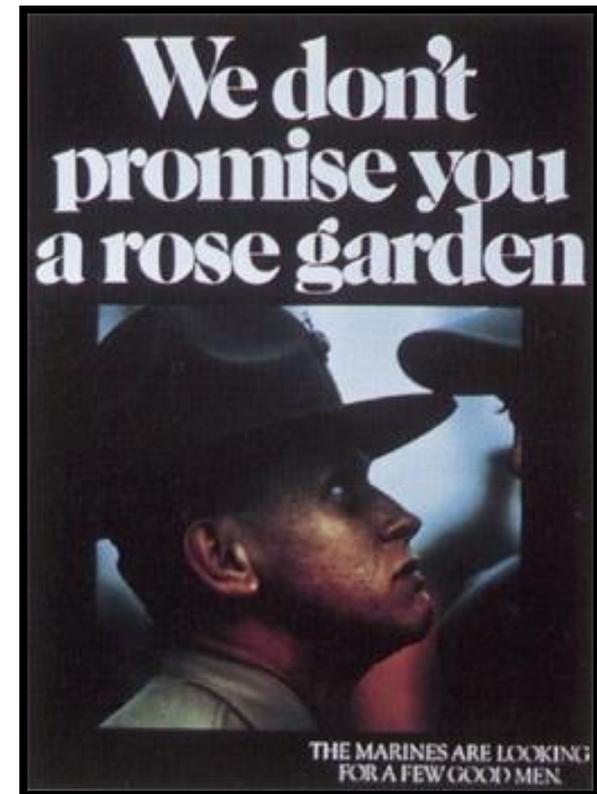


“We Never Promised You A Rose Garden”



**9th Marine Corps District
Recruiting Orientation for
Spouses and Marines**



Who We Are ?

- My name is:
 - Dave Gutierrez
 - District Family Readiness Officer
 - Contact me by:
 - Office: (816) 843-3900
 - Cell: (816) 547-8064
 - Email address:
 - David.gutierrez@marines.usmc.mil



Connect to 9MCD spouse's Social Network



- * Link yourself to the 9MCD Unit Family Readiness Program.
- * Utilize resources while networking with other spouses in your area. Be part of the solution.

Join us on Facebook

Search [dave.gutierrez@marines.usmc.mil](https://www.facebook.com/dave.gutierrez@marines.usmc.mil)

Blog with us at

www.9mcdspouses.posterous.com



District Family Readiness Officer

Dave Gutierrez

816.843.3900

David.gutierrez@marines.usmc.mil

L.I.N.K.S. & LifeSkills Trainer

Dave Gutierrez

816.843.3900

David.gutierrez@marines.usmc.mil

What Is L.I.N.K.S.

- **L**-ifestyle
- **I**-nsights
- **N**-etworking
- **K**-nowledge
- **S**-kills



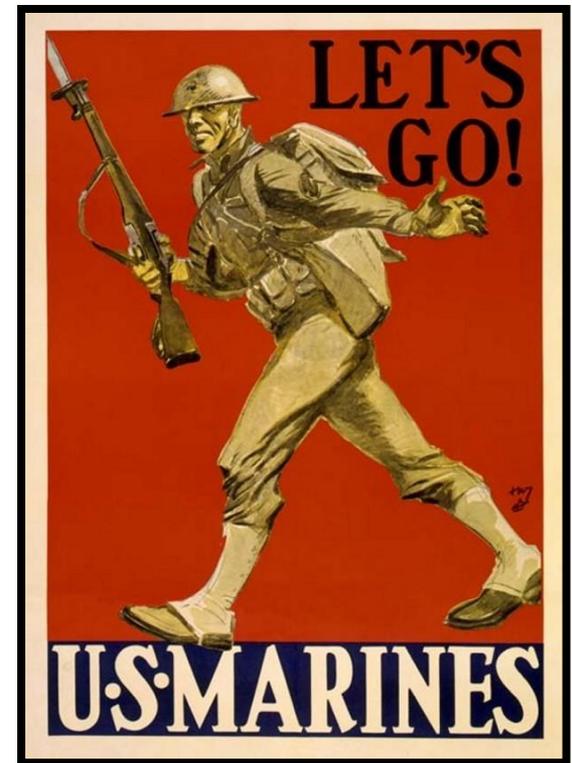
- Offered to Marines, Spouses, Teens, & Kids
- Your LINKS to the Corps

What Is Lifeskills?

- LifeSkills encompasses the capabilities necessary to successfully meet the challenges of everyday military lifestyle. They are as follows, but not limited to:
 - Elderly Care
 - Family Care Plan
 - Casualty
 - PREP
 - Stress
 - Financial Management
 - Anger Management
 - Parenting Skills

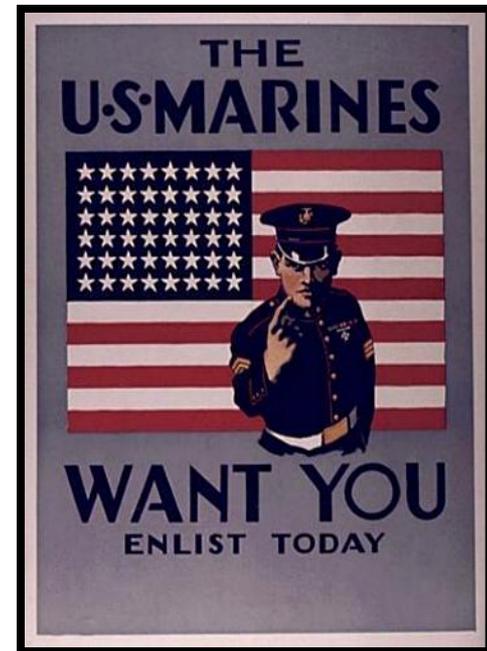
What You Need to Know

- Recruiting Selection Process
- Recruiting 101
- Challenges
How to prepare?
- Where can we find support?
Q & A Panel



Recruiting Selection Process

- Headquarters Recruiting Screen (HRST) Team
- Screening
- Recruiter School
- Assignments



Recruiting Selection Process

- **Headquarters Recruiting Screening Team (HRST)**
 - Consisting of National Training Team and Selected Career Recruiters with Marine Corps Recruiting Command (MCRC)
- **Screening Process**
 - Conduct site visits to the Major Commands and gives presentations on recruiting duty
 - Conducts screenings of pre-selected, volunteers to determine compatibility

Recruiting Selection Process

- **Recruiter School**

- Located in San Diego, CA, on Marine Corps Recruit Depot (MCRD)
- All those who want to be a “recruiter” come to this school

- **Course overview**

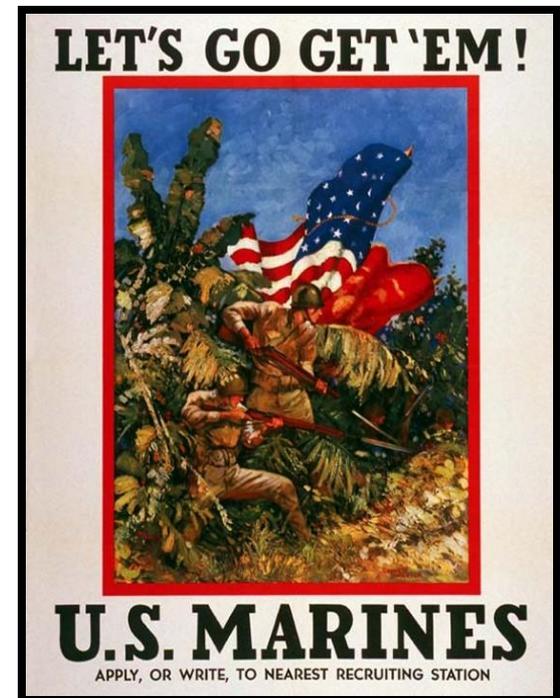
- Formal School for Recruiters (8411) – Basic course
- Six classes per year
- The duration of course is seven weeks
- The average class Size 220 students

Recruiting Selection Process (Continued)

- **While attending this course they will have written exams and performance evaluations, which consist of:**
 - Communication Skills
 - Professional Selling Skills CORE
 - Telephone Techniques
 - Benefit Tags
 - High School Talk Presentation
- **How Assignments are made and Assignment Day at Recruiter School**
 - The Marines fills out a District Assignment Sheet Group – Dream Sheet
 - From the database, Marine Corps Recruiting Command (MCRC) make the determination who goes where
 - Each District get their fair share and starts their review of the Marines they receive
 - On the ten training day, the Districts Personnel Officer, SgtMaj and Family Readiness Officer come out and notified the Marines where they are going to assigned and present what it's like to be on recruiting their perspective Districts.

Recruiting 101

- Introduction
- The Basics
 - Hours
 - Terminology
 - SDA Pay
- PAR Training
- Average Day Of A Recruiter
- How can I assist my Marine?



Recruiting 101...Welcome

- **Recruiting Duty and you and your family:**
 - Central role of creating the next generation of Marines
 - The mission is to find qualified men and women
 - Marines, family members and civilians all support recruiting

- **Your assignment to recruiting duty begins: An adventure that will be:**
 - Different from any other experience or assignment
 - It will be challenging, exhilarating, and demanding
 - The hours that your Marine will work
 - The military resources that will be available will be different and demand your attention
 - This form of independent duty takes you away from the military support
 - Which provides you with new opportunities within the civilian community

Recruiting 101...Welcome

- Support while on Recruiting Duty:
 - Western Recruiting Region
 - Marine Corps Family Team Building; Marine Corps Community Services at MCRD/San Diego, CA
 - Supports Recruiting Districts
 - 8th MCD, 9th MCD and 12th MCD
 - Eastern Recruiting Region
 - Marine Corps Family Team Building; Marine Corps Community Services at MCRD/Parris Islands, SC
 - Supports Recruiting Districts
 - 1st MCD, 4th MCD and 6th MCD

Recruiting 101...Welcome

- Recruiting District's Family Readiness Officers
 - Each District has a Family Readiness Officer
 - Each Recruiting Station has a Deputy Family Readiness Officer
 - They serve as a mobile community service center
 - They assist in:
 - assist in locating, finding, organizing and solving issues
 - enhance your Family Readiness and Quality of Life while assigned to Recruiting Duty
- We want you to succeed as an individual and as a family on recruiting duty. We welcome you and congratulate you on joining the recruiting family, and thank you for your dedication and support.

“Average Day of A Recruiter”

- **0730 – 0800** NCOIC In-Brief
- **0800 – 1000** Prospecting – 2 Appointment Obtained
- **1000 – 1100** Letters To Recruits In Boot Camp
- **1100 – 1230** Area Canvassing (AC) – 1 Appointment Obtained
- **1230 – 1400** Lunch/PT (As Approved By NCOIC)
- **1400 – 1430** Appointment At The Office
- **1430- 1630** Interview – Professional Selling Skills (PSS)
- **1630 – 1700** Wind Down Time From The Interview And Secure
- **1700 - ?????**

“Average Day of A Recruiter”

- **Food for thought:**
 - It could take 10 calls to make 1 appointment
 - It could take 7 contacts to make 1 appointment
 - It could take 3 appointment to make 1 interview
 - It could take 5 interviews to make 1 new working applicant
 - It could take 2 new working applicants to get 1 contract
 - So, if your spouse is a little short with you on the telephone, you can now understand why

“Average Day of A Recruiter”

- **OTHER RESPONSIBILITIES for the Recruiter:**
 - Obtains all required records/documents.
 - Completes initial paperwork and helps applicants complete the paperwork.
 - Schedules date to take ASVAB/Physical at the MEPS.
 - Drives applicants to MEPS or put them on a shuttle.
 - Waits for green light for “Applicant is off & Qualified” or “Permanently medically rejected” (PMR).
 - Pick up the applicant from the MEPS.
 - The Pool – working your Delayed Entry Program (DEP).
 - Within 30 days of acceptance – DEP in-brief with parents.
 - Initial Strength test.
 - Weekly contact with DEP.
 - Once a week or month mandatory pool function.

“Average Day of A Recruiter”

- **RECRUITER’S PRESSURES**

- Negative press from the war
- Concerned parents
- Emotional teenagers
- Demanding Staff Non-Commissioned Officer in charge (SNCOIC)
- Demanding Command Group (Staff Level)
- A solid job market
- Plentiful college money
- Other services incentives (more recruiters, bonuses, etc.)
- Family responsibilities (**A huge stressor**)
- Time for physical training (PT)
- Military Entrance Processing Stations (MEPS) – applicant PMR
- High Marine Corps Standards

Special Duty Assignment Pay (SDA)

You get \$450.00 Extra for serving in a “Special Duty” billet and it helps you in meeting your obligations.

Use it properly – ***It’s not to finance items beyond you income.***

No special directions on how to spend it, but ***use it wisely.***

You can walk away from recruiting as a winner, if you save; if you are discipline and you sacrifice.

Look at your saving!!!!

\$100	X	36 months	\$3,600
\$150	X	36 months	\$5,400
\$200	X	36 months	\$7,200
\$250	X	36 months	\$9,000
\$300	X	36 months	\$10,800
\$350	X	36 months	\$12,600
\$400	X	36 months	\$14,400
\$450	X	36 months	\$16,200

Terminology used in Recruiting

- “A” Billet
- “B” Billet
- BAH
- D.E.E.R.S.
- DEP
- MCRC
- ERR
- WRR
- MEPS
- Mission
- Phone Tree
- Poolee
- POA
- PSR
- Family Readiness Officer
- RS
- RSS
- SDA
- Sponsorship Program
- TSP
- TRICARE
- XO

Proficiency and Review (PAR) Training

- **Proficiency and Review (PAR) Training**
 - Purpose: Review and Reinforce what they learn at Recruiter School
 - The length is five days
 - It's required that all new recruiting personnel
 - Evaluate new recruiter's abilities
 - Determine specific area they need additional training in
 - After completion of the course they will ***not go on production for a full thirty days***
- **The course will consist of:**
 - The topics at Recruiter School
 - Major recruiting programs
 - How prepare a month-in-Sight; Week-in-Sight; Daily schedule
 - How to work the action and tracking cards
 - How to analyze the results of daily, weekly and monthly recruiting activities
 - How to establish recruiting activity objectives
 - How to prepare for and conduct the four prospecting activities

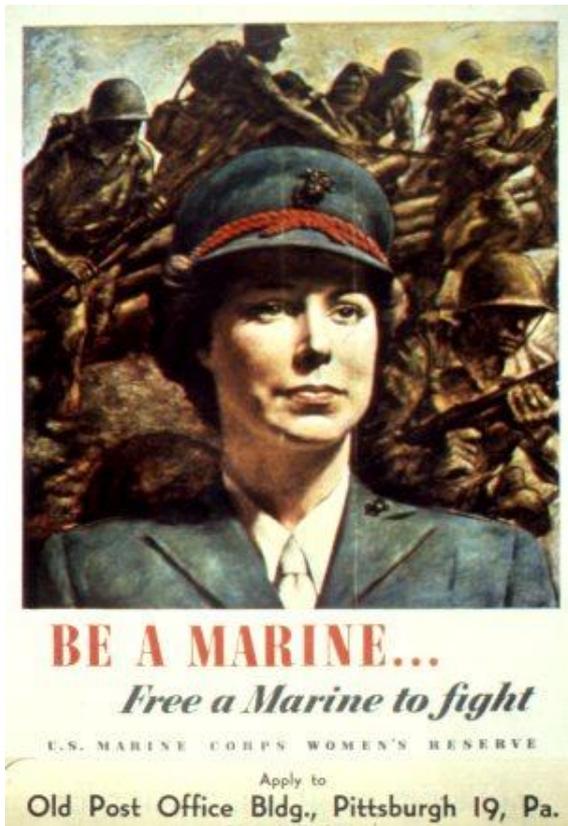
Proficiency and Review (PAR) Training

- **Other topics educated on in PAR training:**
 - TRICARE
 - United Concordia Dental for Families
 - Active Duty Dental care
 - Military One Source
 - The Red Cross – Navy Relief Society
 - Exceptional Family Program (EFMP)
 - Communication with your family
 - Unit Family Readiness Program

How can I assist my Marine and improve our Quality of Life?

- Volunteer in Unit Family Readiness Program
- If you have the time learn some of the recruiting language.
- Participate in Marine Corps functions such as family day or Poolee events.
- Be willing to talk to others
- Work into as many conversations as possible that you are married to a Marine Corps Recruiter.
- Talk to people who are possible prospects
- Wear a Marine Corps tee shirt; sweat shirt, etc. when you're out.
- Hang the US flag/Marine Corps flag outside your home
- Put a Marine Corps sticker on your car
- Carry your spouse's business card
- Wear Marine Corps clothing
- Talk with your spouse, ask questions, and get involved in "their world"
- Go to high school grad parties and as many social events as you can with your recruiter
- Talk to concerned moms, dads, girlfriends, wives, and female applicants (when occasion present it self)

Challenges on Recruiting Duty



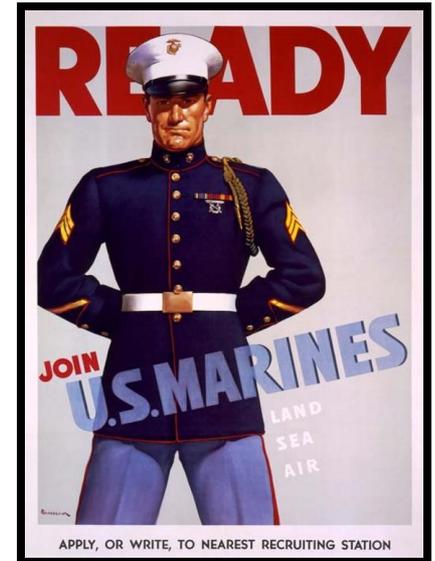
- TRICARE
- Staying Connected
- Living in Civilian Communities
- Finding Resources
- Finances
- Stress

How Do I Prepare?

- TRICARE
- DEERS and ID Cards
- United Concordia Dental
- Housing
- Financial Info
- EFMP
- Relocation
- Military One Source
- TMO
- Spouse Employment
- Schools
- Childcare
- Emergency Relief

How Do I Prepare?

- TRICARE
 - Know your TRICARE Region
 - Know your options
 - Know the policies and rules
 - Know how your claims are processed
 - Know who your Health Benefit Advisor (HBA) is
 - Know how to enroll into your TRICARE Region



How Do I Prepare?

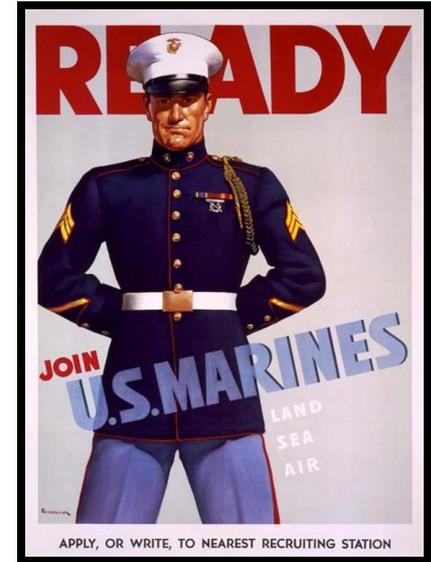
- **DEERS and ID Cards**

- Make sure your DEERS information is updated
 - Go to your local ID Card office
- Make sure your family is enrolled in DEERS
 - Especially newborns/Adopted children
 - You have 60 days to enroll them into D.E.E.R.S. and TRICARE
- Make sure your ID cards are updated
 - Go to you local ID Card office
- You can update your information two ways
 - Call D.E.E.R.S. at 800-538-9552
 - Go online: <https://www.dmdc.osd.mil/appj/address/index.jsp>



How Do I Prepare?

- United Concordia Dental
 - Make sure your family is enrolled
 - Three ways
 - Online – www.tricaredentalprogram.com
 - Mail it – United Concordia/TDP, PO Box 827583, Philadelphia, PA 19182-7583
 - Fax it – 888-734-1944
 - Use participating providers
 - Ask other Marines in finding a dentist



How Do I Prepare?

- Housing:
 - You will be station in parts of the country where there are no “Military” housing available
 - Contact “Military One Source” and request a “Community Profile Report”
 - Ask for a listing of local realtors
 - Ask your sponsor for housing listing in your area
 - Get connected to the 9MCD Face Book/Blog

How Do I Prepare?

- Financial Information
 - Live within your means
 - Be Frugal
 - Know difference between a “Want” and a “Need”
 - Only have one Credit Card
 - Research your new BAH area
 - Have a respectable “Saving” account
 - Participate in the Thrift Saving Program (TSP)

How Do I Prepare?

- What is the Exceptional Family Member Program (EFMP)?
 - Families with special needs
 - Mandatory Enrollment
 - Physical, Mental, Educational
 - Renew every two years
- WRR/EFMP Manager
 - Mrs. Janice King, (619) 524-6078
 - Ms. Elizabeth Wright, 619-525-8086
 - Ms Anna Nuygen, 619-524-8031



How Do I Prepare?

- Moving is an integral part of the Military Life Style. Each Move is different, unique and stressful.
- Where do I start?
 - Transportation Management Office (TMO)
 - Housing
 - MCCC
 - Request a Sponsor
 - Relocation Office
 - Military One Source
 - Plan My Move. Relocation Tool





How Do I Prepare?

- Where do I find information and resources
- Internet links:
 - **Military Home Front** – www.militaryhomefront.dod.mil
 - **Military One Source** - www.militaryonesource.com
 - Relocation Tool
 - Community Profile Report
 - Schools
 - Childcare
 - Housing
 - Employment
 - Demographics
 - Crime and Safety
 - Cost of Living
- Counseling Services
 - **12 Free** visits for each family member and you

The advertisement features a large '1' with the Military OneSource logo and phone number. It includes a 1040 tax form in the background. The text reads: 'Military OneSource Offers FREE Tax Preparation and Filing. Visit www.militaryonesource.com to file your federal and state taxes.' Below this are four bullet points: 'Maximize your refund', 'Simple, easy process', 'Use your tax refund wisely – save and pay off debt!', and 'Tax consultants are available 24/7 at 1-800-342-9647'.

1 Military OneSource 24/7 1-800-342-9647

Military OneSource Offers FREE Tax Preparation and Filing

Visit www.militaryonesource.com to file your federal and state taxes.

- Maximize your refund
- Simple, easy process
- Use your tax refund wisely – save and pay off debt!
- Tax consultants are available 24/7 at 1-800-342-9647

How Do I Prepare?

- Traffic Management Office (TMO)
 - Make appointment with your local TMO
 - Ask:
 - Where are my Household goods going to be stored
 - Who are the points of contacts at my new local
 - How do “File” my claims
 - What is the deadline to file my claims
 - Keep a record of all my big ticket items
 - Serial numbers; part numbers; the cost; picture of items

How Do I Prepare?

- Spouse Employment
 - Visit your local Marine Corps Community Services (MCCS)
 - Visit the Career Resource Center
 - Update your resume
 - See about transfer policies in your company
 - Practice your interview techniques
 - Call Military One Source
 - Ask for “Temp Agencies”

How Do I Prepare?

- **School Liaison Program**
 - The School Liaison's mission is to identify and coordinate community resources to reduce the impact of the mobile lifestyle on military school-age children and families
- For more information, please contact the School Liaisons:
 - Elfredia Hines
 - hinese@usmc-mccs.org
 - (619) 524-8032
 - Sherise Stark
 - starksn@usmc-mccs.org
 - (619) 524-8033



How Do I Prepare?

- Childcare Services
 - “Childcare in Your Neighborhood”
 - Available to all military personnel
 - DOD Subsidy program
 - (800) 793-0324 x341
 - mssp@naccrra.org
 - New changes
 - Waiting for appropriate funding
 - Providers have to be “Nationally” Certified
 - Limit of \$3,000 per year for childcare services

How Do I Prepare?

- Emergency Relief
 - The local “Red Cross” is your lifeline to Marine Corps-Navy Relief Society



Questions

- ***Please call: The Family Readiness Officer***
 - ***Dave Gutierrez***
 - ***Office Ph: (816) 843-3900***
 - ***Cell: (816) 547-8064***
 - ***Email: david.gutierrez@marines.usmc.mil***