



VETERAN GUIDE

Connecting Mentors and Veterans in the Health Innovation Industry
www.MVPvets.org



ABOUT MVPVETS

The mission of MVPvets is to assist, and prepare, transitioning military veterans for meaningful employment in Life Science companies. With new health applications and innovative consumer products being discovered and created on an almost daily basis, opportunities to support the science, engineering, technology or business functions of a Life Science organization are considerable.

MVPvets brings veterans, mentors and companies together through live and virtual career- building endeavors. Online components of MVPvets include a web based member-only network with Mentor Matching, Job-Matching, eLearning via the LifeCollaborative, News, Blogs, and more.

In addition to online features, MVPvets' partnering companies sponsor on-site recareering events where veterans attend in person to tour company facilities

learning first-hand about the technical and business operations of the organization. These live events include opportunities to interact with company staff and speak directly to hiring managers.

When it comes to re-careering, the role of mentors is pivotal. They enable transitioning veterans to make the shift from serving our country to continuing that service through career avenues as part of a company's organizational fabric. Many mentors are former veterans themselves who have elected to work to better the world around us.

Veterans never pay to participate in MVPvets. All costs associated with services and benefits are covered through the generous contributions of our partnering Life Science organizations.

MVPvets started as a collaborative venture between Abiomed and AdvaMed in 2012. In 2014, ZBglobal joined ranks to bring professional skill building to the program, via elearning (the LifeCollaborative).

MVPvets is a 501(c)(3) nonprofit organization. For more information, please contact us at info@MVPvets.org

WHY A CAREER IN LIFE SCIENCES MAKES SENSE

First, you don't need a degree in science to work in a Life Science career. In fact, the jobs that make up more than half of a company's infrastructure typically have less to do with science than they do with running operations and managing the business.

Second, a career in Life Sciences provides an opportunity for you to make a positive difference in how people live. You nobly served your country in the military. You can continue that mission of service by working in companies the likes of which invent heart valves, create new drugs to treat pediatric brain cancer, develop wound therapeutics or engineer equipment that sequences the human genome.



"The Medical Technology Industry in the United States leads the world in innovation, quality, and manufacturing excellence for decades largely because it is made up of companies and people that believe in contributing to something greater than themselves. It is an industry that relies on the dedication of its members to the greater good, and for new members it need look no farther than another group of people that understand commitment and have dedicated their lives to something greater than themselves: our nation's veterans."

Mike Grice
MVPvets
Board Member

Plus, there's room to grow. Life Sciences represent the fastest growing industries with emerging sectors addressing inspirational goals of creating sustainable food supplies, developing technology in digital health, processing and translating mountains of data, and even countering bioterrorism threats.

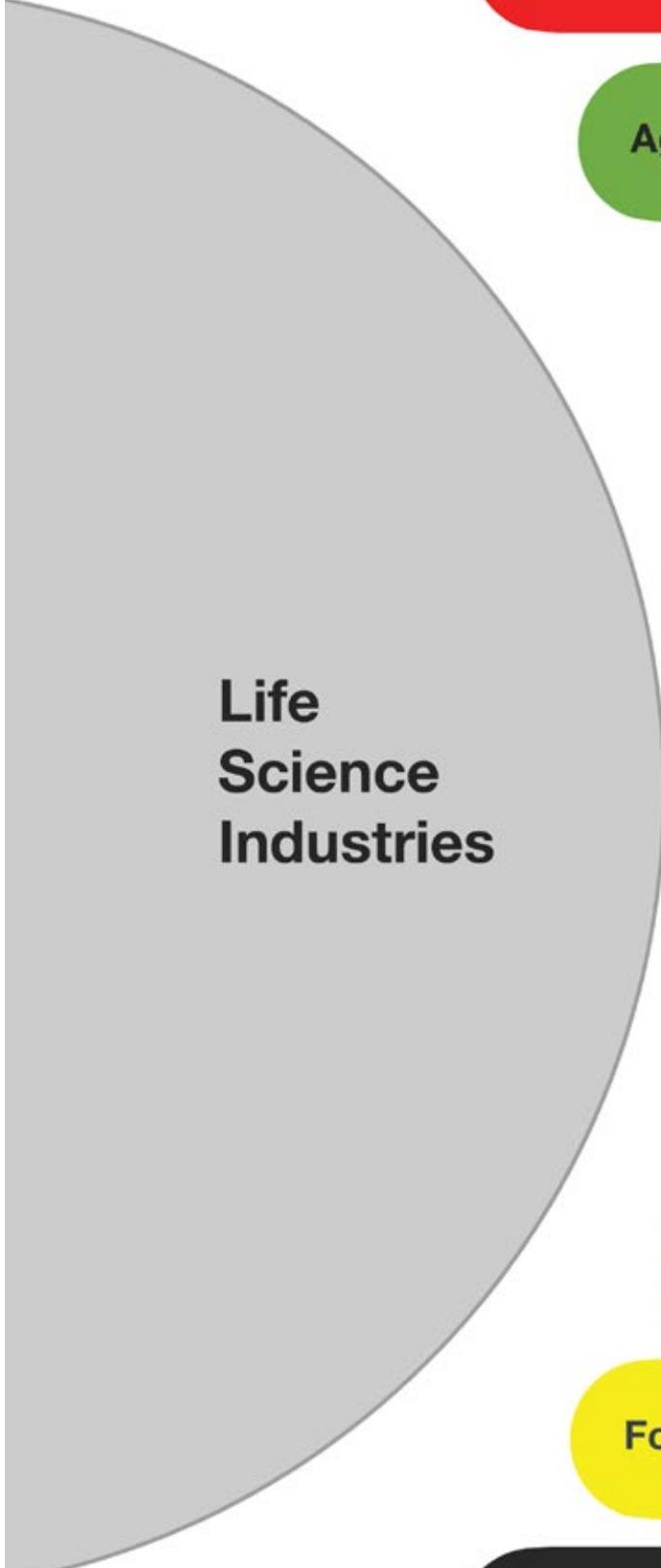
The term Life Sciences is given to cover an extensive array of products and services – from A (for Algae in Biofuels) to Z (Zoology). In fact, there's a national movement underway for more STEM workers (Science, Technology, Engineering, Mathematics). There's a broad band-width of career opportunity as the corresponding model suggests.

7.6M STEM workers in the United States, representing about 1 in 18 workers (2010).

17% (STEM occupations projected growth) between 2008 and 2018, compared to 9.8% growth for non-STEM occupations.

26% higher wages for STEM workers, earning more than their non-STEM counterparts.

3M the amount of high-skilled workers the U.S. may be short by 2018.



**Life
Science
Industries**

Human Therapy / Devices

Agriculture

Plant Materials / Biofuels

Fermentation Bioprocesses

Aquaculture / Marine

Bio-informatics / Nanotechnology

Intellectual Property / Publications

Arid Zone / Desert

Food / Nutrition / Raw Materials

Counter Bio-terrorism / Biocrimes

Red: Human Therapy / Devices - including testing / diagnostics and medical devices, the production of new medications, skin (tissue) grafts, drug-delivery systems, and other human health interventions

Green: Agriculture - genetically modifying commercially used plants, like cereal grains or maize (corn) to produce greater yields or to become resistant to harmful organisms

White: Plant Materials / Biofuels - such as starch, oils, or cellulose, which are modified to produce fibers, chemicals, or plastics with improved characteristics; extraction of bio-alcohol for biofuels and other applications

Gray: Fermentation Bioprocess - some researchers refer to this color for improvement of conditions in processes such as the decontamination of soils that have been polluted by chemical factory or waste dumping

Blue: Aquaculture / Marine - studying microorganisms in the world's oceans; in particular – deep-sea bacteria that live on hot vents

Gold: Bioinformatics / Nanotechnology

Purple: Intellectual Property and Publications involved in biotechnology

Brown: Arid zone and desert biotechnology

Yellow: Food / Nutrition / Raw Materials - activities involving food, nutrition science and the raw materials associated with it

Black: Counter Bio-terrorism / Biocrimes - aspects of biotechnology involved in counter bio-terrorism and bio-crimes

THERE'S A BROAD BAND-WIDTH OF CAREER POSSIBILITIES

While looking for a new job can be stressful, there's some positive news about checking out potential careers in Life Sciences. With the emergence of new technology and business areas, there's an opportunity for you to think a little differently.

Start your career search by considering a few of the technical career areas that can be found in today's Life Science organizations (separated across four sectors):



Making Things Work

- Medical Device Engineering (Design)
- Robotics (3D Printing and Surgical Equipment)
- Biotech Injectable Drug Manufacturing
- Telemedicine Design & Production
- Counter Bio Terrorism
- App-Based Software Development
- Electrosurgical Hardware
- Artificial Intelligence
- Nanotechnology

Telling Organizational Stories through Media

- Videography/ Visual Media
- Publishing
- Digital Design (Web Design)
- Social Media
- Broadcast Journalism
- Graphical Design/ Illustration

Helping People Live Healthier Lives

- Digital Health (Medicinal Drug Development through Chemistry)
- Biotechnology (Medical Drug Development through Biological Material)
- Genomics (Mapping Genomes – DNA)
- Bio-Engineering
- Informatics (Information Science)
- Nuclear Medicine Technology
- Regenerative Medicine

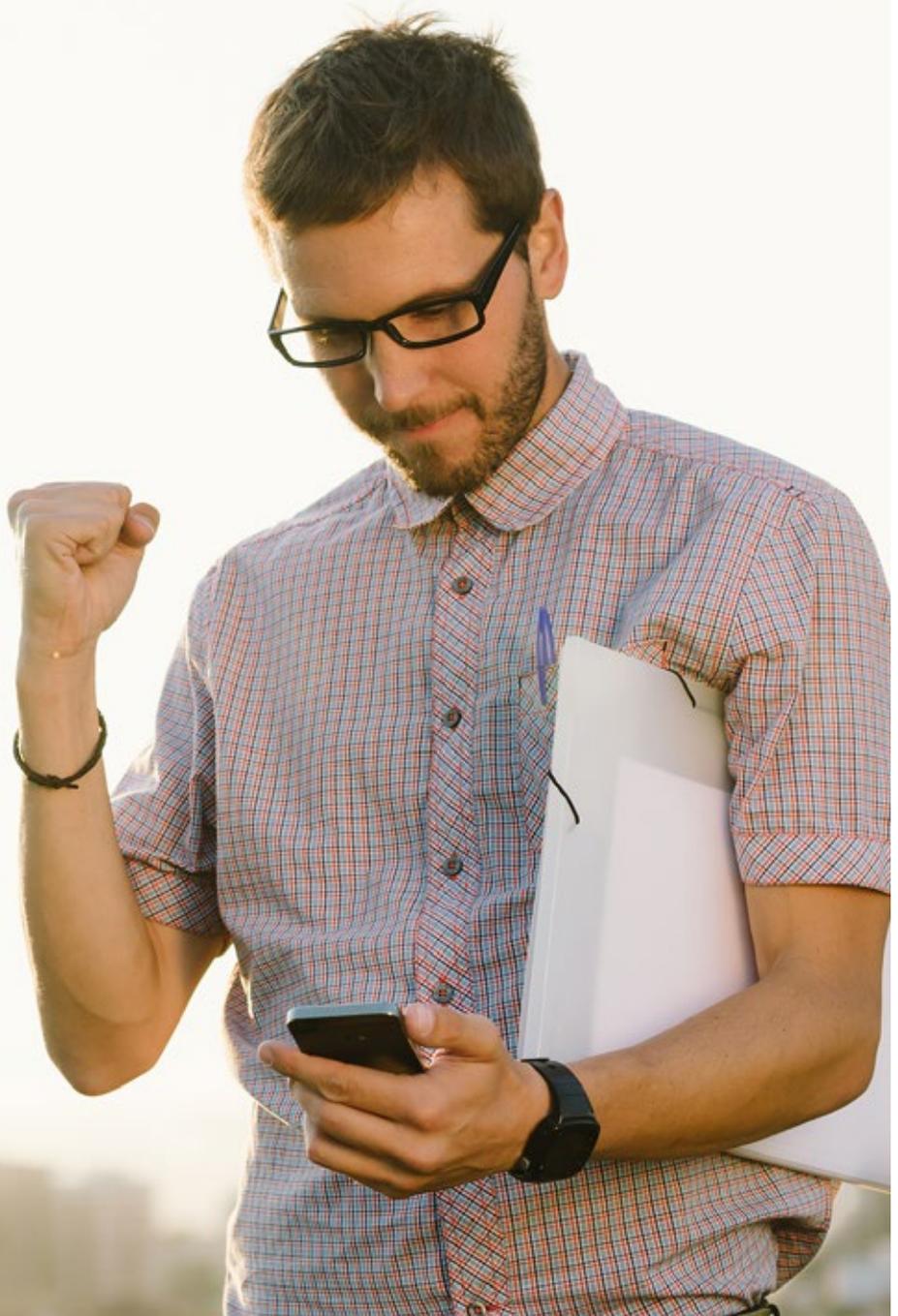
Protecting the Planet

- White (Industrial) Biotechnology (Using Living Cells/Enzymes to Create Renewable Products)
- Agronomy (Plant Genetics - Growing Sustainable Crops)
- Solar Energy
- Biofuels
- Environmental Conservation
- Wildlife Conservation

DID YOU KNOW

more than 60%
*of a Life Science company's staff
represent business careers
that you may already be trained in
...such as:*

- Accounting
- Administration
- Advertising
- Business Analysis
- Communications
- Customer Service
- Facility Management
- Human Resources
- Information Technology
- Legal
- Logistics
- Marketing
- Manufacturing
- Organizational Development
- Project Management
- Public Relations
- Quality Assurance
- Quality Control
- Regulatory Compliance
- Research
- Safety Compliance
- Sales
- Security
- Shipping
- Supply Chain
- Training & Development





INTERESTED? CHANCES ARE YOUR SKILLS TRANSFER... YOU JUST NEED TO SPEAK THE LANGUAGE OF HIRING MANAGERS

You, and your fellow veterans, have undergone a great deal of training while in the military with the US Government spending many billions of dollars in the process. What you may not know is that much of that skill building translates into the civilian workplace and Life Science companies are eager to take advantage (in the best possible sense of the term).

One of the biggest hurdles to successfully landing a new career is being able to translate what you did in the military into the language a hiring manager understands and relates to. Part of the MVPvets re-careering effort includes online courses directly aimed at helping you make that translation in your messaging.

Get in tune with civilian speak by taking the online LifeCollaborative courses offered through MVPvets. These are Life Science oriented courses vetted by industry experts which provide a quick summary of those companies where science, technology and business intersect. There are also five Life Science Industry Professional (LSIpro) Certificate Programs available – Project Management, Business Essentials, Medical Technology (Device), Biotechnology and Leaderology. Each of the certificates is approved, and sponsored, by more than a dozen national, international and state Life Science associations. Additionally, there are more than 20 courses dedicated to job search, each of which spells out tips and techniques for landing a career in today's market. There is no cost to taking these courses.

We also have a guide (request at info@MVPvets.org) that bridges your MOS code with potential Life Science careers. Most importantly, MVPvets' mentors are able to help steer you in the right direction by coaching you on how to package yourself (branding), how to update your resume, and what to say during an interview in order to convey your experience in the language hiring managers need to hear.

"When it comes to achieving results, there's not much else that can be brought to the table than those skills embodied by our veterans. They have more training and experience in virtually every critical competency than any civilian applicant."

**Mary Wartenberg PMP,
MVPvets Mentor
@University of California**



IT'S MENTORSHIP AND NETWORKING THAT RESULTS IN A CAREER

Depending on who you ask, there's speculation that anywhere between 30% - 85% of new job positions are never advertised publicly. While there's a laundry list of reasons for not posting a job publicly, the leading rationale points towards a preference for candidates who are referred versus trying to find them by leafing through heaps of resumes. Since the goal of every company is to hire someone who can both meet the demands of the job and interact well with others, those making the hiring decisions tend to (first and foremost) ask co-workers and colleagues before advertising in a general public venue.

Which is why MVPvets places a strong emphasis on connecting and interacting with mentors and company team members. We believe it's the act of building a personal network that generates the greatest likelihood of you being introduced to a career that will best fit your skills, talents and aspirations.

We also believe that in order to make the most of networking, one-to-one mentoring provides the greatest catalyst (and positive reinforcement) in effectively making an effective transition into the civilian workplace.



"I had complete confidence going in to combat but had no idea what to do after my service in the Corp. Meeting one on one with mentors helped me identify career opportunities"

Derek Caparoso,
MVP Alumni
@B. Braun

How to Work with an MVPvets Mentor

"Mentoring isn't telling someone what to do - that's coaching. Mentoring is asking better questions, then listening. And, at the end of listening really well, it is candidly sharing with that person what you did, why you did it, and, most importantly, what you learned."

Victoria Tucker
Founder and CEO
at ZBglobal

Powerful Tool

Mentoring is a powerful engagement tool because, simply put, it's more effective than self-directed career development. People tend to prefer going to subject matter experts when it comes to learning things about themselves rather than trying to figure it out on their own. A mentor can help us see things we may be blind to as well as help solve problems. Learning from a mentor's experiences, skills and knowledge provides better schooling than, well - *school*.

Based on Respectful Candor

Successful mentorship is based on an agreement for respectful candor. For example, your mentor is willing to share a few of the tougher experiences in his background which helped shape his career. Similarly, a willingness is required from you to be forthcoming about your career aspirations and what you're prepared to do about it.

Practical & Methodical Snippets in 20 Minutes

Mentors act as guides to help others identify the pros and cons of their career interests and suggest practical ways to onboard the professional skills and knowledge needed to attain those goals.

Your mentor will work hard to keep recommendations as logical and methodical as possible. Also, your mentor will want to keep conversations short and topic specific. She may also strive to keep each conversation shorter (versus longer) in order to focus. In other words, your mentor may suggest spending 20-30 minutes on a given issue rather than an hour or more covering a broad-band of themes.

Ask Your Mentor Specific Questions

Transitioning into a new career is a huge undertaking with many facets. If you need or want to know something specifically, then ask your mentor. Don't assume she will magically know what you need.

Self-Awareness & Accountability

As part of your interaction, your mentor will advocate that you become more self-aware (one of the chief attributes associated with emotional intelligence), pointing out some of those blind spots you may not be aware of. He will also prompt you to take responsibility for activities or assignments you both agree are important to your successful career transition. Be sure to implement activities and report back to your mentor during any follow-on sessions.

Be Mindful of Your Mentor's Time

MVPvets mentors are working professionals volunteering their time to work with you. Please be respectful of their time by sticking to the agreed upon engagement rules set up at the onset of your mentoring encounter.

Mentoring is Not Therapy

Your mentor is not a therapist. Mentoring not designed to be therapeutic in nature. If you believe you need professional resources outside the scope of a mentoring encounter, then please contact info@MVPvets.org. We will do our best to refer you to other veteran service organizations better able to assist you.

Be a Problem Solver

Be ready to approach your interaction with your mentor by looking at the sessions as problem solving in nature. Remember, it's your responsibility to do the heavy lifting when it comes to

landing that next career.

Think of Mentoring Like a 12-Week (Business Quarter) Project

Projects, by nature, have one or more goals that must be met within a certain period of time. There is a start date and an end date, schedule constraints, resource limitations, and various assumptions – all of which set the scope of the project. Because the pace of work is often chaotic, it's much easier for your mentor to enter into a collaborative relationship with you as a type of project rather than as a relationship comprised of an infinite number of coaching sessions. Having a pragmatic view can keep you both focused so that each encounter is as productive as possible.

This isn't to suggest that you can't (or won't) form a longterm collegial relationship with those mentoring you. The point is to provide you, and your mentor, with a framework that helps you engage with one another in a way that isn't overly consuming or distracting from other commitments.



"There were many industries I could have moved into after transitioning out of the military, but for me, there really was only one choice - that of working in an industry that innovates, diagnoses, treats and cures. The military gave me the skills, focus and experience that shaped my character. Working with medical devices and technology gives me the opportunity to apply what I learned to the mission of saving lives."

Michael R. Minogue
 CEO, President and
 Chairman @Abiomed Inc.



MVPVETS FORMULA FOR FINDING A CAREER

It makes sense to start that search by breaking it down into key elements.

Ask for the MVPVets Re-Careering Formula hand-out. With your mentor, review the 5- part model and discuss the action-packed checklists.

READY FOR A CAREER IN LIFE SCIENCES? CONTACT MVPVETS

If you would like to know more, go to www.MVPvets.org and click on the image and title *I'm a Veteran*. Just a few clicks of your mouse and you can quickly (and easily) learn about the many resources and services offered.

Remember, veterans are never charged for participating in MVPVets. All costs associated with services and benefits are covered through the generous contributions of our partnering Life Science companies.

If you want to talk to someone before registering, contact us at info@MVPvets.org. We'll get back to you just as soon as possible to discuss your interests and how MVPVets can make a meaningful impact in your career pursuit.

"All I needed was an opportunity to continue making a difference"

Tom Citrano,
 MVP Alumni
 @Leucadia Energy

For More Information-
www.MVPvets.org
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619.363.1241



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