



Veteran Hiring Overview





Overview

Employer Training

- **Veteran Demographics**
- **Hiring Veterans**
- **Military Culture**
- **Questions / Feedback**



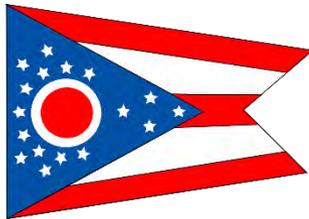
Section One: Veteran Demographics



Ohio
MEANS
Veteran
Jobs[®]
.com



Ohio Veterans: By the Numbers...



Ohio

- ~733,000 Veterans
- 6th largest in the country

National Veteran Unemployment Rate
3.5%
February 2020

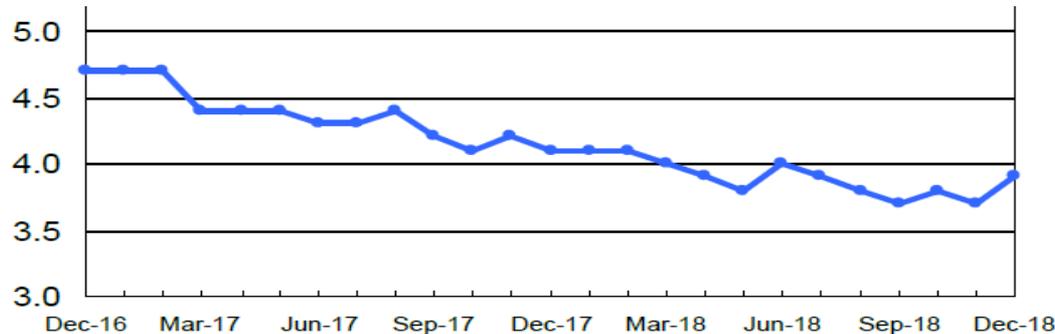
National Veteran Underemployment Rate
31.8%

Top 5 Counties

- Cuyahoga
- Franklin
- Hamilton
- Montgomery
- Summit



2-year National Veteran Unemployment Rate





Where are the Veteran Job-Seekers?





Ohio Means Jobs

Montgomery County

3,607

County Veteran Resumes

837

Uploaded or updated in last
30 days within 50 miles of
Dayton (45402)



Top 3 Skills Listed

Customer Support/Service

Training/Teaching

Time Management

Top 3 Education Levels

Some College (956)

High School Diploma (907)

Bachelor's Degree (715)



Higher Education

- Every public university in Ohio has veteran single POC
- Transfer credits and certifications awarded for military service

23,000

Students currently
using the G.I. Bill

4,400

Students using ONG
Scholarship

1,000

Service members using
military TA





Ohio National Guard

National Guard Employment Enhancement Program

- Jobs with stability, long term opportunity, consistent employment, and high wages

16,000+

Members of Army/Air Guard

3,700+

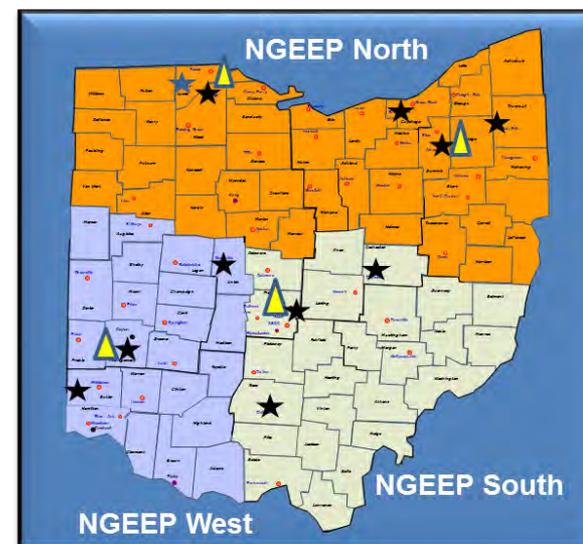
Clients assisted ('17)

2,700+

Employers outreached ('17)

700+

Placements/hires ('17)



Joe Gabriel, Program Manager

joseph.r.gabriel3.ctr@mail.mil

614-336-7366



Section Two: Hiring Veterans



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Resume Examples – The Good

Highly motivated retired military officer, who has served overseas in combat divisions in critical and demanding command and staff positions. Successfully completed tour of duty as a Tank Company Commander, 2nd Infantry Division, Korea. Performed contract work in Iraq and Kuwait as a Senior/Lead Field Service Representative (FSR) for MAXXPRO and RG-33 Mine Resistant Ambush Protected (MRAP) Vehicle Programs. Vietnam Veteran, (U.S. Navy). Reputation for **attention to detail, integrity, team building, and mission accomplishment. Excellent leadership and communication skills. Solid record of making correct decisions in high stress and hostile environments.**

attention to detail

integrity

leadership

communication skills

Professional Experience

Mission Command Center of Excellence (MC CoE)

2009-2014

Assistant Officer (Major)

Lawrenceville, Kansas

Responsible for the daily overall operational and functionality of the MC CoE Headquarters Section and subordinate elements. Served as officer in charge of operational physical security (OPSEC), safety officer, Key Control, and Secure Communications Room. Additional duties:

decisions in high stress and hostile environments

- Updated and wrote Standard Operating Procedures for OPSEC, Safety, Key Control, and Secure Communications Room in accordance with higher authority policies.
- Successfully passed all inspection by higher authority.
- Trained and mentored assistant employees in their additional duties.
- Conducted other duties as directed by immediate supervisor.

Ohio Department of Veterans Services

Veteran Hiring Overview



Field Service Representative (FSR) for MAXXPRO and RG-33 Mine Resistant Ambush Protected (MRAP)

Responsible for the daily overall operational and functionality of the MC CoE Headquarters Section and

- Conducted other duties as directed by immediate supervisor.

Translation:

Trained personnel on vehicle operation, automotive and electrical system maintenance procedures

Commanded Mission Control center to perform critical daily tasks and issued directives for key staff

Additional duties included Logistics Manager and training/mentoring civilian employees in workspace



Understanding Veteran Hiring Initiatives

- Hire the best qualified talent to support the business strategy
- Garner VA Special Employer Incentives and tax credits
- Meet compliance requirements

Employers: Want to thank a veteran? Hire one.

Claim a tax credit for hiring a veteran who has a service-connected disability, is unemployed, or is a member of a family receiving SNAP (food stamp) benefits.

- Reduce your federal income tax liability by as much as \$9,600 per veteran hired.
- There is no limit on the number of individuals an employer can hire to qualify to claim the tax credit.
- Certain tax-exempt organizations can take advantage of WOTC by receiving a credit against the employer's share of Social Security taxes.

VETERAN TARGET GROUP	MAX. TAX CREDIT
Receives SNAP (food stamps) benefits	\$2,400
Entitled to compensation for service-connected disability:	
Hired within 1 year of discharge or release from active duty	\$4,800
Unemployed at least 6 months in the year ending on the hiring date	\$9,600
Unemployed:	
At least 4 weeks	\$2,400
At least 6 months	\$5,600



Create Job Postings

- **Focus on required skill sets**
- **Incorporate military terms where appropriate**
 - OMJ skills translator, MOS job descriptions
- **Review posting with military veteran employees**
- **Gain buy in from hiring managers & senior leaders**



Ohio Department of Veterans Services

Veteran Hiring Overview



Let's take a look at Ohio Means Jobs!

A screenshot of the Ohio Means Jobs website. The page features a central cartoon cardinal character. To the left of the cardinal is the text "Individuals" with a green "GET STARTED" button. To the right is the text "Employers" with a blue "GET STARTED" button, which is circled in red. Below the cardinal is the text "Click on me to see a video to learn more about OhioMeansJobs" and a red "GET STARTED" button. At the bottom, there is a row of icons for various services: In-Demand Careers, K-12 Students, Online Training, Employment Programs, Veterans, Events, Career Pathways, Budget Calculator, Occupational Search, Career Profile, Backpack, and OhioMeansJobs Centers. A footer contains links for Ohio Regional Articles, Workforce Professionals, OhioMeansInternships, Entrepreneurship, and TalentNeo.

Ohio Department of Veterans Services

Veteran Hiring Overview



Post a Job Opening
and Search Resumes

Veteran resumes are
identified with a Red,
White and Blue "V"

Veterans Business
Support Center
(VBSC)

A screenshot of the OhioMeansJobs website's "Employers" page. The page features the OhioMeansJobs logo in the top left corner. The main heading is "Employers". Below the heading, there is a paragraph: "OhioMeansJobs can help you with the hiring process if you tell us a little more about your needs. Are you interested in:". Below this text are several service icons: "Hiring Veterans" with a "V" logo, "Improving Your Workforce", and "BUSINESS SUPPORT CENTER". A red box highlights two icons: "Posting a Job Opening" with a red pushpin icon and "Searching Resumes" with a magnifying glass icon. Below these are "Hiring and/or Making Accommodations for Employees with Disabilities" with a laptop icon and "Identifying or Exploring Employment Programs" with a gear icon. On the right side, there is a cartoon cardinal mascot and a "GET STARTED" button. At the bottom right, there is a text prompt: "Click on me to see a video to learn more about OhioMeansJobs".

Ohio Department of Veterans Services

Veteran Hiring Overview



Post a Job Opening
and Search Resumes

Veteran resumes are
identified with a Red,
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The screenshot displays the 'Resume Search' interface. On the left, there are filter sections for 'Keyword', 'Resume Updated' (with 'From' and 'To' dropdowns), 'Most Recent Employer', 'Most Recent Job Title', 'Most Recent Job Description', and 'Schools Attended'. A 'Search' button is visible. The main area shows 'Search Results (41-60 of 1000 Candidates)'. Three results are visible, each with a red, white, and blue 'V' icon:

- lewis barchanowicz — lewis barchanowicz - Electronics Specialist**
US-OH-Columbus-4.2 miles
Resume Updated: 1/15/2017
Source: Monster, Diversity
Highest Education: Some College Coursework Completed
Target Job Title: Electronics Specialist
Desired Status: Full Time
Desired Job Type: Employee
Desired Salary: -
Relocation Authorization: Won't Relocate US
- ANDREW Joseph EASTERDAY — Andrew Easterday - Computer Repair Technician**
US-OH-Buckeye Lake-28.5 miles
Resume Updated: 1/17/2017
Source: Monster, Diversity
Highest Education: Some College Coursework Completed
Target Job Title: Computer Repair Technician
Desired Status: -
Desired Job Type: -
Desired Salary: -
Relocation Authorization: Won't Relocate US
- Miguel Lopez — Technical Project Coordinator**
US-OH-Reynoldsburg-10.5 miles
Resume Updated: 1/12/2017
Source: Monster, Diversity
Highest Education: Associates
Target Job Title: Consumer Relations Representative
Desired Status: -
Desired Job Type: -
Desired Salary: -
Relocation Authorization: Will Relocate US

Ready to explore
on your own

GET STARTED

Ohio Department of Veterans Services

Veteran Hiring Overview



Post a Job Opening
and Search Resumes

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Veterans Business
Support Center
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Business Support Center

How can we be of assistance? (Select at least one) (*) (= Required Fields)

- Posting a Job
- Finding Employees
- Registration/Access Help
- Customized Training
- Layoff Aversion/Support
- Tax Credits from \$1,200 to \$9,600 per Eligible Employee
- Veteran Information
- Need Speaker for Veteran Event
- Other

Employer Information (= Required Fields)

* First Name

* Last Name

* Company Name

* Zip Code

Employer Preferred Method of Contact (Select at least one)

Email Phone

Other Communication Preferences

- ▶ Call 1-888-385-2588 (Available Monday thru Friday, 8:00 AM - 4:00 PM)
- ▶ Email us at employerassistance@dfs.ohio.gov





Medallion Program

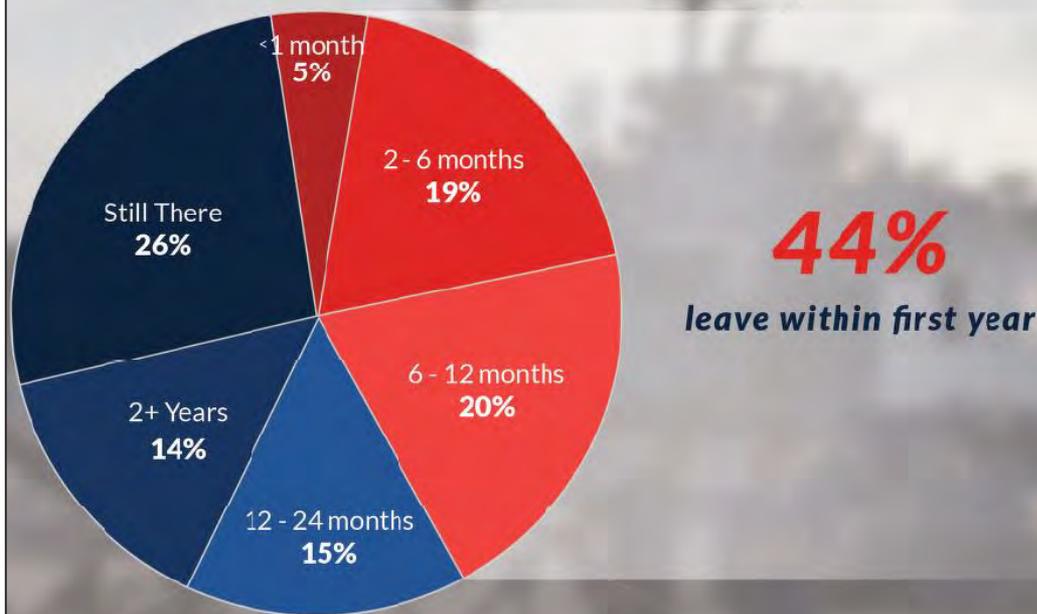
- Department of Labor annual recognition program
- Small, medium, and large employer criteria
- Platinum and Gold awards
- [HIREVets.gov](https://www.hirevets.gov)





Retention

Time At First Civilian Job*



Reasons for Leaving within First Year

I accepted a job offer to make ends meet following my transition from the military, but wanted something else	31%
I found a better job	30%
Job was not what I thought	19%
Difficulty relating to civilian colleagues	16%
Difficulty relating to company	14%
Position was terminated/laid off	12%



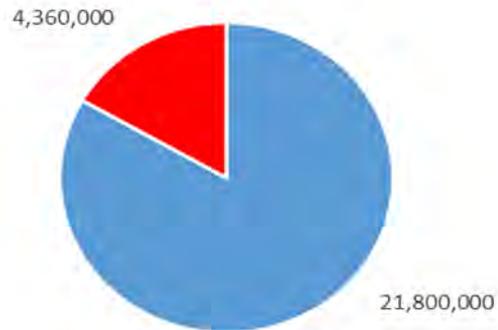
Retention





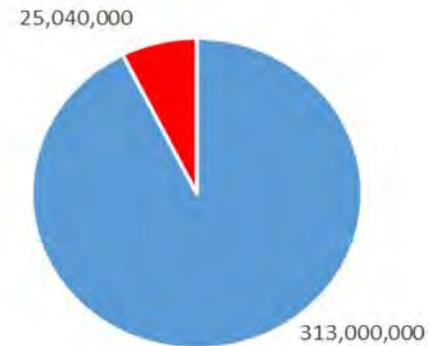
Addressing the Misconception of PTS "D"

Veterans with PTS "D"



■ Total Veterans ■ Number of Veterans w/ PTS "D"

Civilians with PTS "D"



■ Total United States Population ■ Number of Civilians w/ PTS "D"

PTS "D" rate among veterans is between 2% - 20%

You're 5 times more likely to encounter a civilian suffering from symptoms of PTS!

PTS "D" rate among civilians is between 8% - 10%



Section Three: Military Culture



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Rank

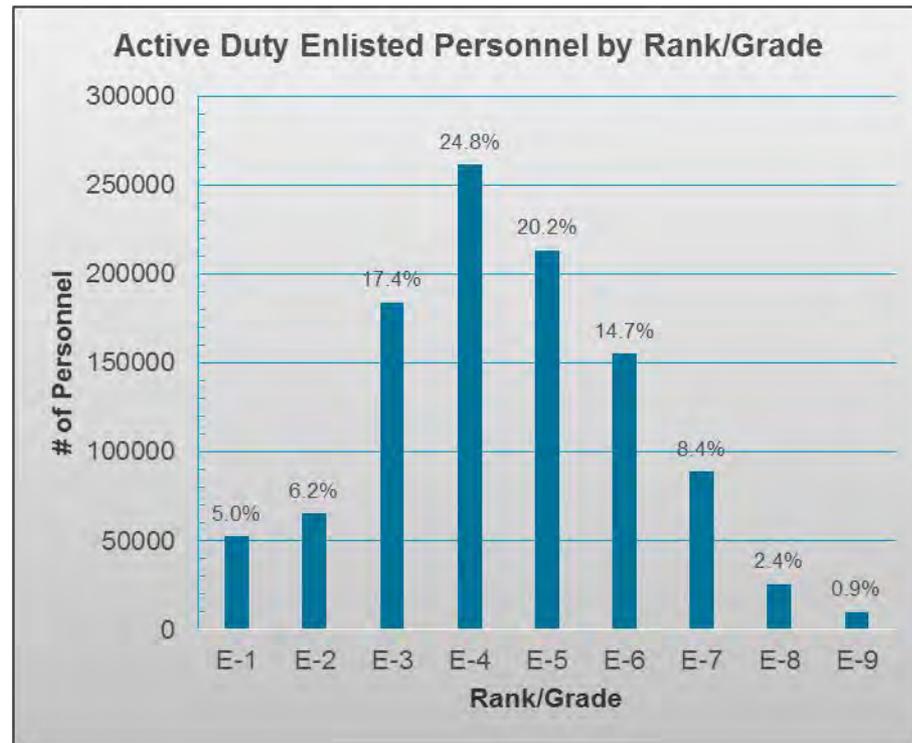
- **Similar to the corporate titles Vice President, Manager, Supervisor, Analyst, etc.**





The Enlisted Force

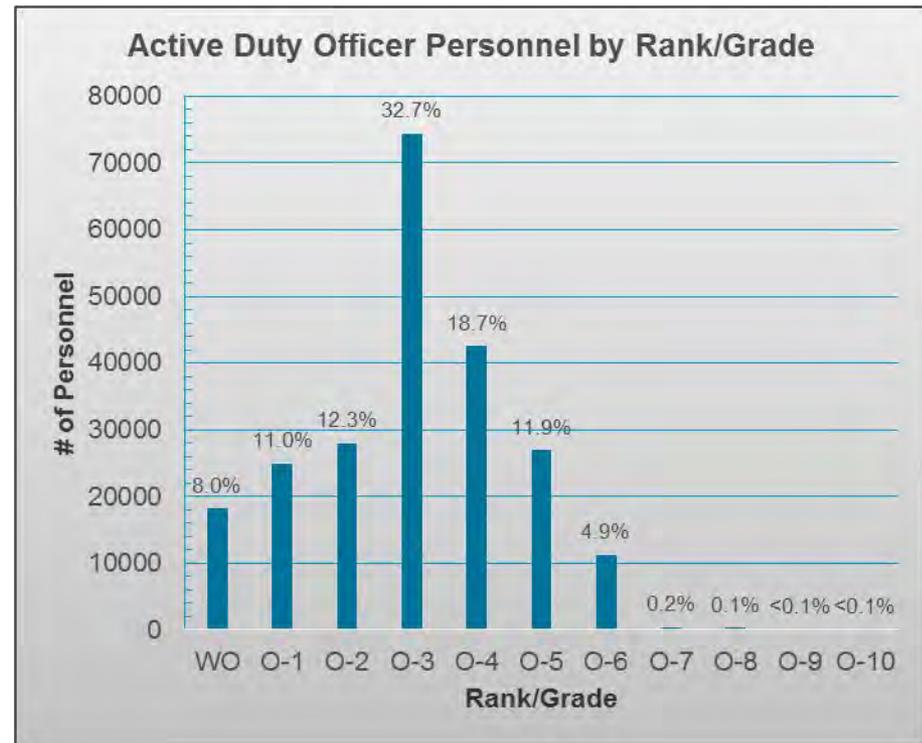
- **83% of veteran applicants come from enlisted ranks**
- **“E-” designation from 1-9**
- **E-4/E-5 are non-commissioned officers**
- **High school diploma**





The Officer Ranks

- “O-” designation from 1-10
- 63% are O-3 thru O-5
 - Only 0.39% are Generals
- 83% have at least a Bachelor’s degree
- Commissioned through:
 - Military academy
 - Reserve Officer’s Training Corp
 - Officer Candidate School





Base Pay Ranges

Enlisted

Grade	Base Pay Range
E-9	\$63,700 - \$98,900
E-8	\$52,100 - \$74,400
E-7	\$36,200 - \$65,100
E-6	\$31,300 - \$48,500
E-5	\$28,700 - \$40,800
E-4	\$26,300 - \$32,000
E-3	\$23,800 - \$26,800
E-2	\$22,600
E-1	\$20,200

- **Basic pay is main component of salary**
- **Other allowances:**
 - Housing
 - Subsistence
 - Clothing
- **Discounts:**
 - Tax-free shopping
 - Military discounts
 - Discounted daycare
- **Special/Incentive:**
 - Hostile Fire Pay
 - Recruiter or Jump Pay

Officer

Grade	Base Pay Range
O-9+	\$180,900 - \$192,300
O-8	\$128,000 - \$184,600
O-7	\$106,400 - \$158,900
O-6	\$80,700 - \$142,800
O-5	\$67,300 - \$114,300
O-4	\$58,000 - \$96,900
O-3	\$51,000 - \$83,000
O-2	\$44,000 - \$61,000
O-1	\$38,300 - \$48,100



Base Pay Example

Enlisted

Grade	Base Pay Range
E-9	\$63,700 - \$98,900
E-8	\$52,100 - \$74,400
E-7	\$36,200 - \$65,100
E-6	\$31,300 - \$48,500
E-5	\$28,700 - \$40,800
E-4	\$26,300 - \$32,000
E-3	\$23,800 - \$26,800
E-2	\$22,600
E-1	\$20,200

E-5 with 4+ years of service in Columbus, OH		
<u>Pay Type</u>	<u>Monthly Amount</u>	<u>Annual Amount</u>
Base Pay	\$2804.40	\$33,652.80
Housing*	\$1,194.00	\$14,328.00
Subsistence	\$368.29	\$4,419.48
Other Discounts	\$500.00	\$6,000.00
	Annual Total	\$58,400.28

*with dependents



Military Occupational Specialty (MOS)

- **Similar to the corporate functions, such as Operations Manager, Customer Service Representative, Engineer, etc.**
- **MOS: Used by Army, Marines and Coast Guard**
- **AFSC: Air Force Specialty Code**
- **NEC: Naval Enlistment Classification**



Ohio Department of Veterans Services

Veteran Hiring Overview



Areas of Skills/Training

Enlisted Occupation Group	Army	Air Force	Coast Guard	Marines	Navy	Enlisted Personnel per Occupation	
Administrative	6,140	14,046	1,507	12,018	18,635	52,346	4.8%
Combat Specialty	109,625	677	649	39,350	8,388	158,689	14.5%
Construction	15,313	5,195	-	6,252	3,987	30,747	2.9%
Electronics	31,051	29,310	4,341	16,822	48,236	129,760	11.7%
Engineering	43,567	49,162	1,256	26,917	39,611	160,513	14.5%
Healthcare	29,986	15,441	707	-	25,345	71,479	6.4%
Human Resources	16,558	7,720	1	2,214	3,941	30,434	2.8%
Machine Operator	4,107	6,063	1,688	2,539	8,542	22,939	2.1%
Media and PR	6,646	7,095	136	2,439	3,859	20,175	1.9%
Protective Service	21,802	32,573	2,720	6,096	12,011	75,202	6.8%
Support Service	9,901	4,981	1,145	2,263	8,129	26,419	2.5%
Transportation/Logistics	48,096	27,840	9,879	23,213	37,709	146,737	13.4%
Vehicle/Machine Mechanic	45,344	41,555	5,532	21,511	47,353	161,295	14.6%
Unspecified Code	2,984	5,038	1,439	1,161	2,555	13,177	1.1%
Total	391,120	246,696	31,000	162,795	268,301	1,099,912	100.0%

SOURCE: U.S. Department of Defense, Defense Manpower Data Center



Armed Services Vocational Aptitude Battery (ASVAB)

The ASVAB measures aptitude in 9 different areas:

**General
Science**

**Paragraph
Comprehension**

**Auto & Shop
Information**

**Arithmetic
Reasoning**

**Mathematics
Knowledge**

**Mechanical
Comprehension**

**Word
Knowledge**

**Electronics
Information**

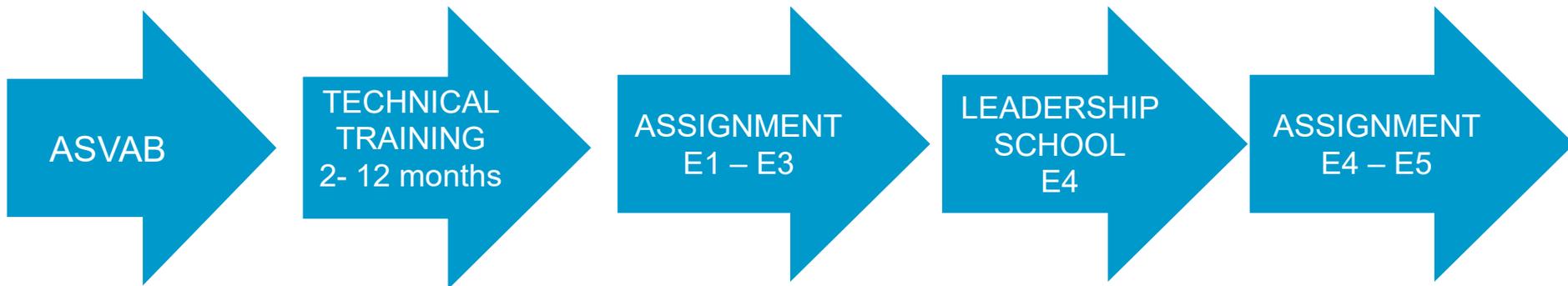
**Assembling
Objects**

The ASVAB requires you to answer 225 questions in those 9 areas in under 2.5 hours. See www.official-asvab.com.



How the ASVAB is Used

- **There is an overall minimum score that the applicant must attain in order to join the military in any occupation.**
- **Scores in each of the 9 areas of the ASVAB determine which occupations an applicant is eligible to be trained.**



Ohio Department of Veterans Services

Veteran Hiring Overview



Ohio Department of Veterans Services

Veteran Hiring Overview



Let's take a look at the Military Skills Translator!

A screenshot of the OhioMeansJobs website. The page features a central red cardinal mascot wearing a blue tie. Navigation options include "Individuals" and "Employers" with "GET STARTED" buttons, and a "Search Jobs" section with a "GET STARTED" button. A horizontal menu at the bottom contains icons for various services: In-Demand Careers, K-12 Students, Online Training, Employee Programs, Veterans (circled in red), Events, Career Pathways, Budget Calculator, Occupational Search, Career Profile, Backpack, and OhioMeansJobs Centers. The footer includes links for Ohio Regional Articles, Workforce Professionals, OhioMeansInternships, Entrepreneurship, and TalentNeo.

Ohio Department of Veterans Services

Veteran Hiring Overview



Career Resources and Benefits

Military Skills Translator

The screenshot shows the OhioMeansJobs.com website. At the top, there's a search bar with fields for "Enter job title", "Enter keywords", and "Enter job location", along with a dropdown for "OH" and buttons for "SEARCH JOBS" and "SEARCH WORKKEYS®". There are also "SIGN IN" and "EMPLOYERS" buttons. A navigation menu on the left includes "Explore It", "Plan It", "Fund It", "Find It", "College Students", "Veterans", and "Regional Articles". The main content area features a "Welcome Veterans!" banner with a video player. Below the banner, there are three columns of content: "Career Resources and Benefits" (highlighted with a red box), "Licensing, Education and Training", and "Employment Information".

Career Resources and Benefits

- [Military Skills Translator](#)
Map your military skills to help build your resume and search for a new career.
- [Military Occupation Search](#)
Learn how your MOS code/title translates to careers in Ohio.
- [Search for Jobs](#)
Browse thousands of job postings using our specialized search tools and find a rewarding career that best fits your skills and interests.
- [Veterans Resources Guide](#)
Explore this comprehensive website, developed by the Ohio Department of Veteran Services, to find out more on available federal, state, and local veterans' benefits. To download Ohio's Veterans Resources Guide [click here](#).

Licensing, Education and Training

- [Licensing and Certification Boards](#)
Turn your military training and experience into a professional license and/or certification issued by Ohio's state boards and commissions.
- [College Credit for Military Experience](#)
Learn how your military training and experience counts towards degrees at Ohio colleges and universities.

Employment Information

- [Military Friendly Employers](#)
Learn more about the key resources and programs in Ohio to help veterans start or grow a business.
- [Veteran Owned Businesses](#)
Learn more about the key resources and programs in Ohio to help veterans start or grow a business.
- [Success Stories](#)
Check out stories on how Veterans are succeeding in Ohio.

Ohio Department of Veterans Services

Veteran Hiring Overview



Career Resources and Benefits

Military Skills Translator

A screenshot of the OhioMeansJobs.com website. The page features a search bar at the top with fields for "Enter job title", "Enter keywords", and "Enter job location", along with a dropdown menu for "OH" and buttons for "SEARCH JOBS" and "SEARCH WORKKEYS®". On the right side of the search bar, there are "SIGN IN" and "EMPLOYERS" buttons. The main content area is divided into several sections. On the left, there's a vertical navigation menu with categories: "Explore It" (Types of jobs, positions, industries), "Plan It" (Education, training, skills), "Fund It" (Budgeting tools, scholarships), "Find It" (Search Jobs), "College Students" (Career Exploration), "Veterans" (Resources and Information for Veterans), and "Regional Articles" (Get info about your region). The "Veterans" section is expanded, showing a sub-section for "Military Skills Translator" which is highlighted with a red border. Below this, there are three main content columns. The first column is titled "Career Resources and Benefits" and includes links for "Military Skills Translator" (highlighted), "Military Occupation Search", "Search for Jobs", and "Veterans Resources Guide". The second column is titled "Licensing, Education and Training" and includes links for "Licensing and Certification Boards", "College Credit for Military Experience", and "Veterans Resources Guide". The third column is titled "Employment Information" and includes links for "Military Friendly Employers", "Veteran Owned Businesses", and "Success Stories".

Ohio Department of Veterans Services

Veteran Hiring Overview



- **Search using branch of service, pay grade and/or job title**
- **MOS / AFSC / NEC**
- **Or simply type in the occupation title**

A screenshot of the OhioMeansJobs.com website's Military Skills Translator search page. The page features a navigation bar with links for "EXPLORE IT", "PLAN IT", "FUND IT", "FIND IT", "COLLEGE STUDENTS", and "VETERANS". The main heading is "MILITARY SKILLS TRANSLATOR" with the subtitle "Match Military Experience to Civilian Jobs". A "POWERED BY Military.com" logo is in the top right. The search form includes a "Service" dropdown menu with the placeholder text "Select Your Service" and a "Military Job Title" text input field with the placeholder text "Enter MOS / AFSC / Rating". A prominent red "Search Jobs Now" button is centered below the form. The footer contains navigation links, browser compatibility information, and copyright details: "© 2007-2017 OhioMeansJobs.com. All rights reserved. Powered by MONSTER" and "Our Partners".

Ohio Department of Veterans Services

Veteran Hiring Overview



Search Example:
USAF 2A333
Tactical Aircraft
Maintenance

Automatically lists
similar civilian skills

Shows current
openings on
OhioMeansJobs

Save Profile Create Resume

Service

Air Force ▼

Military Job Title

2A333 Tactical Aircraft Maintenan

Keyword

Enter Keyword

Location

Enter city, state, or zip

Subspecialties

Add/Edit Subspecialties >

Trainings & Schools

Add/Edit Training >

Civilian Skills(9)

- Aircraft & Ship Maintenance/Crew Operations
- Blueprints/Technical Diagrams
- Electrical Component/Equipment Installation
- Electrical System Testing/Measurement
- Electronic Device/System Installation/Repair
- Electronic Equipment Calibration

98 EQUIVALENT CIVILIAN JOBS

PSOC5LP + SDCard+ USB + RTC+ AUDIO AMP + Charging Circuit
Beavercreek, OH

Automotive Service Porter, No Sundays, Joseph Cadillac of Dublin
Dublin, OH

Mechanic Technician for Forkli
COMPANY CONFIDENTIAL Youngstown, OH

Senior RF Circuit Designer
ANONYMOUS EMPLOYER Fairborn, OH

Automotive Technician
Brunswick, OH

AUTO MECHANIC WANTED \$1000.00 PER WEEK TO START
North Royalton, OH

Automotive Service Technician / Milford / Batavia / Amelia
Cincinnati, OH

Auto Technician
Mansfield, OH

Auto tech / Automotive Mechanic MARYSVILLE, Brakes, Tires, light Engin
Marysville, OH

Service technician needed for general automotive repair
Brunswick, OH

Mechanic Needed
Columbus, OH

Auto General Service and Oil and Lube Technician
Cincinnati, OH

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Search Example:
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Tactical Aircraft
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Automatically lists
similar civilian skills

Shows current
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OhioMeansJobs

Save Profile Create Resume

Service

Air Force

Military Job Title

2A333 Tactical Aircraft Maintenan

Keyword

Enter Keyword

Location

Enter city, state, or zip

Subspecialties

Add/Edit Subspecialties

Trainings & Schools

Add/Edit Training

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Marysville, OH

Service technician needed for general automotive repair
Brunswick, OH

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Tactical Aircraft
Maintenance

Automatically lists
similar civilian skills

Shows current
openings on
OhioMeansJobs

Save Profile Create Resume

Service

Air Force ▼

Military Job Title

2A333 Tactical Aircraft Maintenan

Keyword

Enter Keyword

Location

Enter city, state, or zip

Subspecialties

Add/Edit Subspecialties >

Trainings & Schools

Add/Edit Training >

Civilian Skills(9)

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- Blueprints/Technical Diagrams
- Electrical Component/Equipment Installation
- Electrical System Testing/Measurement
- Electronic Device/System Installation/Repair
- Electronic Equipment Calibration

98 EQUIVALENT CIVILIAN JOBS

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Auto tech / Automotive Mechanic MARYSVILLE, Brakes, Tires, light Engin
Marysville, OH

Service technician needed for general automotive repair
Brunswick, OH

Mechanic Needed
Columbus, OH

Auto General Service and Oil and Lube Technician
Cincinnati, OH



Tips for Ohio Means Jobs

- **Register as a military friendly employer**
- **Events – attend OMJ job fairs & host events**
- **Use the military translator to your advantage**
- **Post your open positions and/or search resumes**
- **Veterans? Look for the red, white and blue V**



DoD SkillBridge



- **Opportunity to connect with transitioning service members**
 - 180 days from separation
- **Bridge the military-civilian divide**
- **Employers can:**
 - Leverage highly trained talent
 - Access a skilled workforce
 - Assist soon-to-be veterans
 - Participate at no cost
- **<https://dodskillbridge.usalearning.gov/index.htm>**





DoD SkillBridge



- **General qualifying criteria**
 - **Minimal or no cost to service member**
 - **Area with demand for employment**
 - **Providers commit to:**
 - **85% program graduation rate**
 - **100% guaranteed interviews**
 - **90% offered employment post-service**
 - **Commensurate rate of pay with KSAs**
 - **Reasonable prospects for career advancement**





DoD SkillBridge



- **Categories and Criteria**

Apprenticeship	On-the-Job Training	Employment Skills Training	Internships
<ul style="list-style-type: none">• DoL approved• Industry recognized	<ul style="list-style-type: none">• VA, ANSI, SAA or COE accredited	<ul style="list-style-type: none">• VA, ANSI, SAA or COE accredited	<ul style="list-style-type: none">• More detailed curriculum for approval

- **Qualifying criteria for each can be found at:**

<https://dodskillbridge.usalearning.gov/docs/SkillBridge-Program-Criteria-and-Types.pdf>



Military Spouses

- **975,000+ military spouses**
 - 24% unemployed
 - 31% working part-time
- **Very diverse community**
- **Recruiters need to understand gaps in employment**
 - **Status of Forces Agreement**
- **Hire the spouse – you may eventually get the veteran**

The high spouse unemployment rate “compromises the quality of life of military families and the readiness of the military force.” - Pentagon Spokesperson (June, 2018)



Who are Military Spouses?

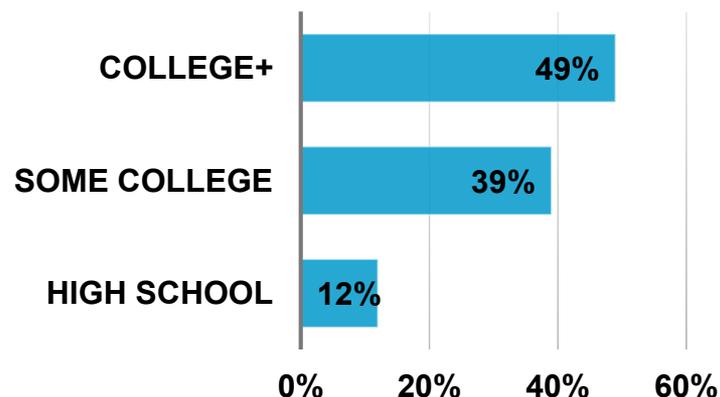
of Military Spouses



92%
FEMALE

31.5
AVG AGE

Education Level of Spouses





Military Spouses

- **Ways to Connect**
 - U.S. Chamber of Commerce Hiring our Heroes/MSPN
 - DoD Military Spouse Employment Partnership
- **Include in veteran hiring programs**
- **Recruiting events/testimonials/VERG inclusion**
- **Highlight on social media**



MAY 10TH – MILITARY SPOUSE APPRECIATION DAY



Questions?

