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# Citizen Soldier for Life



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# What is CSFL

The **National Guard's Citizen Soldier for Life (CSFL)** is an initiative designed to provide relevant and timely workforce training and job-placement assistance to National Guard and Reserve Service Members.

CSFL started helping unemployed National Guard and Reserve Service Members, their spouses and other veterans in a pilot program over a year ago. The most important lesson learned during the pilot program is that developing relationships with employers is the key to achieving success. It is the connection between employers and CSFL's qualified talent pool that gets our veterans working, simply because of the tremendous contribution that highly trained, self-disciplined veterans can make to ANY employer's organization.



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# National Guard

Army National Guard Service Members **have over 250 job skills to offer employers.** The unique thing about National Guardsmen is that they are your citizen Soldiers. Citizen Soldiers because they serve in the National Guard 2 days a month, and citizens the remaining 28 days. They are people that **want to make a positive contribution to society.**

The reduction in the military has increased the need to assist in the well-being of our society by providing a stable family life for those who have served us, and that begins with employment opportunities. **CSFL offices are located within armories** and counselors attend monthly drills; but it is through partnerships with employers such as yourself that CSFL - **providing candidates FREE of charge** –has seen the most success.



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**CSFL's one-on-one "high touch" personal service** helps participants identify aptitudes and abilities honed in the military, arrive at a plan for transferring them to a civilian job setting, and assist program participants in understanding and mastering key job-search resources and services for optimal job placement through employer partnerships.

Soldiers, Sailors, Airmen and Marines who work closely with CSFL staff successfully:

1. Develop career plans.
2. Assess their skills, knowledge, abilities and relevant experience.
3. Create or update their resumes to civilian terminology.
4. Participate or attend mock interviews, certification classes or workshops.
5. Connect with employment opportunities for which they are qualified.



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# Reasons Why Members of the Guard and Reserve Make Good Employees

1. **Leadership** - Military employees are excellent leaders and outstanding followers - loyal, dedicated and highly motivated.
2. **Professionalism** - Military employees have a high degree of integrity, an air of self-respect, and a sense of honor.
3. **Responsibility** - Military employees know how to make decisions and take responsibility for meeting deadlines.
4. **Understand Diversity** - Military employees have succeeded in a very diverse workplace.
5. **"Can Do" Attitude** - Military employees possess critical skills and understand that nothing is impossible.
6. **Calm Under Pressure** - Military employees are resilient and know how to handle stress, both on and off the job.
7. **Global Perspective** - Military employees have experiences that directly relate to current world events.



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# Steps for Hiring Qualified Service Members

1. **Contact CSFL** – Email or call the local CSFL staff listed.
2. **Send Open Job Announcements** – When a position becomes available let CSFL Counselors match qualified participants with new jobs that are received from employer partners.
3. **Review resumes** – CSFL will have qualified participants apply for positions according to your company policy and send resumes for your review.
4. **Interview Qualified Candidates** – CSFL asks that employers interview all participant that are at least minimally qualified for open positions. Even is the participant is not chosen for that particular job, interview experience and feedback is always helpful in preparing the participant for the next employment opportunity.
5. **Participate in a Hiring Event**- CSFL does not facilitate job fairs but instead plan “hiring events.” A hiring event is conducted when a single employer partner has multiple positions available. Resumes are reviewed and interviews scheduled with qualified participants at CSFL armories on predetermined dates.



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