tough transition***
- ***Sell yourself, just don't be a "Sell-out"***
- ***Everybody wears a uniform, though having a good tie & tying it well is a bit more important in the private sector***
- ***And yes, It just isn't the same...***

Random Thoughts:

- **Bureaucracy is a “frenemy” to both Public and Private Organizations**

Final Note:

- **Military Transition Theory of Relativity...
“For every example and generalization on employment opportunities between the public and private sector, there is an equally compelling and competing example that counters the accepted paradigm”**

Resources:

- <http://www.turbotap.org>
- <http://www.careeronestop.org/militarytransition/>
- <http://www.taonline.com/>
- <http://www.military.com/veteran-jobs>
- <http://www.gijobs.com/>
- <http://www.dodtransportal.org>
- <http://www.opm.gov>
- <http://www.mymoney.gov>
- <http://www.usajobs.com>
- <http://www.usajobs.opm.gov>
- <http://www.fedshirevets.gov>
- <http://federaljobs.net>
- <http://www.federaljobsearch.com>
- <http://www.bestplacestowork.org>
- <http://www.makingthedifference.org>

***Questions
and
Open Discussion***