



Military Spouses in the Workforce





Overview

- **Demographics**
- **Myths, Stereotypes and Challenges**
- **Benefits of Hiring**
- **Employer Best Practices**
- **Caregivers**





Demographics





Who are Military Spouses?

- **975,000+ military spouses**
 - **92% female**
 - **24% unemployed**
 - **31% working part-time**
- **Very diverse community**
- **Recruiters should understand gaps in employment**
- **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

605,677



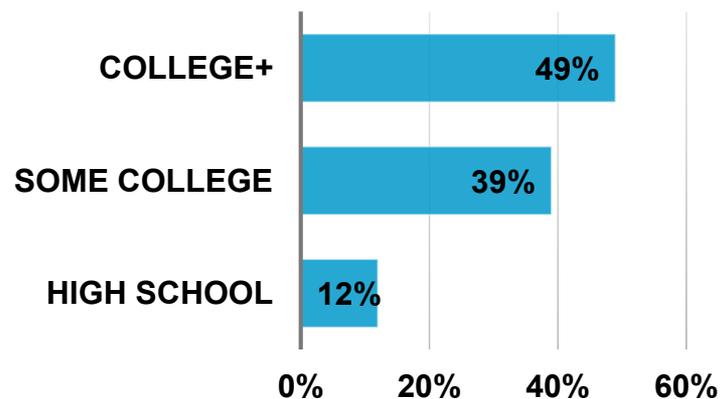
364,796

■ Active ■ Guard/Reserve

92%
FEMALE

31.5
AVG AGE

Education Level of Spouses



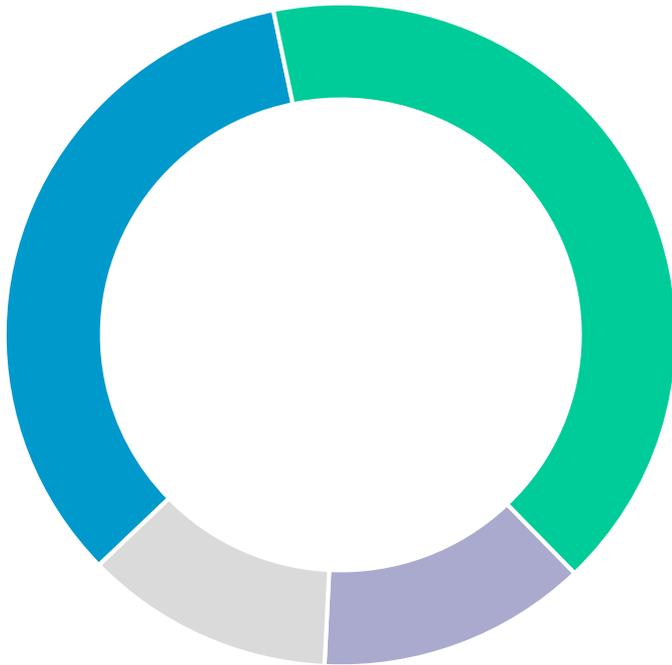


“Military spouses are unemployed at a rate of 4x their civilian counterparts. With a population that’s 92% female, at times it becomes a women’s empowerment issue. As we work to solve for this subset of a population we strongly believe we are solving issues that impact American civilians across the country.”

**- Elizabeth O’Brien, Senior Director of the Military Spouse Program,
Hiring Our Heroes**

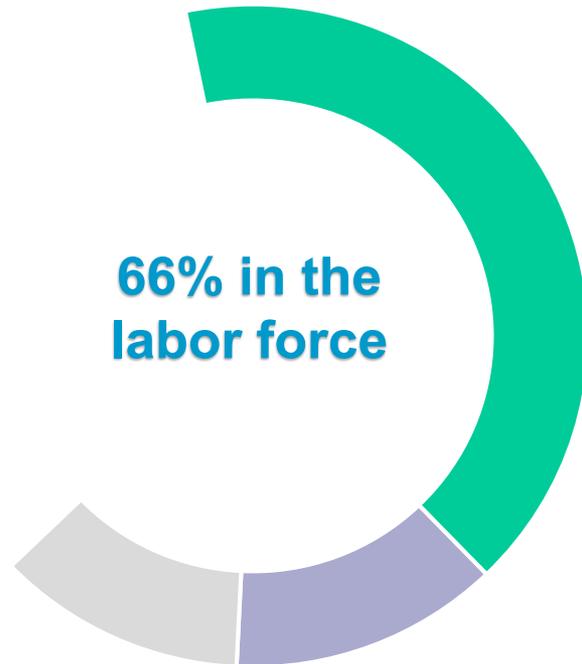


Labor Force Participation



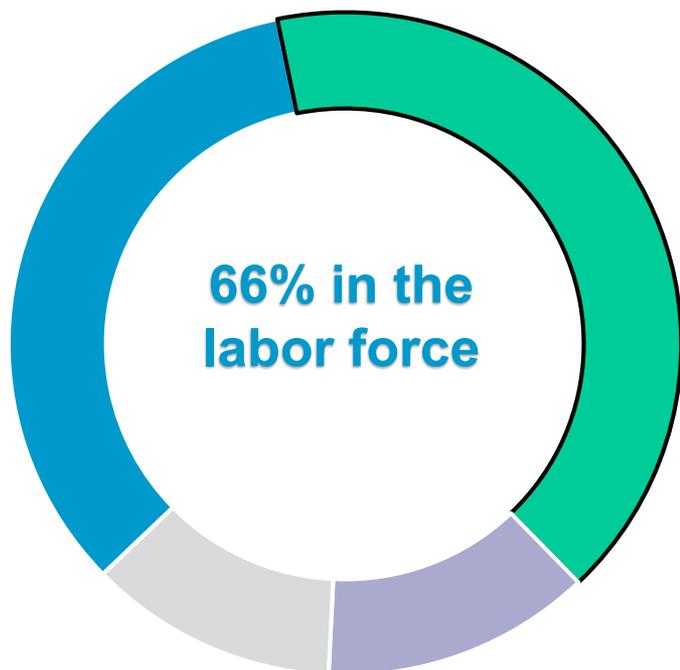


Labor Force Participation





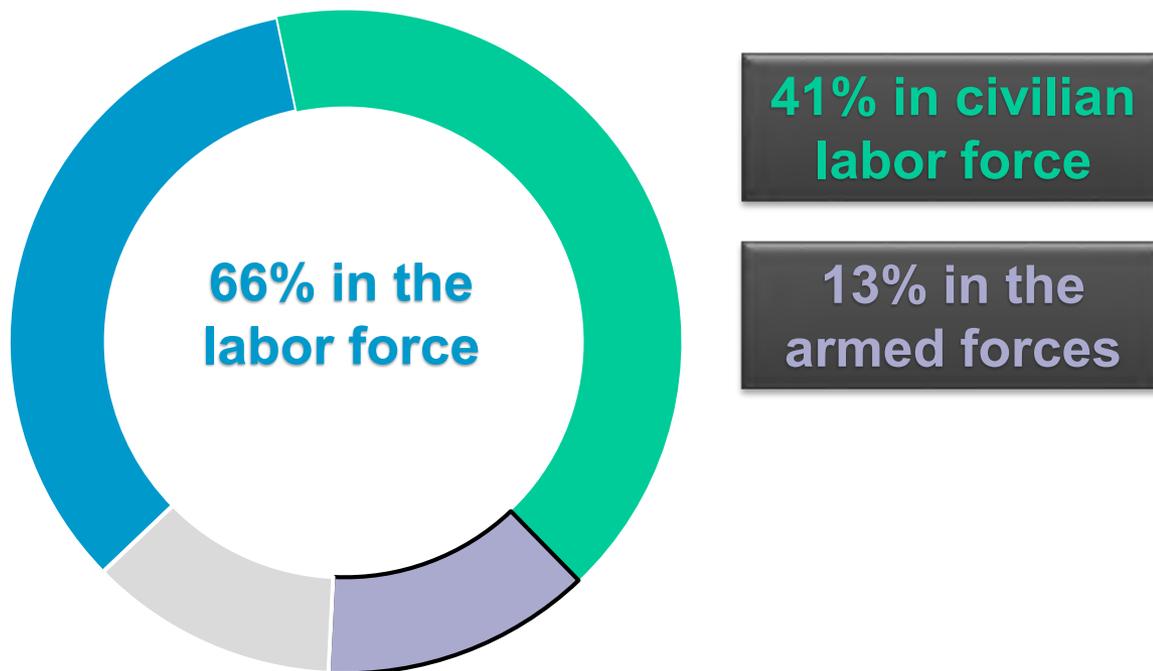
Labor Force Participation



**41% in civilian
labor force**

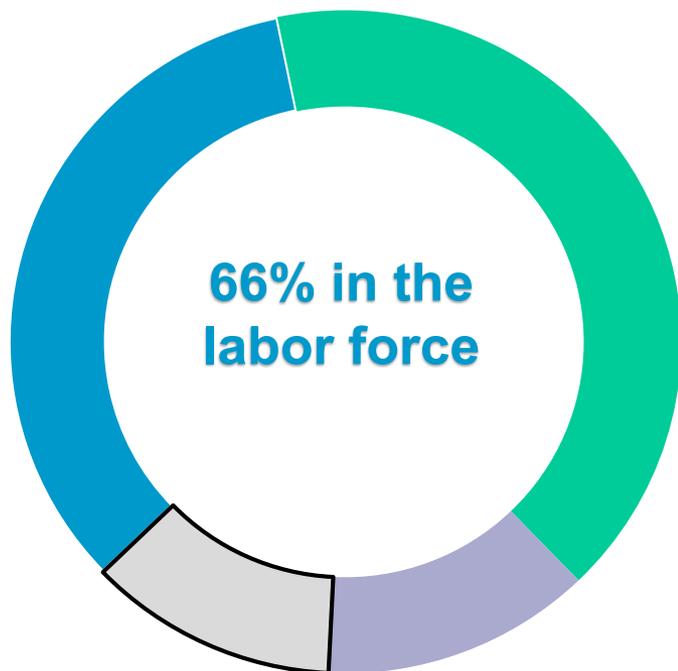


Labor Force Participation





Labor Force Participation



**41% in civilian
labor force**

**13% in the
armed forces**

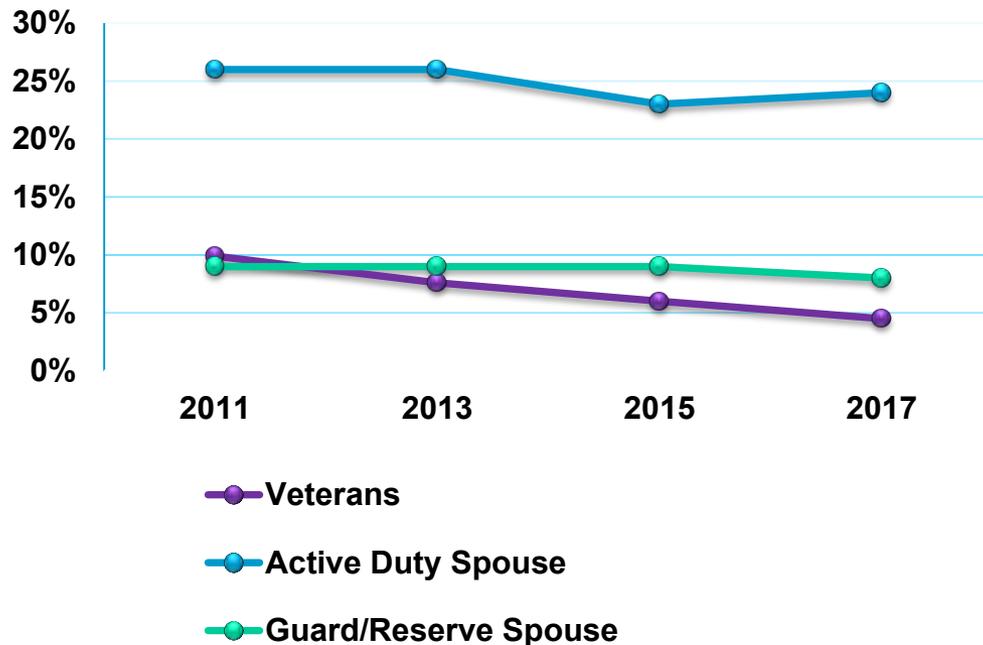
**12% currently
seeking work**

35%

employed in fields
that require licensure,
primarily in health and
education



Unemployment Trends



VETERANS

2011	2017	% Change
9.9%	4.5%	55% ↓

ACTIVE DUTY SPOUSE

2011	2017	% Change
26%	24%	7.7% ↓

GUARD/RESERVE SPOUSE

2011	2017	% Change
9%	8%	11.1% ↓

Source: Department of Defense's 2018 Profile of the Military Community
U.S. Bureau of Labor Statistics



Underemployment

- **About of quarter of spouses work part-time**
 - Half of those would prefer full-time employment
- **18% have seasonal or temp jobs**
 - 82% would prefer a permanent position
- **25% work more than one paying job**
- **70% do not believe their education and skill sets are being fully utilized**





Why Does a Spouse Want Employment?

- **Additional income**
- **Savings**
- **Debt repayment**
- **Building the future**
- **Fulfillment**
- **Relationships**

44%

of military spouses stated they are living paycheck to paycheck or struggling financially

77%

of military spouses stated that having two incomes is vitally important to their family



Myths, Stereotypes and Challenges



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“Besides the financial challenges, there’s also an emotional cost of forced job transitions. Finding meaningful work that they can be passionate about is important to many people, and military spouses are no different! We want to feel like what we do makes a difference to our companies and our communities. But when your community changes every 2–4 years, it can be hard to feel like you’re making an impact.”

- Skye Evans, Salesforce Consultant and military spouse



Myths and Stereotypes

Lie: Military spouse jobs are easy to find after moving.

Truth: Many military spouses are frequently out of work due to preparing for or recovering from a military PCS move.

Lie: Military spouses use their service member's job as an excuse not to find work.

Truth: Military spouses cannot find work flexible enough to accommodate their spouse's schedule.

Lie: Military spouses get hired equally as much as civilians.

Truth: Military spouses actively seeking employment experience countless challenges.



Myths and Stereotypes

Lie: Military spouses don't make an effort to obtain an education.

Truth: Military spouses struggle to obtain an education more than civilian counterparts.

Lie: Military spouses turn down jobs they think are beneath them.

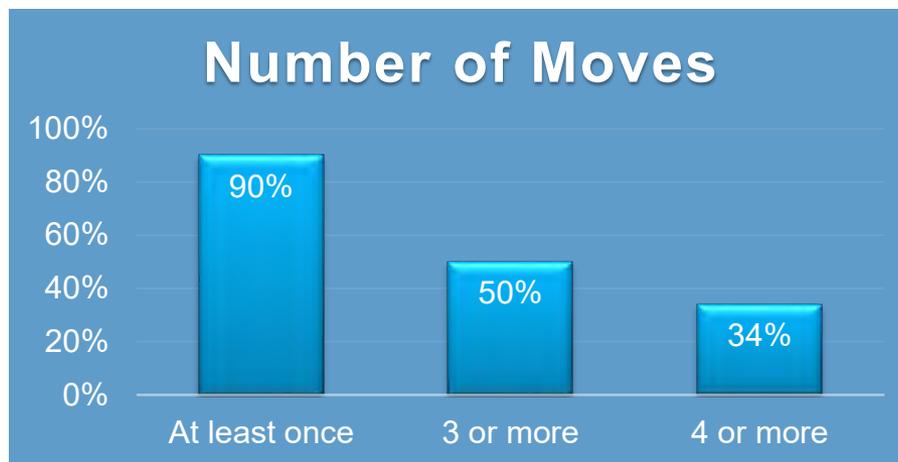
Truth: Military spouses cannot find work that match their skills and education.



The Challenges Faced



Frequent Moves



49%

Less than 3 month's notice

11%

Less than a month's notice



The Challenges Faced



Frequent Moves



Bias

Spouses say the greatest challenge to seeking employment is companies not wanting to hire someone who may be moved.

28%

declined to identify themselves as a military spouse due to potential employer bias



The Challenges Faced



Frequent Moves



Bias



Licensing Issues



1/27/2020 – Ohio Senate Bill 7

SB7 mandates state occupational licensing agencies to issue licenses/certificates to qualifying members of the military and their spouses who are licensed in another state but on military duty in Ohio.



The Challenges Faced



Frequent Moves



Bias



Licensing Issues



Job Availability

Committee Members

- Representative Rick Perales
- Representative Dave Greenspan
- Representative Bob Cupp
- Representative Laura Lanese
- Representative Hearcel Craig
- Colonel James Dignan
- Brig. General Richard Green
- Colonel Cassie Barlow
- Steve Tugend
- Wendy Gramza
- Mike Wiehe
- Maj. General Paul Sullivan (statewide)

BRAC & MILITARY AFFAIRS TASK FORCE
Chaired by Representative Rick Perales

Rick Perales

Locations:

- Youngstown Air Reserve Station
- NASA Glenn Research Center - Lewis Field
- United States Coast Guard 9th District
- Toledo Air Guard Station
- DFAS - Cleveland
- Lima Army Tank Plant
- Mansfield Air Guard Station
- Piqua Armory
- Springfield Air Guard Station
- Wright-Patterson Air Force Base
- Delaware Army
- Rickenbacker Air Guard Station
- Camp Ravenna

Experience and skills may do little good when you move to a remote military community



- ***“Unless Americans come to realize that military families face the same struggles as civilians, employment opportunities are not going to progress.”***
- ***“Everywhere we go I am forced to start from the beginning. I was an Assistant Director in Virginia. Then a part-time cook in Rhode Island. Now a Records Clerk in California. I feel like I’m going backwards in my career with no help.”***



Benefits of Hiring a Military Spouse



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“There are several attributes and characteristics that military spouses have that are both salient and relevant to the business environment. Attributes such as resiliency, adaptable, educated, resourceful, team-oriented, entrepreneurial, and social awareness all complement performance in any competitive business environment.”

- Rosalinda Maury, Director of Applied Research and Analytics, IVMF



How do their experiences translate to the workplace?

- **Broad skill set**
- **Project management expertise**
- **Extreme adaptability**
- **Diverse background**
- **Loyalty and commitment**
- **Team player**
- **Natural networker:**

Ohio Department of Veterans Services

Employer Training



- **“Military spouses are problem solvers. They can adapt to changing situations and shift gears at a moment’s notice. In a business environment that values agility, ingenuity, and reliability, the experience and insights that military spouses bring to the workplace are invaluable.” – *John Finneran, EVP, Corporate Secretary, Capital One***
- **“The Hiring Our Heroes Military Spouse Program Initiative has been an excellent way for HCA hiring managers to make connections to highly qualified Military Spouses. This partnership provides exceptional support as we provide Military Spouses with long-term career opportunities . . . “ – *Avery King, Military Affairs Talent Acquisition Lead, HCA Healthcare***



Benefits of Hiring Military Spouses

When you hire a military spouse, there is more value and benefit than just gaining a great employee. Your company is also helping solve national issues by:

- **Reducing the social cost of military spouse unemployment**
- **Health**
- **Closing the gender gap/diversity**
- **Increasing military retention**



“81% of military spouses and their service member have discussed the possibility of leaving the military. [...] That is a high number and it’s a warning sign that we need to think about. To maintain a strong all-volunteer force, we need to ensure that both our service members and their spouses and families feel that the military is an advantageous career opportunity for the entire family.”

- J.D. Crouch II, President and CEO, USO



Employer Best Practices



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Best Employment Fits

Remote
Jobs

Customer
Service

Travel
Advising

Accounting

Editing

Web

Writing

Tutoring

Social
Media



Top 10 Military Spouse Friendly Employers

Military Spouse Magazine released their 4th annual list of the Top 10 Military Spouse Friendly Employers. This annual list recognizes the most successful companies when it comes to hiring and recruiting military spouses. (June 2019)

Military spouses are a special group of individuals, and in many cases are highly sought after by employers due to their understanding of the military environment, commitment, talents, expertise, and extensive networks.



Top 10 Military Spouse Friendly Employers

1. **USAA**
2. **TriWest Healthcare Alliance**
3. **T-Mobile**
4. **Army & Air Force Exchange Service, (AAFES)**
5. **CSC (formerly known as Computer Sciences Corporation, now just CSC)**
6. **Adecco Group**
7. **RE/MAX International**
8. **Home Depot**
9. **Health Net Inc.**
10. **Kelly Services, Inc.**





What Is the Hiring 100k Military Spouses Initiative?

Hiring Our Heroes (hiringourheroes.org) in collaboration with Starbucks, partnered with 16 major national companies to launch the initiative in June 2018. This three year initiative seeks to elevate military spouse employment while providing real solutions for military spouses seeking meaningful career opportunities, and aims to do that by:

- Addressing the issues of military spouse unemployment and underemployment by raising awareness throughout the country
- Providing a unique avenue for businesses and organizations to make a commitment to hire military spouses
- Encouraging businesses to share best practices for hiring and retaining military spouse talent



How Does This Help Military Spouses?

“The program is designed with the specific needs of military spouses in mind, offering flexibility and support so they can continue caring for their families while training for successful careers in technology.”

- USMC MajGen (Ret.) Chris Cortez, Microsoft Military Affairs



Caregivers



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Military Caregivers

A Military Caregiver is someone who provides assistance to a Service member with activities they once did on their own but are no longer able to do for themselves.

- **Assist with day-to-day activities (eating, dressing, toileting, showering, etc.)**
- **Provide emotional support and advocate for new/better treatment**
- **Oversee legal or financial responsibilities due to a wound, illness or injury**
- **Coordinate care (make doctor's appointments/arrange transportation, etc.)**

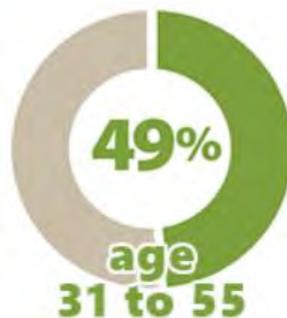
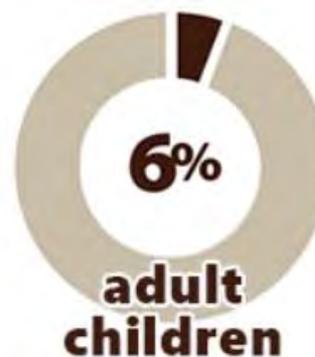


Military Caregivers

- **Military Caregivers can be family members, friends, or acquaintances of Service members and may not think of themselves as caregivers.**
- **They may be unpaid or receive Non-Medical Attendant or travel per diem reimbursement or care for a Service member who receives Special Compensation with Activities of Daily Living.**



Who are the Post-9/11 Caregivers?



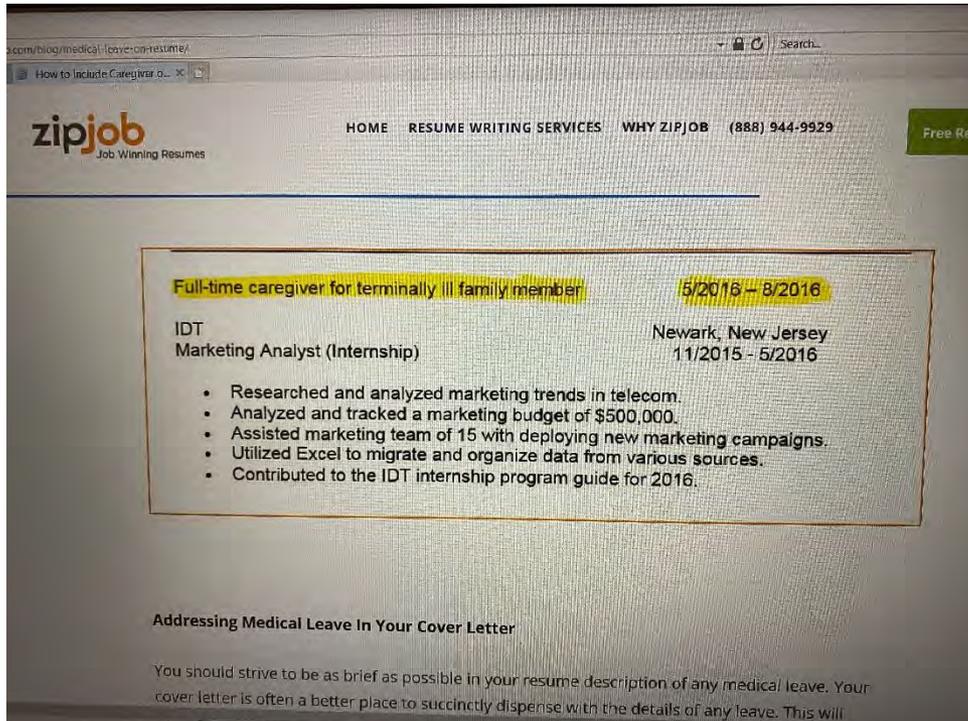


The RAND Report

- **Caregiving is essentially a full-time job.** Ten percent of pre-9/11 military caregivers and 12 percent of post-9/11 military caregivers said their time commitment to caregiving added up to more than 40 hours a week.
- **Military caregivers miss more work.** Civilian caregivers said they missed one day of work each month, compared with post-9/11 military caregivers saying they missed 3.5 days of work each month.
- **Caregivers' health is worse than that of non-caregivers.** Post-9/11 military caregivers have a quadrupled risk of depression compared with a non-caregiver, the report showed.



Addressing Gaps in Employment



Caregivers are encouraged to be honest, direct and brief when showing gaps in employment.



Value to the Service Member

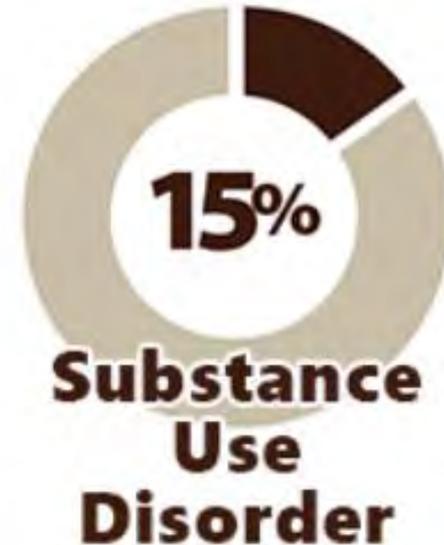
- Improves quality of life
- Improves rehabilitation and recovery
- Prevents institutionalization

Value to Society

- \$470 billion is the estimated economic value of the unpaid contributions of all caregivers in the United States.



Disorders Affecting Post-9/11 Members





Quotes From a Caregiver

- **“My husband survived a 40-pound bomb - this is nothing.”**
- **“I still get overwhelmed all the time.”**
- **“You have regular life, which is stressful, and then you have life as a parent, which is very stressful, and then you have a spouse who is heavily dependent on you, and so there's another stressor.”**





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 8, 2020– MILITARY SPOUSE APPRECIATION DAY



What YOU Can Do

Get Connected!

- 1. America's Career Force**
- 2. FlexJobs**
- 3. Hiring Our Heroes Military Spouse Program**
- 4. Military Spouse Corporate Career Network (MSCCN)**
- 5. Military Spouse Employment Partnership (MSEP)**
- 6. ServingTalent**



WPAFB Military Spouse Career Event

- **March 25th, 2020**
- **Hope Hotel Conference Center**
- **Workshop and hiring fair**
- **Register at:**
 - <https://www.hiringourheroes.org/employers>

TAKE CONTROL
OF
YOUR CAREER





Questions?