

# The Veteran Express!



**Volume 4, Issue 2**

Editor: DVOP Gail Horn

**October—December 2016**



**REMEMBERING OUR VETERANS**



 Nothing Compares 

## IN THIS ISSUE...

### Hail and Farewells:

Davis Williams	3
Richard Gorton	4
Calvin Hanks II	5
NCWorks Career Resource Center	6
Ten Mistakes that will get your Job Application...	7
NCWorks Career Center Veteran Job Fair	9
Ten Unique Soft Skills Employers Desire...	10
Cold Weather Gear Event	12
Balance of State COC, Veteran Subcommittee	13
NCServes Coastal	14
Scholarship Search Tool	16
Career Readiness Certification	17
Christmas Cheer	18
Combat-Injured Veteran Tax Fairness Act	19
Free Professional Financial Coaching	20
Our Partners in the Community	21
NCWorks Career Center Jacksonville Assist...	22
NCWorks Veteran Staff in the Community	23
Salvation Army Red Kettle Campaign	24
DOD Efforts Regarding Discharges and Military Records	25
Veteran Stand Down 2017	26
Angels for Veterans Drive	27
NC4ME Hiring Events	28
Job Fairs	32
Upcoming Events	34

## **MR. DAVIS WILLIAMS RETIRES FROM NCWORKS CAREER CENTER ONSLOW ON FEBRUARY 1, 2017.**

Mr. Davis Williams will be retiring from his duties of NCWorks Career Center Onslow County's Assistant Manager—and there is no doubt in anyone's mind that he will be sorely missed!

Mr. Davis Williams performed the duties of Assistant Manager for the NC Department of Commerce, Division of Workforce Solutions, NCWorks Career Center - Onslow County. Mr. Williams served 25 years with the State of North Carolina as an Employment Representative. That is after 20 years of honored service to his country in the United States Navy as a Hospital Corpsman and as Medical Service Corps Officer.

As Assistant Manager, Davis Williams took great pride in having a well trained staff. He believed proper training and well-hones skills enabled his staff to help job seekers seeking employment and assisting them in all type of employment related areas. Additionally, he reached out to training institutions and human service agencies, increasing their awareness and capacity to serve clients seeking employment, training opportunities or to resolve other basic human needs. Davis distinguished himself as a superb Career Advisor by being very compassionate, knowledgeable and resourceful. Clients were all treated to his outstanding display of customer service, knowing almost immediately that they were in good hands. Job Seekers left his office with renewed hope and higher levels of confidence and less anxiety. Mr. Williams is meticulous and very thorough in what he does, he truly believes in helping people and is passionate in doing so.

Davis Williams readily shares the knowledge he has gained over 25 years with center staff and was our facilities and technical assistance Guru. He always goes the extra mile for clients and co-workers alike., if it is 5:00PM and Davis has someone in his office, he finishes what he is reviewing and does not attempt to rush the customer out of the building just because it is the end of the day. Davis exemplifies the Agency's mission of connecting talent to jobs on a daily basis.

In light of his life-long dedication to service, Davis Williams was recognized as the Outstanding Veteran for NCWorks Career Center Onslow County by the City of Jacksonville on November 22, 2016 in a 7 p.m. ceremony held in the City Hall Chambers.

Davis Williams has devoted his life to the service of his Country and his fellow man. We wish him the very best as he moves into the next stage of his life!



Mr. Davis Williams (Right) received the City of Jacksonville's Outstanding Veteran Award on November 22, 2016 at the Jacksonville City Hall. Mayor Pro Tem Michael Lazarra (Left) presented the award.

## **FAIR WINDS AND FOLLOWING SEAS!**

### **MR. DAVIS WILLIAMS**



# WELCOME ABOARD RICH GORTON

Rich Gorton is no stranger to the NCWorks Career Centers. In fact, he was a VR&E work-study working here in the NCWorks Career Center afternoons while he pursued his Bachelors of Arts in Education at the University of North Carolina – Wilmington. More recently, he served as a Disabled Veteran Outreach Program Specialist for Craven, Jones and Pamlico Counties until he was selected and transferred to the Jacksonville Office on November 2, 2016.

Rich retired from the United States Marine Corps in 2001 after serving 20 years and has been a resident of Onslow County for 16 years. Before accepting employment as a Veteran Career Advisor with the North Carolina Department of Commerce, Division of Workforce Solutions, he was a NCDPI professionally licensed teacher working for Onslow County Schools. Additionally, Rich has taught courses at Coastal Carolina Community College in Developmental English and Composition.

Rich says he is excited to be working with the Jacksonville Veterans Unit, noting his passion working with veterans all started in this office when he was a VR&E work study. We welcome him with open arms and are glad to have him joining our Veteran Staff ranks as he brings some fresh ideas and perspective into the office.

Recently, I asked our New Disabled Veterans Outreach Program Specialist (DVOP), Rich Gorton for a brief bio for our readership— loved his response!

**Real Name:** Richard Edward "Rich" Gorton

**Aliases:** Physh Styx, Tim Stark, Ironman,

**Citizenship:** U.S.A.

**Place of Birth:** Boston, MA

**Military Service:** United States Marine Corps 1981-2001

**Rank:** Gunnery Sergeant

**Status:** Retired

**College:** University of North Carolina - Wilmington

**Major:** Education

**Minor:** Behavioral Science

**Height:** 5'10"; (in armor—6'2")

**Weight:** 325 lbs.; (in armor—425 lbs.)

**Powers:** Rich's body had been enhanced by the modified techno-organic virus, Extremis.

**Abilities:** Rich has a genius level intellect which allows him to invent a wide range of sophisticated devices, specializing in advanced weapons and armor. He possesses a keen business mind and Woo's the ladies with a wink of his eye.

**Group Affiliations:** DOL/VETS, NCWorks, DVOP's aka Saviors of the Universe, Avengers, Initiative, Hellfire Club (outer circle), S.H.I.E.L.D., Illuminati, Thunderbolts, Force Works, Queen's Vengeance, Alcoholics Anonymous, and the Marine Corp League #1407 Swansboro, Non Commissioned Officers Association Down East Chapter #906, Fleet Reserve Association Branch 208, Disabled American Veterans Chapter 16 and the American Legion Post #265.

Current Assignment: DVOP NCWorks Career Center – Onslow County, Jacksonville, NC as of November 2, 2016.



**Ironman: "No offense, but I don't play well with others."**

**Captain America: "Big man, in a suit of armour... take that away, what are you?"**

**Ironman: "Uh...genius, billionaire, playboy, philanthropist."**

## WELCOME CALVIN HANKS

Calvin B. Hanks II has recently joined the NCWorks Veteran Services staff as a VR&E Workstudy at the Jacksonville NCWorks Office. Calvin is a United States Navy veteran and served from 2/28/06 - 2/28/15. While in the Navy, he completed Hospital Corpsman School, Dental Technician School, and Field Medical Service School (FMF). An OIF veteran, Calvin was deployed to two combat missions, both to Iraq Al Anbar Province, Haditha.

Calvin is currently attending Coastal Carolina Community College and plans to eventually attaining his CRNA certification to become an anesthesiologist.



### Sailors seize voice at 2nd Dental Battalion

Petty Officer 3rd Class Calvin B. Hanks, the president and founding member of 2nd Dental Battalion Junior Enlisted Association, stands beside Chief Petty Officer David Harris, one of the mentors for JEA in the battalion, aboard Camp Lejeune, N.C., Oct. 18, 2012. Hanks and his fellow sailors launched JEA in September 2012 to provide a forum where junior enlisted sailors could voice their opinions, build camaraderie and directly impact their community through service projects.

# **CAREER RESOURCE CENTER, ONSLOW COUNTY NCWORKS CAREER CENTER**

Submitted by: Judy Jones, Career Advisor

The Career Resource Center is available for NCWorks customers' use between the hours of 08:30 and 04:30 Monday through Friday except holidays. All services are provided at no charge to our clients. Services include the Employability Lab, which is mainly staffed by Community College employees and provides individualized assistance to customers Monday through Thursday from 09:00 a.m. until 01:00 p.m.



Center customers can use the facility independently or with assistance from NCWorks Career Advisors and Employability Lab Consultants to register and maneuver through NCWorks online, complete applications for Unemployment Benefits, and apply for jobs via online application and or résumé. Use of the career center by consumers presents an opportunity for applications and or résumé to be reviewed by staff for correctness and appropriateness prior to being submitted per employer directions. The center also provides space for paper applications to be completed and reviewed.

While visiting the resource center, customers can obtain take home copies of a list of career development workshops presented every Tuesday from 09:00 a.m. until 11:00 a.m., job search web sites, list of local staffing agencies, and all paperwork required for claimants to keep an effective work search record.

Copying and faxing services are also available to center customers at no charge.





# TEN MISTAKES THAT WILL GET YOUR JOB APPLICATION THROWN AWAY

Submitted by: DVOP Gail Horn

When hiring managers post jobs, they usually get many more applications than they care to go through. They want to find that needle in the haystack that is the perfect person for the job, but it can be incredibly tedious to go through a pile of applications. Don't make your application one of the first ones discarded. Avoiding these common job application mistakes will help keep your application out of the garbage before the hiring manager gets serious about compiling a list of finalists.

## 1. Not Following Instructions When Applying

Be sure to follow the job posting and application instructions exactly. Remember when your teacher handed out a quiz with directions at the top saying to write your name and answer none of the questions. This trick is designed to teach the importance of reading directions before beginning a task. Some adults still haven't learned that lesson. Failing to do so will get your application thrown away because it shows the hiring manager that you lack attention to detail.

## 2. Leaving Fields Blank on the Application

Much like neglecting the application form's directions, leaving fields blank shows a lack of attention to detail. Discarding incomplete applications is an easy way for a hiring manager to cut down the number of applications that must be considered.

## 3. Turning in the Application Late

Even if you discover the job posting two hours before it closes, you must get the application turned in on time. Hiring managers have very little information to go on when basing their initial decisions. If the only thing you have ever turned into this person is late, it won't leave a very good impression.

## 4. Spelling and Grammatical Errors

Spelling and grammatical errors look unprofessional on job applications. If you know you're a bad speller or self-editor, get someone to proofread your application or at the very least run it through the spell check feature of a word processing program.

## 5. Explain Large Gaps in Employment

Gaps in employment are not always a bad thing, but they do raise a red flag for hiring managers. If left unexplained, hiring managers will assume the worst. Don't let a hiring manager assume you were fired for cause when you really left to take care of a sick parent or newborn child.

If you left on bad terms, say so. It is better that a potential employer find out this information from you up front than later in a reference check with a previous supervisor. You may have only a small box on the application to enter your explanation, so be careful how you write your reason. If the space is available and it is appropriate for the situation, explain what you learned from that experience.



## 10 Mistakes That Will Get Your Job Application Thrown Away (Contd)



### 6. Not Including All Required Attachments

When a job posting requires more than a completed application form, the organization is telling you that they will use these additional materials to make the hiring decision. If you omit these materials, the hiring manager is missing information to compare you with other applicants. Therefore, the hiring manager will throw out applications that do not include all the required attachments.

### 7. Failing to Tailor your Application to the Job

When you apply for a job, you want to show the hiring manager that you are the right person for the job. The best way to do this is to describe your qualifications matching the knowledge, skills and abilities listed in the job posting. Failing to do this shows the hiring manager that you do not care enough about getting the job to spend the time to consider what the job entails and how to show that you can do it. This includes your cover letter. Experienced managers can spot a person's base cover letter. If you don't take the time to write a new cover letter or at least edit your default one, why should a hiring manager take the time to read what you send in for every other job?

### 8. Applying to a Job You Are Obviously Overqualified For

Hiring managers want new hires that are a good fit for the position and will stay for a reasonable amount of time. Someone with a doctoral degree and 20 years of experience in academic research who applies for an administrative technician position can obviously perform the tasks required for the job; however, this person is almost certainly a bad hire. Hiring managers believe such an individual is overqualified and would find the position boring and begin looking for work soon after coming onboard. Applying for a position far beneath your credentials also looks suspicious. Hiring managers wonder what went wrong in previous jobs that cause you to seek for a job that appears beneath your abilities.

### 9. Applying to a Job You Are Obviously Unqualified For

Do not apply to be an astronaut if the last math class you took was Algebra II. Applying for a job you are obviously unqualified for wastes your time and the employer's time. If you do this consistently, you will develop a reputation for taking wild shots in the dark with your job applications, and the hiring managers will be less likely to take you seriously.

### 10. Leaving the Reader Confused

When hiring managers look at application materials, they want a clear and concise picture of what you the candidate will bring to the job. Using too many big words will bore readers and make them want to stop half-way. Be as brief and clear as possible while giving a thorough explanation of your work history and why you would be a good fit for the job.



# **NCWORKS CAREER CENTER ONSLOW VETERANS' JOB/ CAREER FAIR 15 Nov 2016.**

Participants: 63 employers, 2 military recruiters, 10 schools and 2 resources.  
175 job seekers attended the event - 94 Veterans, and 9 Transitioning Service Members.

The NCWorks Career Center - Onslow Vet Unit and the American Legion Burton Cowell Post 265 partnered to sponsor our Veterans' Job/and Career Fair on November 15, 2016. The event was open to veterans, active duty and eligible persons from 9:00 A.M. until 10:00 A.M. and to all job seekers were able to attend at 10:00 A.M.

We could not have received a good turnout without the assistance received from our media partners. In addition, the Onslow County Council of Veteran Service Organizations distributed our invitation to its membership. The Transition staff at MCAS New River, MCB Camp LeJeune and MCAS Cherry point also ensured that the transitioning service members knew about the job fair. The NCWorks Bus was available for employers and job seekers as well. To prepare area job seekers for this event we held Resume Writing, Interview Preparation, Dressing for Success, and Professional Networking workshops. We continue to hold these classes regularly so that jobseekers in our area are ready when the opportunity strikes!

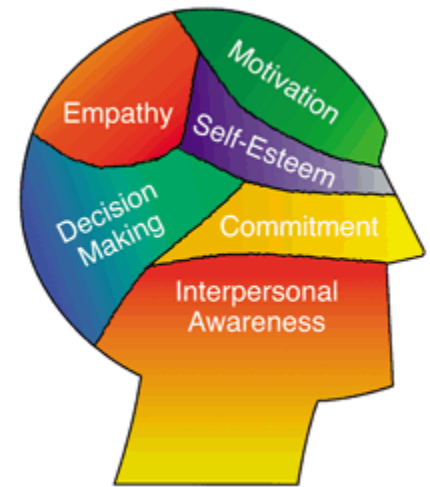
Employers seemed happy with the quality of the skills and the preparedness of the Veteran jobseekers. Several had lists of job seekers that they intended to follow up with during the ensuing weeks and one reported that he had several interviews scheduled. All had positive comments and expressed a desire to attend the next event that we coordinated.

The success of our J/CF expo was due largely to the partnerships we have developed through our outreach and involvement in the community. Developing these professional relationships has enabled us to reach a larger number of Veterans and transitioning service members and to provide resources and services to the veterans in our community that we would have been unable to do otherwise.



# TEN UNIQUE SOFT SKILLS EMPLOYERS DESIRE IN NEW HIRES

Submitted by: LVER Gerardo Cruz



In a survey the during the 2016 Spring, 77 percent of employers surveyed by CareerBuilder said they were seeking candidates with soft skills -- and 16 percent of the respondents considered such qualities more crucial than hard skills. Soft skills relate to the way employees relate to and interact with other people. The Multi-Generational Job Search Study 2014 by Millennial Branding said employers ranked the following as the most highly desired qualities in candidates: communication skills, a positive attitude and the ability to work in a team, all of which can be labeled soft skills or emotional intelligence.

Hard skills, on the other hand, are teachable abilities or skill sets that are easy to quantify, such as a proficiency in a foreign language or computer programming. While hard skills might be developed on the job, employees should come to an organization already in possession of soft skills. When employees lack these basic soft skills, it can hurt the overall success of the organization.

The soft skills that employers are seeking, according to CareerBuilder, Millennial Branding and others, include the following:

- 1. Being dependable.** Employers value workers they can rely on to get the job done. There's nothing better than an employee who is available at the drop of a dime, arrives to work on time and delivers quality results. During the interview process, hiring managers should ask candidates about their work ethic. Dependable employee are individuals who meet deadlines, are team players and stay focused at work.
- 2. Pulling together a presentation.** Regardless of their position, most employees are expected to make presentations to management, co-workers, customers and clients in some fashion. For example, an in-house graphic designer might receive an email from the head of the marketing department about a new client. Although this employee isn't a communications professional, she might be asked to pull together branding ideas in a presentation for the client.
- 3. Solving problems.** Especially for fast-paced organizations, strong employees can think critically and effectively solve problems. During the job interview, hiring managers should ask candidates about a time when they had to overcome a challenge in the workplace. This will help a hiring manager gauge the candidate's ability to solve problems, be resourceful and face obstacles at work.
- 4. Coaching co-workers.** According to Millennial Branding report, 92 percent of employers value strong teamwork skills. Strong employees are individuals willing to help co-workers and coach them along the way. Let's say a new employee has been hired and added to a group project. The new employee probably doesn't have a clue about what's going on yet. In this scenario, an employee who's been on the team a while should take the new worker under his wing and coach the person through the new project.

## TEN Unique Soft Skills Employers Desire in New Hires (Contd)

**5. Fitting into the company's culture.** The Millennial Branding survey also revealed that 43 percent of employers want to hire employees who are a great cultural fit. Cultural fit refers to when a candidate's values align with the employer's. If an employer values a balance between work and fun in the office, say, then hiring managers should search for candidates who share this outlook.

**6. Voicing opinions while being open to feedback.** Employees who are confident in their ideas but open to feedback can play influential roles in a workplace. During a brainstorming session, for example, such an employee would not only share ideas but also challenge others' by asking thoughtful questions. This can create a stimulating discussion and even spark innovation.

**7. Being flexible and focused.** Deadlines and projects can change at a moment's notice. Employees need to quickly adapt while remaining focused on meeting deadlines. For example, an employee may have just received an assignment and deadlines for the week. But Wednesday arrives and the manager decides everything needs to be shifted to arrive a day earlier. A flexible employee would be able to quickly adapt to these changes and focus on projects with top priority.

**8. Being creative and innovative.** Whether the employee is an accountant or art director, creativity is what sparks change in the workplace. During an interview, the hiring manager should ask the candidate about a time when he or she was assigned a new project. The candidate should respond highlighting personal examples of thinking outside of the box to achieve results.

**9. Developing new work processes.** Employees with the ability to analyze work processes and discover new ways to complete them efficiently are valuable to employers. Not only does this save employer's time, but it can also add to the bottom line.

**10. Taking initiative.** An employee demonstrates initiative by coming up with an idea and putting it into action. For example, an employee might develop an idea for social-media marketing campaign that will build awareness for the organization. After a company hires an employee, managers will want to gauge whether the employee will follow through in exhibiting soft skills. Some HR technology products let employers detect who has certain skills on the job. Talent today is a skills assessment platform that helps employers measure soft skills and personalities through a variety of tests.





## COLD WEATHER EVENT

Submitted by: DVOP Kelley Hamilton

The 2017 Cold Weather Gear Event, for our homeless and indigent Veterans, took place October 13, 2016, from 10am-2pm at the Disabled American Veterans Chapter 16, 300 Sherwood Road, Jacksonville, NC 28540.

The VAMC/Fayetteville provided free flu shots and HIV swab testing that day. Veterans were provided the opportunity to meet with the VA Homeless Coordinator and other housing agencies, Child Support Service, The Vet Center, and a Veteran Financial coach. If needed, Vets could receive coats, cold weather undergarments, toiletries, etc., plus a hot meal that was provided by Lowes Home Foods and VFW 9133.

We want to thank all who volunteered, provided services, food and to the DAV for allowing us use of the building. This was the 5<sup>th</sup> year for the Event and thank you for making it successful!





## **BALANCE OF STATE CONTINUUM OF CARE (BoS CoC) VETERANS SUBCOMMITTEE**

**By DVOP Reggie Roy**

The initial meeting of the The Veterans Subcommittee will oversee the CoC plan to end veteran homelessness and assist in addressing ongoing challenges the BoS CoC will have in meeting the Federal Benchmarks and Criteria to end veteran homelessness provided by the US Interagency Council on Homelessness (USICH).

### **Envisioning the Work of the Veteran Subcommittee**

The BoS CoC Steering Committee approved the formation of a Veteran Subcommittee in August 2016 to:

- Finalize and recommend a Balance of State CoC Plan to End Veteran Homelessness
- Provide ongoing oversight of the plan
- Support implementation of the 13 Regional plans to end homelessness
- Evaluate veteran data, including the by-name list
- Address barriers

Membership to the subcommittee is by invitation, but Veteran Subcommittee meetings are open to the public to attend.





## NCServes Coastal Coordination Center

Eastern Carolina Human Services Agency, Inc.  
1201B Hargett St, Jacksonville, NC 28540

### Join Today

Call Toll Free 1-844-435-1838

Visit [www.NCServes.org](http://www.NCServes.org)

or visit a NCServes Network provider

## Creating Easier Access to Services for Coastal Region Service Members, Veterans, and their Families

**Submitted by:** NCServes Coastal Program Coordinator, Jerrick Vernon

Eastern Carolina Human Services Agency, Inc., the resource and Coordination Center for the NCServes Coastal Market. ECHSA, Inc., fosters a collaboration of services for Service Members, Veterans and their families in 20 counties. The NCServes-Coastal network includes providers offering a comprehensive range of services, such as: Benefits, Clothing & Household Goods, Education, Employment, Food, Health, Housing, Individual & Family Support Services, Legal, Money Management, Social enrichment, Spiritual Enrichment, Sports & Recreation, Transportation, and Utilities.

The NCServes-Coastal network utilizes a shared software platform that connects all participating providers in order to make referrals and track outcomes. Military and veteran families residing in: Onslow, New Hanover, Craven, Brunswick, Carteret, Pender, Columbus, Beaufort, Sampson, Duplin, Bladen, Pamlico, Jones, Hyde, Pitt, Greene, Wilson, Wayne, Lenoir, and Robeson counties now have easier access to the services they need and deserve.

### How It Works

#### Step 1

*Veteran/Military Family Engagement*-Individuals looking for services can utilize the NCServes Coastal Network four different ways: The Veteran/Military Family can complete an intake at the coordination center, complete a referral at a network provider office, or self-refer via the web or phone.

#### Step 2

*NCServes Coordination Center Coordinates services*-The NCServes Coordination Center evaluates the Veteran/Military family needs and goals and sends the referral to the appropriate network provider who can best address those needs and goals.

### Why Should you join?

- We provide services for which you are eligible.
- We do the homework for you.
- We decode the eligibility requirements for you.
- Our network providers work together which means you only have to provide your information once.



Secretary Cornell A. Wilson, Major General USMC Retired, Speaks at the Launch Luncheon for NCServes on Nov. 9 at the USO in Jacksonville.



## NCServes Coastal Coordination Center Staff



**Jerrick Vernon**

**NCServes Coastal Program Coordinator**

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**p:** 910. 353. 1226 | 910. 347. 2151

Jerrick Vernon is a United States Air force veteran. He supported Operation Enduring Freedom (OEF) from locations within the US and abroad as an Aerospace Propulsion Technician before resettling back in his hometown of Jacksonville, North Carolina. Jerrick began his career of community service as a case manager for the Community Service Block Grant Program, where he assisted low income families with becoming self-sufficient. Later, he became lead case manager for the Supportive Services for Veteran Families (SSVF). In this role, he assisted homeless veterans and those at risk of becoming homeless by providing services that promote and achieve housing stability. In addition to providing these services, his duties included outreach, advocacy, and developing partnerships to combat veteran homelessness in four counties. He received a BA in Communications from North Carolina Central University and Family Worker Credentials from Temple University.



**Marvin Freeman**

**Outreach Specialist**

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**p:** 910. 353. 1226 | 910. 347. 2151

Marvin Freeman served in the United States Air Force as a logistics professional. He is the son of a US Air Force Retired CMSGT. After several years traveling the world, Marvin separated from the military and obtained an Associate's Degree in Accounting. Marvin worked as a case manager for the Supportive Service for Veteran Families (SSVF) utilizing his understanding of military culture to assist homeless veterans and those at risk of becoming homeless with obtaining housing stability. Marvin is motivated and eager to provide services to veterans, active duty and their families.



**Katherine Allen**

**Development Associate**

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Katherine Allen joined ECHSA, Inc. as a Homeless Management Information System (HMIS) Specialist for the Supportive Services for Veterans Families (SSVF) Program. Katherine was raised in nearby Camp Lejeune as the daughter of a Marine Corps veteran. She has first hand experience of the struggles military families face, including deployments and transitioning back into the civilian world. Katherine is passionate about helping veterans and their families in becoming self-sufficient and live fuller and happier lives. She appreciates the opportunity to continue assisting in an endeavor that will impact a population that is close to her heart. Katherine enjoys spending time with her husband and four children.

## About Eastern Carolina Human Services Agency

Eastern Carolina Human Services Agency, Inc. is a nonprofit community action agency established in 1964, which provides comprehensive services to low income families, including veterans and our military, in Onslow, Duplin, Pender and New Hanover counties. ECHSA, Inc. has successfully accomplished its mission for over 52 years by empowering families to become economically and socially self-sufficient. ECHSA has been there to meet the community's needs for many years and is now delivering more and better services to veterans and active duty families in a coordinated way. ECHSA, Inc., the resource and coordination center for the NCServes Coastal Market, through coordination and collaboration will continue to exhibit quality services in meeting the needs of service members, veterans, and their families.

## TROOPS, VETERANS AND MILITARY FAMILIES CAN TRACK DOWN A COLLEGE SCHOLARSHIP WITH THIS NEW SEARCH TOOL

By: Karen Jowers, Military Times, December 21, 2016

'Tis the season for seeking out scholarships, and the Fisher House Foundation has launched a free search tool to help troops, veterans and families get their share of these education-budget boosters.

The [Scholarships for Service](http://search.militaryscholar.org/) tool ( <http://search.militaryscholar.org/>) can help those with any affiliation – active- or reserve-component members, veterans, retired military personnel and military family members. There are more than 3,000 scholarships available to those with various affiliations in the military community, offered from organizations ranging from the military relief societies to associations for Seabees and 82nd Airborne Division troops, to name just a few.

The Fisher House Foundation has helped provide scholarships to military children and spouses for 17 years, and recognized through that work the need to help families search further, according to the group's CEO, Ken Fisher, in a statement announcing the new tool.

Because of this involvement, he said, “we routinely received calls asking if we knew of any other financial resources available to help service members, veterans, and their families with college funding. We did the best we could to pass on information about other scholarship programs, but we came to recognize that we were only scratching the surface and needed to do more.”

Unlike other scholarship search tools, Scholarships for Service is tailored specifically to search for scholarships that are available to those in the military community.

“We get questions about scholarships all the time,” said Brian Gawne, a retired Navy captain who is vice president of community relations for Fisher House Foundation.

Fisher House Foundation developed Scholarships for Service search tool with AdmitHub, which specializes in college application support, scholarship search assistance, and enrollment advising. Plans call for refining the tool as more users try it out, Gawne said; programmers already have added additional organizations, offering newer scholarships, to the database.

Students or students-to-be enter brief background information and education goals, and the tool will quickly identify potential military-affiliated scholarships. With each offering comes a summary of eligibility requirements, points of contact and links to the scholarship provider’s website. Students can have a PDF file of the results emailed to them.

Neither Fisher House Foundation nor AdmitHub collects any data from the site, Gawne said. “You don’t have to register, we don’t collect information. We just wanted a pure service,” he said. “There won’t be any emails afterwards, because we don’t sell anything to marketing agencies. ... If nothing else, it gives a sense of how many scholarships there are out there.”



# CAREER READINESS CERTIFICATE (CRC)

Submitted by: Career Advisor Judy Jones

The Career Readiness Certificate (CRC) is an assessment-based credential that give employers and career seekers a uniform measure of key workplace skills.

Getting a North Carolina Career Readiness Certificate allows the job seeker to show prospective employers that they possess the basic skills they require. Even though you have a high school diploma or a post-secondary degree, the certificate further verifies that you have the aptitude and can handle the tasks common in today's workplace; (Finding information, reading instructions and directions and working with figures.)

The certificate is based on an established Workkey Assessment Test. Workkeys are comprehensive skills assessment tool recognized by thousands of companies in the United States to include state and federal agencies.

To obtain the certificate, individuals undergo testing related to reading, applied math and locating information through the Workkeys Skill Assessment system. Results of the test determines the certificate level:

**Bronze** level, score at least a level 3 in each of the three core areas and have the necessary foundational skills for 16% of the jobs in the workkeys data base.

**Silver** level, score at least a level 4 in each of the three core areas and have the necessary foundational skills for 67% of the jobs in the workkeys data base.

**Gold** level, score at least a level 5 in each of the three core areas and have the necessary foundational skills for 93% of the jobs in the workkeys data base.

**Platinum** level, score at least a level 6 in each of the three core areas and have the necessary foundational skills for 99% of the jobs in the workkeys data base.

Jobseekers who wish to take the Career Readiness Certification assessment, or those who have taken it and wish to improve their skill level can use the WIN training program for assistance in refreshing and developing the skillsets employers are looking for. Your NCWorks Career Advisor can provide access to this online training program and assist you in preparing for the Assessment.

For additional information about the CRC, contact NCWorks Career Center, 461 Western Blvd, Suite 106, Jacksonville, NC 28546. Tel: (910)347-2121 or [www.crcnc.com](http://www.crcnc.com).





## CHRISTMAS CHEER WITH SMITHFIELD HOGS DIVISION

Submitted By: DVOP Reggie Roy

Stacy Azzam, Production Technical Trainer from the East Division of Smithfield Foods in Warsaw, NC reached out to yours truly wanting to work more closely with veterans who are in need of help and support. Stacy is an Army Veteran who has lived the plight veterans who are struggling with day to day barriers. She wanted to give back and help those who struggle.

Working with her supervisors, Stacy contacted me to enter into a joint effort of identifying two veteran families to offer some much needed cheer into their family's holidays. On, December 20<sup>th</sup>, Stacy arrived caring gifts for two families that we encouraged to write a short letter explaining their present situation and how this will bring more warmth and comfort into their holiday this year. Their stories touched home as Stacy actually had walked in the shoes of one of the families and a bond started developing between them.

Just to share a little bit, one of the veterans had a special wish to for the holidays - to have a job, a safe place for her family to call home and give them a Christmas to remember. Through the help of local resources and Smithfield Foods Eastern Division and a veteran who wanted to bring cheer to another deserving family, this Veterans' wish came true.



Left: Stacy Azzam of Smithfield Foods stands with the Sobolewski's to view the gifts provided by Smithfield Foods.



Right: Stacy Azzam of Smithfield Foods receives a Certificate of Appreciation presented by DVOP Reggie Roy.



Left: DVOP Roy receives a hug from Disabled Veteran Latonya Black whose Christmas wishes came true!



Right: Check out the mother load of Christmas Cheer!

# COMBAT-INJURED VETERANS TAX FAIRNESS ACT

Submitted by: Dee Gardner, AFC

On December 16, 2016, H.R. 5015, the Combat-Injured Veterans Tax Fairness Act of 2016 became Public Law No: 114-292. This new law provides veterans medically separated, or retired from the military due to combat-related injuries another opportunity to recoup the taxed portion of their severance payments.

The law requires the Department of Defense (DOD) to identify veterans medically separated from military service due to combat-related injuries that were issued severance payments after January 17, 1991, and withheld amounts for tax purposes.

DOD will provide this group of veterans with a notice of the amount of improperly withheld severance payments, and instructions for filing amended federal tax returns to recover the withheld amount. The period for filing this IRS claim for a credit, or refund is extended to one year after DOD provides the veteran with the information required by this Act.

This law will be a significant benefit to this group of injured and ill veterans, and partially fulfills DAV Resolution 011 that calls for allowing *all* veterans to recover taxes withheld from their disability severance pay.

Click the link below to log in and send your message:

<https://www.votervoice.net/BroadcastLinks/zh4N-oudHLQv-zP6bxtQQA>



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# Free professional financial coaching

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A financial coach can help you plan and take steps to reduce or eliminate debt, build credit, pay bills on time, save money for life events, or transition from military to civilian life.

## What is a financial coach?

A financial coach is a trained professional who will guide you in a process that is non-judgmental and based on your goals. Financial coaches provide support, encouragement, accountability, and tools to help you make informed decisions.

## How does the program work?

### One-on-one

Your coach will work with you, one-on-one, to help you identify your financial goals, create a plan, and track your progress.

### Personalized

The coaching relationship starts with you. Your financial coach will meet you wherever you are on your financial journey.

### No cost to you

The financial coaching services are offered at no cost to you and with no strings attached.

## Why should you participate?

### You're going through a transition

You're making changes in your life, such as getting a new job, transitioning from the military to civilian life, or saving for life goals, such as buying a car or home.

### You're ready to make a change

You're open to the coaching process and ready to take the steps you need to take control of your financial life.

### You'd like to reduce stress

Financial stresses create barriers to attaining your goals. Taking control of your financial life through financial coaching can help.

## Ready to get started?

Come prepared to take the actions required to meet your goals. One-on-one appointments and workshops are available. Make an appointment today.

**Dee Gardner, AFC®**

Veteran's Financial Coach - CFPB Financial Coaching Program (Contractor)

Office: 910 347-2121 / Cell: 910 915-9174  
dgardner@afsc.com



Financial coaching is provided through an initiative of the Consumer Financial Protection Bureau (CFPB), a federal agency. This program is managed through a contract with the Armed Forces Services Corporation (AFSC).



# OUR PARTNERS IN THE COMMUNITY— WE COULDN'T DO WHAT WE DO WITHOUT YOUR SUPPORT!

## Mat Class

Thank you to First Baptist Church in Swansboro, NC, Mat Ministry for coming to our office and teaching us how to make these sleeping mats! This ministry helps people in need, and saves the environment, at the same time. The mats are crocheted from plastic bags for the homeless and it takes about 600 bags to make a 18 square foot mat.



Above: DVOP Hamilton presents a Certificate to the First Baptist Church for providing this wonderful service to our community.



Bravo Zulu to Lowes Home Supply! Manager Mr. Walker receives a Certificate from DVOP Hamilton for assisting a Veteran in need! Because of them a Veterans was able to make needed repairs to his home!

Below: DVOP Horn Participates with ROC4Vets at Military Appreciation Day



## NCWORKS CAREER CENTER JACKSONVILLE VETERAN STAFF ASSIST THE VETERANS DISPLACED BY HURRICANE MATTHEW

Right: DVOP Victor Kosinski received 2 loads of much needed Cold Weather Gear for the Veterans of Lenior County.

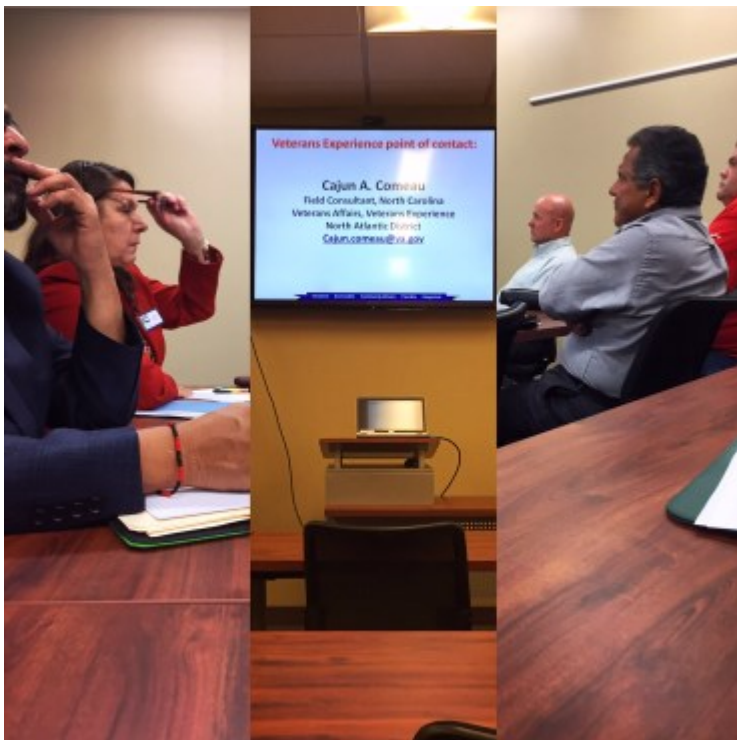
Below: DVOP Hamilton (left) and DVOP Horn (Right) pack up goods for our neighbors in Kinston



## NCWORKS VETERAN STAFF SHARE THEIR KNOWLEDGE AND EXPERIENCE

NCWorks staff attended the organizational meeting for the Coastal Carolina Community Veterans Engagement Board.

NCWorks Jacksonville Veteran Staff briefed the 43rd Department of Commerce, Division of Workforce Solutions Annual Veteran Training Conference on "Best Practices".





# NCWORKS VETERAN STAFF IN THE COMMUNITY

Whereever Veterans may be found in Onslow County—That is where you find the NCWorks Jacksonville Vet Staff.







## **SALVATION ARMY RED KETTLE CAMPAIGN**

The Onslow County Career Center Veterans Unit has volunteered the past 7 years for the Salvation Army Red Bell Kettle Campaign. This year was no different. We enjoy giving back to our community - especially the Salvation Army who assists so many - and especially our Veterans!





# **DoD ANNOUNCES NEW OUTREACH EFFORTS TO VETERANS REGARDING DISCHARGES AND MILITARY RECORDS**

Release No: NR-459-16  
Dec. 30, 2016

The Department of Defense today announced a renewed effort to ensure veterans are aware of the opportunity to have their discharges and military records reviewed. Through enhanced public outreach, engagement with Veterans Service Organizations (VSOs), Military Service Organizations (MSOs), and other outside groups, as well as direct outreach to individual veterans, the department encourages all veterans who believe they have experienced an error or injustice to request relief from their service's Board for Correction of Military/Naval Records (BCM/NR) or Discharge Review Board (DRB).

Additionally, all veterans, VSOs, MSOs, and other interested organizations are invited to offer feedback on their experiences with the BCM/NR or DRB processes, including how the policies and processes can be improved.

In the past few years, the department has issued guidance for consideration of post-traumatic stress disorder (PTSD), as well as the repealed "Don't Ask, Don't Tell" and its predecessor policies. Additionally, supplemental guidance for separations involving victims of sexual assault is currently being considered.

The department is reviewing and consolidating all of the related policies to reinforce the department's commitment to ensuring fair and equitable review of separations for all veterans. Whether the discharge or other correction is the result of PTSD, sexual orientation, sexual assault, or some other consideration, the department is committed to rectifying errors or injustices and treating all veterans with dignity and respect.

With today's announcement, the department is reaffirming its intention to review and potentially upgrade the discharge status of all individuals that are eligible and that apply.

To request an upgrade or correction:

Veterans who desire a correction to their service record or who believe their discharge was unjust, erroneous, or warrants an upgrade, are encouraged to apply for review.

For discharge upgrades, if the discharge was more than 15 years ago, the veteran should complete DD Form 293 (<http://www.dtic.mil/whs/directives/forms/eforms/dd0293.pdf>) and send it to their service's DRB (the address is on the form). For discharges over 15 years ago, the veteran should complete the DD Form 149 (<http://www.dtic.mil/whs/directives/forms/eforms/dd0149.pdf>) and send it to their service's BCM/NR (the address is on the form).

For corrections of records other than discharges, veterans should complete the DD Form 149 and submit their request to their service's BCM/NR (the address is on the form).

Key information to include in requests:

There are three keys to successful applications for upgrade or correction. First, it is very important to explain why the veteran's discharge or other record was unjust or erroneous—for example, how it is connected to, or resulted from unjust policies, a physical or mental health condition related to military service, or some other explainable or justifiable circumstance. Second, it is important to provide support, where applicable, for key facts. If a veteran has a relevant medical diagnosis, for example, it would be very helpful to include medical records that reflect that diagnosis. Third, it is helpful, but not always required, to submit copies of the veteran's applicable service records. The more information provided, the better the boards can understand the circumstances of the discharge.

BCM/NRs are also authorized to grant relief on the basis of clemency. Veterans who believe their post-service conduct and contributions to society support an upgrade or correction should describe their post-service activity and provide any appropriate letters or other documentation of support.

## DoD Announces New Outreach Efforts to Veterans Regarding Discharges and Military Records (Contd)

Personnel records for veterans who served after 1997 should be accessible online and are usually retrievable within hours of a request through the Defense Personnel Records Information Retrieval System (DPRIS). To obtain one's personnel records from DPRIS, go to <https://www.dpris.dod.mil/>, then select "Individual Veteran Access" on the left side of the website and follow the instructions. Veterans will need to register for a logon and verify their current mailing address before requesting records. The whole process usually takes less than 10 minutes. Those who served prior to 1997 or for whom electronic records are not available from DPRIS, can request their records from the National Personnel Records Center (NPRC) using the eVetRecs website at: <http://www.archives.gov/veterans/military-service-records/>.

To submit feedback on policies or processes:

Send an e-mail to [osd.pentagon.ousd-p-r.mbx.legal-policy@mail.mil](mailto:osd.pentagon.ousd-p-r.mbx.legal-policy@mail.mil), or mail your feedback to Office of Legal Policy at:

Office of Legal Policy  
Office of the Under Secretary of Defense (Personnel & Readiness)  
4000 Defense Pentagon  
Washington, DC 20301-4000

For other information or assistance:

Air Force BCMR  
Website: <http://www.afpc.af.mil/board-for-correction-of-military-records>  
Phone: 240-612-5379  
E-mail: [usaf.pentagon.saf-mr.mbx.saf-mrbc@mail.mil](mailto:usaf.pentagon.saf-mr.mbx.saf-mrbc@mail.mil)

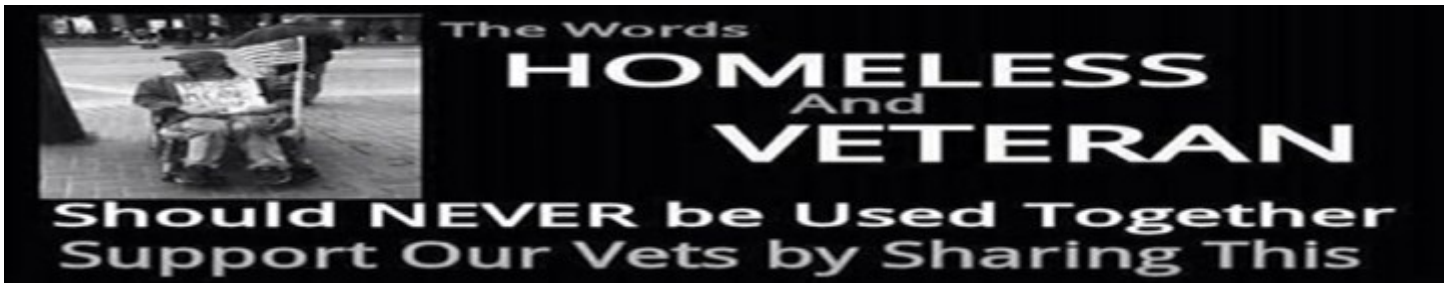
Air Force DRB:  
Website: <http://www.afpc.af.mil/board-for-correction-of-military-records>  
Phone: 240-612-0995  
E-mail: [usaf.pentagon.saf-mr.mbx.saf-mrb@mail.mil](mailto:usaf.pentagon.saf-mr.mbx.saf-mrb@mail.mil)

Army BCMR:  
Website: <http://arba.army.pentagon.mil/>  
E-mail: [army.arbainquiry@mail.mil](mailto:army.arbainquiry@mail.mil)

Army DRB:  
Website: <http://arba.army.pentagon.mil>  
E-mail: [army.arbainquiry@mail.mil](mailto:army.arbainquiry@mail.mil)

Navy BCNR:  
Website: <http://www.secnav.navy.mil/mra/bcncr/Pages/home.aspx>  
Phone: 703-607-6111  
E-mail: [BCNR\\_Application@navy.mil](mailto:BCNR_Application@navy.mil)

Navy DRB:  
Website: <http://www.secnav.navy.mil/mra/CORB/Pages/NDRB/default.aspx>  
Phone: 202-685-6600  
E-mail: [NDRB@navy.mil](mailto:NDRB@navy.mil)



## VETERANS STAND DOWN 2017

Submitted by: DVOP Reggie Roy

The Veterans Unit of the NCWorks Career Center of Onslow County organizes and conducts an Annual Veterans' Stand Down. Over the past six years we have provided many resources to Homeless and indigent Veterans of the community. Our focus is directed towards the veteran population, but we do not turn anyone in need away. During each event we have provided services from numerous agencies; ranging from Federal, State, County, and nonprofit organizations to an average of 175 individuals of which well over half were Veterans. We are currently in preparation for our 7<sup>th</sup> Annual Veterans' Stand Down which will be conducted on **February 7, 2017 at the American Legion located in Jacksonville, NC.**

The "Angel for Veterans" drive starts on **November 7, 2016 through January 20, 2017**. We are appealing to our community to support this drive by providing our Veterans with much needed items. Make this a citizen, church, club, or company project! We can pick up items or they can be dropped off at the address below.

Questions? Please contact:

**Disabled Veterans Outreach Program Specialists**

**Kelley Hamilton**

[kelley.hamilton@nccommerce.com](mailto:kelley.hamilton@nccommerce.com)

**Reggie Roy**

[reginald.roy@nccommerce.com](mailto:reginald.roy@nccommerce.com)

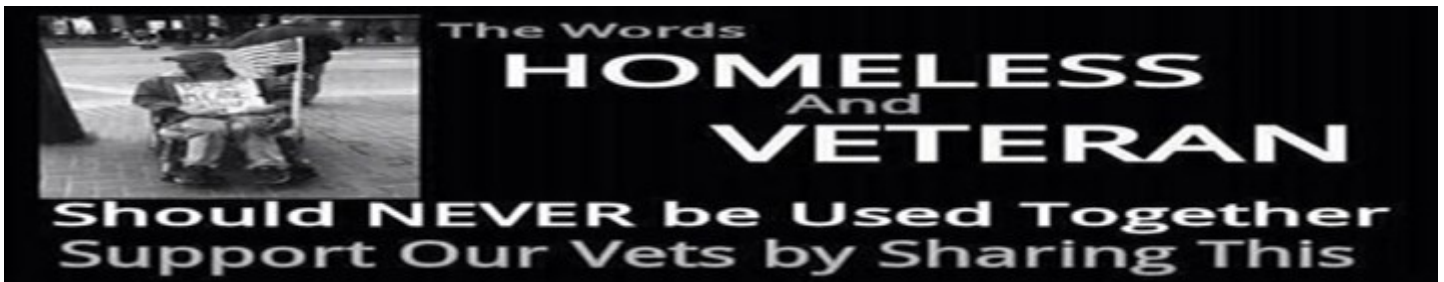
**NC Works Career Center-Onslow**

461 Western Blvd., Suite 106

Jacksonville, NC 28546

(910) 347-2121





# Angels for Veterans

## 7<sup>th</sup> Annual Donation Drive for the Veterans Stand Down

### Personal Hygiene items (ALL TYPES)

Disposable Razors  
Sanitary napkins/Tampons  
Sweat shirts  
Socks (still in package)  
Under garments (still in package)  
Baby wipes (disposable)  
Wash Cloths  
Hand Towels  
Sanitizer  
Feminine wash  
Plastic freezer bags (gallon and quart size)  
Windbreakers  
Laundry bags  
Rain gear  
Field related items

Be an "Angel for Veterans" by donating new items for our homeless and indigent Veterans. These items can become the most cherished possessions to someone on the streets, sleeping under harsh weather elements.

The "Angel for Veterans" drive starts on **November 7, 2016 through January 20, 2017.**

We are appealing to our community to support this drive by providing our Veterans with much needed items. Make this a citizen, church, club, or company project! We can pick up items or they can be dropped off at the address below.

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**Kelley Hamilton**

[kelley.hamilton@nccommerce.com](mailto:kelley.hamilton@nccommerce.com)

**Reggie Roy**

[reginald.roy@nccommerce.com](mailto:reginald.roy@nccommerce.com)

NC Works Career Center-Onslow  
461 Western Blvd., Suite 106  
Jacksonville, NC 28546  
(910) 347-2121





Submitted by: LVER James Simpson

Are you looking for work? NCWORKS and NC4ME have partnered together to increase your opportunities.

NC4ME hosts HIRING EVENTS. What's the difference in a Hiring Event and a Career Fair? Career Fairs are great venues to gather information about potential opportunities. Hiring Events are designed for those ready to skip ahead and land a job.

NC4ME registers employers and job seekers from across the state. Prior to an event, resumes of candidates registered to participate are compared to each employer's posted position descriptions. Matches are made based on interests, education, desired location, and skills of the job seekers. Once matches are made, interviews are scheduled between candidates and employers. On the day of the event, candidates are interviewed for positions in the companies they were matched with.

What does all this mean to you? Over 50% of the candidates interviewed in an NC4ME event are offered a job or scheduled for a second interview. Talk about a WIN/WIN situation... As a job seeker those are great odds, as an employer your cost per hire is dramatically reduced.

On December 12, 2016 NC4ME and NCWorks partnered to conduct a Hiring Event at Marston Pavilion on Camp LeJeune. Here are comments from a couple of the employers:

"We offered positions to at least 7 candidates today—and maybe a couple more before it is over."

"This has been a great event for us—the quality of the candidates is excellent."

To participate in an NC4ME event go to <http://www.nc4me.org/nc4me-hiring-events.html> and register.



Our next events are:

Charlotte, 7 Feb 2017 from 9am to 3pm

Cary, 2 Mar 2017 from 9am to 3pm

Seymour Johnson AFB, Goldsboro, 4 Apr 2017  
from 9am to 3pm.

Left: LVER James Simpson speaks with a Veteran Job Seeker  
at the Onslow County Military Appreciation Day.



## Hiring Event

07 February 2017

NC4ME Hiring Events turn the traditional "job fair" model upside-down. Rather than showing up to look for a match, registered employers and military job seekers arrive ready to conduct job interviews prearranged by NC4ME's military hiring experts based on participants' matching knowledge, skills, abilities and interests.

**Date:** 07 February 2017

**Time:** 9:00AM to 3:00PM

**Location:**

The Employers Association  
3020 West Arrowood Road  
Charlotte, NC 28273

Pre-match registration deadline  
is **24 Jan 2017** anyone registering  
after that will be matched on the  
day of the event.



ONWARD  
OPPORTUNITY

MetLife



ESGR  
EMPLOYER SUPPORT  
OF THE SILENT AND RESERVE



North Carolina for Military Employment (NC4ME) is an initiative of the NC Veterans Foundation, a 501(c)(3) nonprofit organization



Learn more at [NC4ME.org](http://NC4ME.org)



## UPCOMING NC4ME HIRING EVENTS



## Hiring Event

02 March 2017

NC4ME Hiring Events turn the traditional "job fair" model upside-down. Rather than showing up to look for a match, registered employers and military job seekers arrive ready to conduct job interviews prearranged by NC4ME's military hiring experts based on participants' matching knowledge, skills, abilities and interests.

**Date:** 02 March 2017

**Time:** 9:00AM to 3:00PM

**Location:**

MetLife Global Technology  
Campus, 201 MetLife Way  
Cary, NC 27513

Pre-match registration deadline is  
**12 Feb 2017** anyone registering  
after that will be matched on the  
day of the event.



ONWARD  
OPPORTUNITY

MetLife



ESGR  
EMPLOYER SUPPORT  
OF THE SILENT AND RESERVE



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# NC4ME

## Hiring Event

04 April 2017

NC4ME Hiring Events turn the traditional "job fair" model upside-down. Rather than showing up to look for a match, registered employers and military job seekers arrive ready to conduct job interviews prearranged by NC4ME's military hiring experts based on participants' matching knowledge, skills, abilities and interests.

**Date:** 04 April 2017

**Time:** 9:00AM to 3:00PM

**Location:**

Heritage Hall  
1175 Wright Brothers Ave.  
Seymour Johnson AFB

Pre-match registration deadline  
is **14 Mar 2017** anyone  
registering after that will be  
matched on the day of the event.



ONWARD  
OPPORTUNITY

MetLife



ESGR  
EMPLOYEE SUPPORT OF  
THE U.S. ARMY AND RESERVE



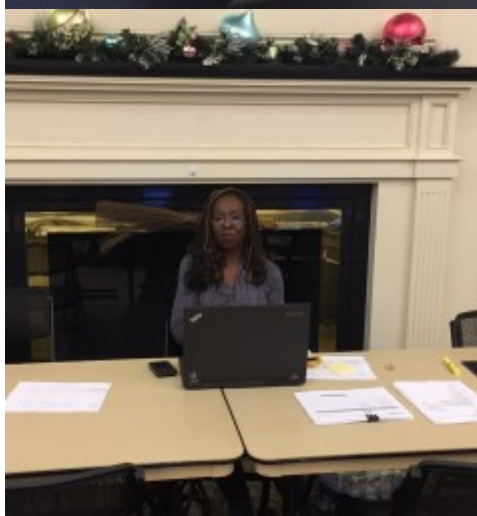
North Carolina for Military Employment (NC4ME) is an initiative of the NC Veterans Foundation, a 501(c)(3) nonprofit organization



Learn more at [NC4ME.org](http://NC4ME.org)

# NC4ME

NORTH CAROLINA FOR MILITARY EMPLOYMENT



NCWorks Staff assisting Veterans and Transitioning Service Members at the NC4ME hiring event on December 12 at Mars-ton Pavilion.

Top Left: The NCWorks Bus was onsite for Technical Support

Top Right: Veteran Financial Coach, Dee Gardner, AFC speaks with NCWorks Jacksonville Office Manager Lindsay Gress

Bottom: DVOP Kelley Hamilton (Left) and DVOP Rich Gorton (Right) provided onsite resume assistance, set up interviews and provided coaching to ensure our Veterans were putting their best foot forward when meeting the Employers.



# Aviation Job Fair



**Wed, Mar 8**  
**9 AM-1:30 PM**  
MCAS New River  
Career Resource Center  
AS-913, Longstaff St.  
910-449-4881/4914

Open to all authorized patrons

- **FREE** Résumé reviews on-site!
- Meet employers looking to hire you!

Employment opportunities offered across the nation in all areas of aviation from pilots and mechanics to a variety of support positions.

Due to safety concerns and the professional nature of the event, children are not permitted.



For an updated list of employers, visit:  
[mccslejeune-newriver.com/trs](http://mccslejeune-newriver.com/trs)

## LAUNCH YOUR NEXT CAREER



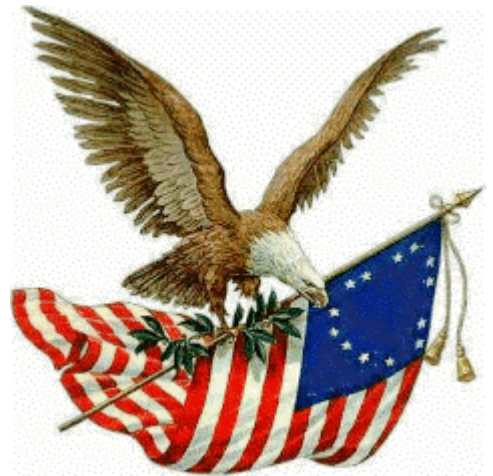


# **HAPPY HOLIDAYS EVERYONE!**

The NCWorks Veteran Staff want to thank you for everything you have done to support the Veterans in North Carolina in 2016. Wishing each of you and yours the best of the holiday season and a prosperous and joyous New Year!



# Upcoming Events



January 1, 2017

Happy New Year

January 16, 2017

Martin Luther King Day

January 27, 2017

National Point in Time Homeless Count

February 7, 2017

NCWorks—Onslow County Veteran Stand Down

February 7, 2017

NC4ME Hiring Event—Charlotte

February 13, 2017

Women Marines Anniversary

February 14, 2017

Valentines Day

February 20, 2017

President's Day

March 2, 2017

NC4ME Hiring Event—Cary

March 8, 2017

Aviation Career Fair, MCAS New River

March 17, 2017

St. Patrick's Day

April 4, 2017

NC4ME Hiring Event—Goldsboro

