

JMCI Use Cases: Soldier Stories



Challenge

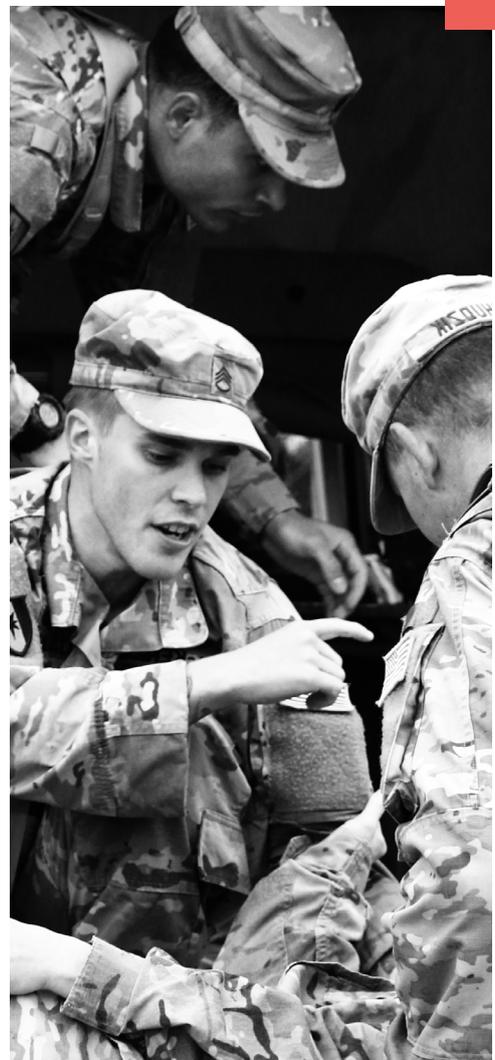
JMCI or Junction for Military and Civilian Innovation, is an initiative that started in Junction City, KS in partnership with Army leadership at Ft. Riley, major regional employers, local universities, and regional government. It has since expanded to include Soldiers nationwide. Every year tens of thousands of Soldiers transition from the Army in pursuit of careers in the civilian sector.

Despite significant resources available through the Army Transition Assistance Program (TAP), many Soldiers still find themselves unemployed or underemployed when leaving the Army. Frequently this is due to a lack of understanding by employers and hiring managers who don't understand the skills gained through military service.

Opportunity

The Army develops Service Members into talented individuals equipped with practical knowledge across an array of disciplines through continuous training and a variety of roles. These experiences are all recorded in military documents, like JST (Joint Service Transcript), SRB(Soldier Record Brief) or OER(Officer Evaluation Report), that seem very foreign to the civilian sector. Since the civilian sector has difficulty understanding these documents transitioning Soldiers often find themselves anchored to professions that serve very little towards their strengths or desires for the future.

Leveraging artificial intelligence, AstrumU can support Soldiers through translation of the skills they gained through military experience and education into the skills they need to succeed for career opportunities in the civilian sector. Converting their already-learned skills into career paths can give these Soldiers greater economic mobility for themselves and their families.



How It Works

When a Service Member uploads their JST, SRB and Evaluation we begin by parsing the document to identify their current MOS, any previous MOS, and military courses completed throughout their service. This information allows us to measure their current hard skills and abilities gained from these experiences.

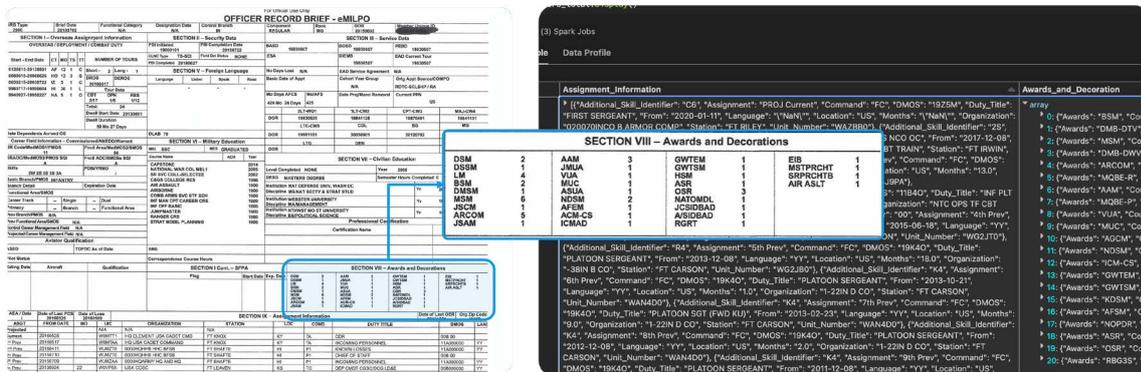


Figure 1: Extracting data from an SRB document.

This combination of hard skills and abilities is then compared to our list of normalized job roles to map potential pathways for an individual. Based on identified skills we then recommend the top job roles aligned to the individual and educational programs to close identified skill gaps.

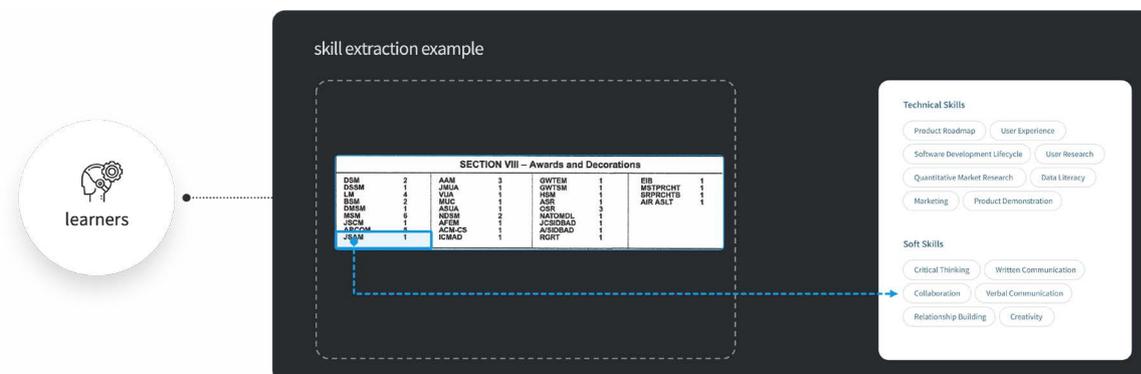


Figure 2: Converting extracted data into a person's skillset.

EXAMPLE 1

Upskilling to Close the Gap

This Soldier was leaving the service after sixteen years to spend more time with their family. They had a B.A. in history but couldn't decide if more schooling was the right for them. The idea of going into debt without a firm grasp of the return on education was troubling. They wanted to find a job with growth opportunities outside of the defense space.

Current available data from this individual:

E8
16 yrs of service
MOS - 11Z Infantry Senior Sergeant
BA in History
Detailed JST

AstrumU SkillSet was able to recommend:

HR Specialist (excellent match .8-1)

The Soldier was interested but after speaking with their network, kept receiving recommendations into project management. They used AstrumU SkillSet to explore how their skills would map to roles like Project Manager and Program Manager.

They were then able to understand what skill gaps they had between where they are today and where they want to be by the time they transition.

They were able to leverage upskilling opportunities to make that small step to the next career that would not only allow them more time with family but also fostered the growth and meaning they were looking for in a career.

EXAMPLE 2

Education as a First Step

Another Soldier was a slightly more junior and was only six months out from transition. They had been in the service for five years and made the decision that the military wasn't a fit for them anymore. With a high school diploma, the Soldier had already made the decision to pursue additional education. This Soldier also had a general idea of future careers they were interested in, marketing was front of mind.

Current available data from this individual:

- E4 CPL
- MOS - 11B Infantryman
- 5 years of service
- Detailed JST

AstrumU SkillSet was able to recommend:

- Industrial Engineer (fair match .2-.4)
- Civil Engineering Technologist (fair match .2-.4)

This individual was not interested in either of those recommendations, so with an existing interest in Marketing they were able to explore what types of roles were out there that matched up with their interest. In their search they found the role of Marketing Manager in which they were a poor match today.

They recognized there was a significant gap in their digital marketing and analytics experience, but through additional education they would gain the skills and became a Good match for the role. In particular their lack of experience in digital marketing pointed to an area where they could improve.

Leveraging the AstrumU network of participating higher education institutions, we were able to put the Soldier in touch with someone that could help them navigate the educational benefits, process and application for the right program that would get them where they wanted to be.

EXAMPLE 3**Placement in-Demand Job Role**

One Soldier was 12 months out from transition, an NCO preparing for retirement after 20 years of service. Not only did the Soldier enjoy their work in the military, they had cultivated 20 years of experience and learned skills - they were hoping to continue similar work in the civilian sector focused on financial management but with more than ten years in a leadership role, the Soldier did not want to take a step back in their career.

While this Soldier was able to identify the kinds of civilian roles that interested them, most Soldiers are at a loss for what to do and the transition often sets them back in their career path with many taking entry level positions due to the lack of understanding from employers when it comes to Military experience.

This Soldier was debating whether an MBA would make the difference they needed to maintain the level of pay and seniority when it came to their civilian career.

This is where AstrumU SkillSet was able to help. We can identify current skills and abilities based on military experience from transcripts like the Joint Service Transcript (JST or, coming soon), their Soldier Record Brief (SRB), and quantify that into measurable results that the Soldier can use to make quality decisions for them and their family.

Current available data from this individual:

20 years of service
 E8 SFC
 36B MOS - Financial Management Technician
 BA in Business Management
 More detailed information available through JST

AstrumU SkillSet was able to recommend:

Budget Analyst (good match .4 -.6)

AstrumU's SkillSet AI translation engine was able to recommend several job pathways based on his personal quantitative data versus generalized labor market trends. The AI scores a "good match" between .4-.6 range based on combined hard skill and ability score; the top match for this Soldier was a Budget Analyst.

This was then mapped to open jobs with AstrumU partner companies, T-Mobile being one that had a Credit Analyst position open. This individual now has options rooted in personalized data that reflects what they can reasonably expect to achieve outside of the service.

Conclusion

AstrumU has partnered with Soldiers, major employers and education providers to study their in-demand roles and educational content to identify the skills that have the greatest impact on successful outcomes.

AstrumU's translation engine:



MEASURED

Measured the skills required for success in employer partner's in-demand job roles and the critical skills attained through Army education & training.



MAPPED

Mapped the gaps between the skills attained from transitioning Soldiers at Ft. Riley to the skills required for success within civilian sector.



RECOMMENDED

Recommended both equitable employment and educational opportunities to address the Soldier's skill gaps.

AstrumU proprietary data sources train machine learning models that identify individual Soldier's skills, capabilities, and preferences, helping Soldiers and companies understand the value unique military service experiences bring to the civilian workforce.

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