



New Job Resource Helps Military Families at Scott Air Force Base

“TORQ” translates military experience into civilian jobs

by Vicki Niederhofer

The State of Illinois now uses a skills transfer tool called TORQ to help military personnel at Scott Air Force Base transition to civilian jobs.

TORQ, which stands for Transferable Occupation Relationship Quotient, helps job seekers make informed career decisions based on their past employment experiences. It translates military occupational codes into civilian job codes by using a built-in crosswalk system. The Illinois Department of Employment Security offers TORQ analyses twice a month for military personnel participating in the Transitional Assistance Program or TAP¹ at the Airman and Family

Readiness Center, located at Scott Air Force Base.

The TORQ analysis delivers job openings and a personal employment plan right to job seekers' e-mail. In addition to learning how to translate military experience into civilian terms, veterans, through TAP, can create financial plans, learn about federal employment opportunities and gain guidance on resume development, interviewing and other job seeking fundamentals. The career planning element becomes seamless through the introduction of TORQ, and the transition to civilian life is smoother.

1. TAP is a federal program that helps military personnel transition into civilian life through job search assistance.



Above is a recent hire of the Airman and Family Readiness Center at Scott Air Force Base. She began working at the Center after receiving a TORQ analysis. *Photo by Vicki Niederhofer*



Above are two military personnel who were recent participants of a Transitional Assistance Program workshop at Scott Air Force Base. Both received a TORQ analysis to help them transition their military skills to civilian jobs. *Photos by Vicki Niederhofer*



Civilians at the Scott Air Force Base can also benefit from TORQ. A recent hire of the Airman and Family Readiness Center, was one of the first individuals to participate in a TORQ analysis after learning about it at a workshop. She visited the Illinois workNet Center in Belleville after being laid off from her civilian job. She received employment services, including a TORQ analysis, and a reminder to network her way into future employment opportunities. She followed that guidance and was hired at the center to assist job seekers with computer services.

Military spouses also benefit from employment services at the Scott Air Force Base. IDES also offers TORQ analyses at the base once a month for military spouses.

They also receive briefings on educational and training programs, the Illinois Job Link labor exchange and the Illinois Career Information System.

More than 100 individuals have participated in the TAP workshops in the first quarter since the state of Illinois first acquired use of TORQ.

In that time period many individuals, both military personnel and their spouses, have utilized the Career Information System’s online career portfolio and developed their own career plans.

In addition to helping job seekers develop their job hunting strategies, the workshops also enable participants to meet new friends and encourage each other. Recently, a woman in a workshop remarked that she had no skills and had not been working since she had been a “stay-at-home mom.” Her workshop colleagues were quick to point out that the dollar value attached to that job was currently about \$60,000 per year. Another workshop participant indicated that her skill set included management, multi-tasking and budgeting. Because of the group affirmations, some participants left the workshop with more confidence than they had upon arriving.

IDES Job Resources:

TORQ:

TORQ analyses are provided by Illinois workNet Center staff. To identify a local center, visit www.ides.illinois.gov, select “Individuals” and then “Office Locator.”

Career Information Center:

Visit www.ides.illinois.gov, select “Individuals” and then “Career Information.”

Illinois Job Link:

Visit www.ides.illinois.gov, select “Individuals” and then “Search for Jobs.”

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