

Welcome!



Visit the event page to download a copy of the webinar slides and any additional resources.



Select **'Everyone'** from the drop-down menu when commenting in the chat pod.



Email us if you need tech support or have questions.

Contact@OneOp.org

EVENT PAGE:
<https://oneop.org/learn/160050/>



1

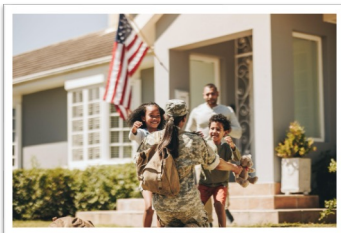
Balancing Military Spouse Employment with Family Economic Well-Being

EVENT PAGE:
<https://oneop.org/learn/160050/>



2

Balancing Military Spouse Employment with Family Economic Well-Being



Event Materials

Visit the **event page** to download a copy of the presentation slides and any additional resources.



Continuing Education

This webinar has been approved to offer continuing education credit. Please stay tuned for more information!

EVENT PAGE:
<https://oneop.org/learn/160050/>



3



This material is based upon work supported by the National Institute of Food and Agriculture, U.S. Department of Agriculture, and the Office of Military Family Readiness Policy, U.S. Department of Defense under Award Numbers 2019-48770-30366 and 2023-48770-41333.

[OneOp.org](https://oneop.org)



4

4

Moderator



Dr. Kayla Reed-Fitzke

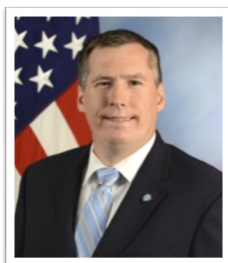
*Principal Investigator – OneOp Spouse Employment
Assistant Professor – East Carolina University*

EVENT PAGE:
<https://oneop.org/learn/160050/>



5

Presenters



C. Eddy Mentzer

*Associate Director
Military Community Support Programs
Office of the Secretary of Defense*



Josie Beets

*Program Manager
Spouse Education and Career
Opportunities (SECO) program*

EVENT PAGE:
<https://oneop.org/learn/160050/>



6



Balancing Military Spouse Employment with Family Economic Well-Being

OneOp 2024 Military Family Readiness Academy
12 September 2024

 U.S. Department of Defense  


7

7

The Howards – Family Profile

Joseph Howard

- Active-duty service member, Army
- 30 years old
- Father




Margaret Howard


- Military spouse, married to Joseph
- Civilian
- 29 years old
- Mother
- Teacher

Maya Lynn Howard

- Margaret and Joseph's child
- 2 years old
- Has developmental disabilities

 Read the entire Howard Family Case Story: <https://www.militaryonesource.com/oneop/2024/military-onesource>

family icon by musteloff from Adobe Stock / iStock
description: vector of a family / Purchased June 18, 2024

 ECONOMIC READINESS
MILITARY FAMILIES WILL THRIVE

8

8

Considering The Howards

Read the entire Howard Family Case Story: oneop.org/2024-mfra-case-story

"Margaret is excited about the possibility of finding employment – and community – at their new location, but needs a bit of support in fully transitioning her credentials. She talked with the EFMP team at their new duty station and scheduled an evaluation for Maya for free special education services to transition from early intervention services for children 3 and younger to school-based special education services. Margaret and Joseph have found a good child care center for Maya, but she was placed on a waiting list.

Margaret has been extremely stressed with being in a new area and Joseph's impending physical absence."

9

9

Who Are Military Spouses?

Spouse Education & Career Opportunities

- Approximately 1 Million
- Active , National Guard and Reserve Components
- 87% Female
- Very Diverse
- Average Age 32
- 69% Have Children Under 18
- 76% Live Off Installation
- Highly Educated
- 21% Unemployment Rate
- Unemployed spouses spent 19 weeks (average) looking for work

Office of People Analytics (2019, 2021)

10

10

Why Does Military Spouse Employment Matter?
Spouse Education & Career Opportunities

We know:

- Military families report needing **two incomes**
- Military spouses who are employed are more likely to:
 - Report **excellent family well-being**
 - **Recommend military service to others**
- Families where the military spouse is employed:
 - Report **lower levels of food insecurity**
 - More likely to **remain in the military**

Ensuring military spouses have the tools and resources they need to find meaningful careers is more than the right thing to do ... it is a National Security Imperative

Blue Star Families & D'Aniello Institute for Veterans and Military Families, (2023); L'Esperance et al., (2023); Office of People Analytics (2019, 2021)

11

Barriers to Spouse Employment
Spouse Education & Career Opportunities

- **#1** reason for spouse unemployment is **frequent relocations** due to active-duty military service.
 - A move within the last year **more than doubled** the odds that a military spouse was unemployed.
- Childcare affordability and availability is a close second.
 - 38% of spouses with children use childcare during day.
- Licensing portability challenges.
 - 31% had to secure a new professional license/credential to work after last move.

Office of People Analytics (2019, 2021)

12




Short Answer Response

What specific challenges/ barriers may be impacting Margaret seeking employment?

Share your response in the chat pod.

Image by Drazen from Adobe Stock / AdobeStock_325702730 / alt. description: happy military family sitting on couch with their young daughter

 **ECONOMIC READINESS**
MILITARY FAMILY WELL-BEING

13

13

Policies and Initiatives **Spouse Education & Career Opportunities**

Federal Hiring and Retention

- EO 14100 (June 2023)
- Noncompetitive Appointment Authority for military spouse hiring
- DoD Military Spouse Preference

Private Sector

- Workplace flexibilities
 - Remote work
 - Time off with PCS
 - Flexible Schedules
- MilSpouse Support Programs
 - Military Spouse Affinity Groups
 - Recognition

14

14

Installation MilSpouse Employment Support **Spouse Education & Career Opportunities**

Installation Employment Readiness or Assistance Programs

- Army – Employment Readiness Program
- Marine Corps – Family Member Employment Assistance Program
- Navy – Family Employment Readiness Program
- Air Force – Employment Assistance Program



15

15

Virtual MilSpouse Employment Support **Spouse Education & Career Opportunities**



16

16

SECO Career Center **Spouse Education & Career Opportunities**

- Career coaches and advisors offer expert career, education guidance, and direct military spouses to tailored resources. Career coaches help spouses:
 - **Assess** current skills and aptitudes
 - **Clarify** career goals
 - **Explore** education opportunities
 - **Maximize** job search efforts
 - **Learn** to self-market and build networks
 - **Create** a path to achievement
 - **Upskill** and Re-Skill




EVERY CAREER COACH HOLDS A MASTERS DEGREE AND RELEVANT CERTIFICATIONS

17

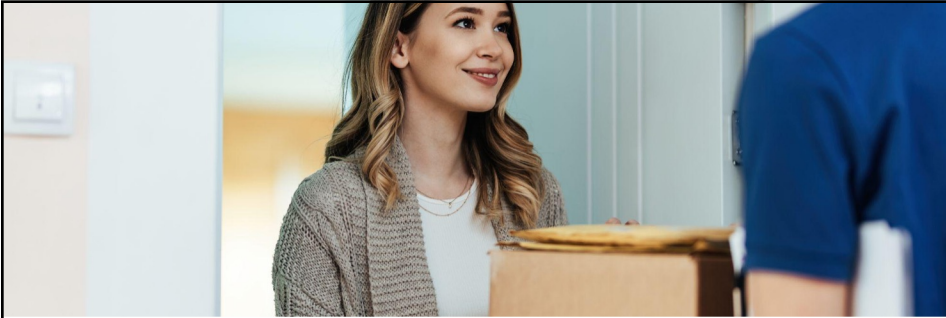
17

Career Center Coaching Packages **Spouse Education & Career Opportunities**



18

18



Short Answer Response

How would you talk to and support Margaret Howard?

Share your response in the chat pod.

Image by Drazen from Adobe Stock / AdobeStock_325648318 / alt. description: woman receiving package from delivery man at door

ECONOMIC READINESS
MILITARY FAMILY WELL-BEING

19

19

My Career Advancement Account (MyCAA)

Spouse Education & Career Opportunities

- A workforce development program that provides up to \$4,000 in financial assistance to eligible military spouses
- Utilized for the pursuit of:
 - Training
 - Licensure
 - Associate Degrees
 - Testing for College Credit
 - Continuing Education Units
- Eligibility based on Service member pay grade
 - E1- E6
 - O1-O3
 - W1-W2
- Full support from the SECO Career Center

my Career Advancement Account

20

20

Military Spouse Employment Partnership (MSEP)
Spouse Education & Career Opportunities

- 850+ employer partners committed to Recruiting, Hiring, Retaining and Promoting Military Spouses.
- Represent Every Industry Sector and offers opportunities from entry level through C Suite.
- Include Fortune 500 Corporations, Small Businesses, Non-Profits and Federal Employers.
- **Goal:** connect verified military spouse talent to employers that want to hire them.



21

21

SECO Initiatives You Need to Know About
Spouse Education & Career Opportunities

| <u>UDEMY</u> | <u>FLEXJOBS</u> | <u>MILITARY SPOUSE CAREER ACCELERATOR PILOT (MSCAP)</u> |
|--|--|--|
| <ul style="list-style-type: none"> • A self-paced online learning platform offering courses taught by leading experts • 5,000 high-quality courses • 35,000 hours of content • On-demand • Enhance current skills • Learn new skills • Topics range from human resources and marketing to leadership, information technology and entrepreneurship | <ul style="list-style-type: none"> • A career platform specializing in vetted, flexible and remote job openings • Receive a year-long membership to FlexJobs beginning the day you register • Find flexible and remote job opportunities in 50+ career fields and at all experience levels • Explore more than 50,000 high-quality and vetted full-time, part-time, freelance and temporary job openings | <ul style="list-style-type: none"> • 12-week, competitive, paid fellowships with industry • Spouses of currently serving members • Career ready • Across industries • Goal: move spouses from fellow to hired • Year 1 Outcomes <ul style="list-style-type: none"> ➢ 450 spouses ➢ 250 employers ➢ 85% employment offer rate ➢ \$65k average salary offer |

22

22

MySECO Website
Spouse Education & Career Opportunities

- The MySECO website is a one-stop, interactive online career and education resource
 - SECO Resume Builder and Upload
 - MSEP Jobs Portal
 - Traitify Assessment
 - Research Occupations Tool
 - Scholarship Finder
 - College Scorecard
 - Access MyCAA
 - Resources for entrepreneurs
 - Hundreds of articles developed specifically for military spouses



MySECO.militaryonesource.mil

23

23


SECO is Social
Spouse Education & Career Opportunities

MSEP Admin • 1st
MSEP administrator at Military Spouse Employment Partnership (MSEP)
★ Admin • Career • 2nd

If there's anything we've learned, it's that it may never feel like the "right time" to commit to something for yourself. ...see more

Activate your free UdeMy access and jump-start your career with:

- 5,000 free UdeMy courses
- 35,000 hours of content
- Courses in 15 languages



Spouse Education and Career Opportunities Program - SECO • 1st • 1st

Getting ready about that upcoming interview, eh? No need! With these interview questions in your pocket, you'll knock their socks off. ...see more

What to ASK at your next interview

172 Boost this post to reach up to 3000 more people if you spend \$2.00

Want to find a career that checks off all these boxes? Our SECO career coaches can get you there. ...learn more: <https://linkdln.com/2736qy>

What is the most important factor for your next job?
The author can see how you vote. [Learn more](#)

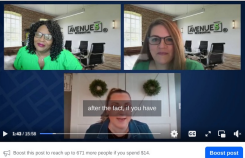
| | |
|------------------------------|-----|
| Job flexibility | 24% |
| Pay / opportunity for growth | 43% |
| Transferable job skills | 0% |
| Opportunity for remote work | 33% |

21 votes • Poll closed

Like Comment

Spouse Education and Career Opportunities Program - SECO • 1st • 1st

LIVE! MSEP Partner Connect: Annual's Presidential VP Lori Goldman and Program Manager April Torres of Avenet's Research, Diversity and Inclusion team are on hand to discuss career opportunities for WSP spouses around the country.



172 Boost this post to reach up to 3000 more people if you spend \$2.00

Your network is your professional BFF — don't neglect it! Want to join one right now? Check out our Military Spouse Career Network ...see more

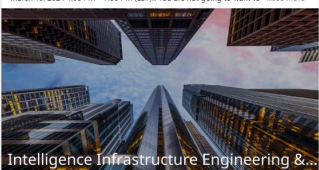
"Network or not work. Building a network is an essential part of the job searching process."

**MICHAEL CRONK
SECO CAREER COACH**

172 Boost this post to reach up to 3000 more people if you spend \$2.00

Vanessa Taylor, MA • 2nd
GSF Military Recruiter - FedGov / FedHealth Division | Take...

JOIN GENERAL DYNAMICS INFORMATION TECHNOLOGY for an Intelligence Infrastructure Engineering & Operations VIRTUAL Career Fair
March 19, 2024 4:00 PM - 7:00 PM (EST)! You are not going to want to ...see more



Intelligence Infrastructure Engineering & Operations Virtual Career Fair
app.brainiacconnect.com • 3 min read

Screenshot/images from SECO social media, used with permission

24

24

Resources for MilSpouses
Spouse Education & Career Opportunities

- Unemployment Compensation**

 - Varies from state to state
 - Based on losing employment due to a PCS move
 - File in the state you were working in before you relocate
- Licensure Reimbursement**

 - Provides up to \$1k to cover re-licensure as a result of PCS move
 - Military Service administered program
 - Relocation must be across state lines
- Support for Small Business Relocation**


 - Up to \$1k to support relocating your small business
 - Military Service administered
- Legal Support Regarding OCONUS Employment**

 - Installation legal offices provided at local level

Exec. Order 6.9.2023 (2023); Military OneSource (n.d.); Spouse Education & Career Opportunities (n.d.)

25






Short Answer Response

How can you incorporate DoD spouse employment and licensure reciprocity resources and provide available resources to Margaret?

How can you assist in determining if there is reciprocity in their new location?

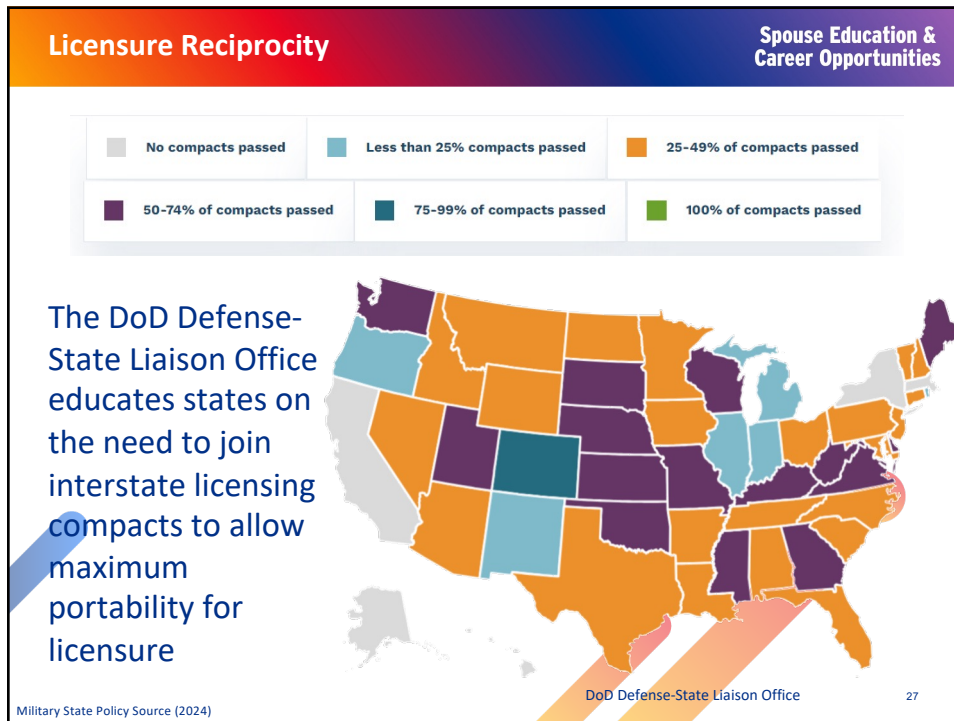
Share your response in the chat pod.

Image by Drazan from Adobe Stock / AdobeStock_32568318 / alt: description: woman receiving package from delivery man at door

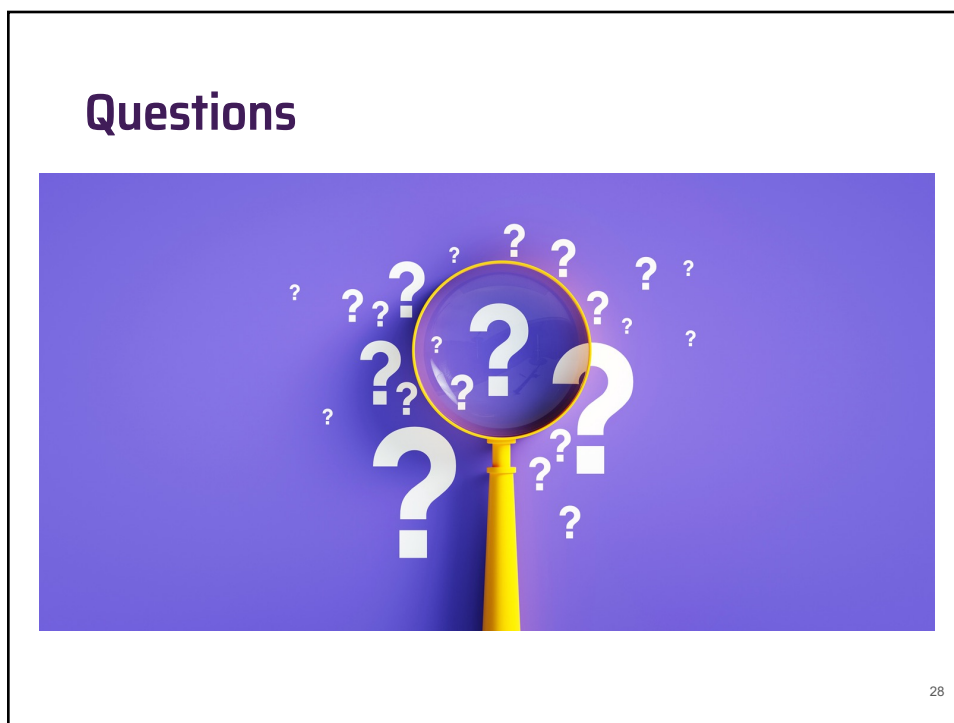


26

26



27



28

Evaluation Survey

Thank you for participating in Economic Readiness and Military Family Well-Being!

We would value your feedback on your experience participating in the 2024 Military Family Readiness Academy.

Survey opportunity opens October 2024.



29

Continuing Education



This webinar has been approved for **1.0 continuing education (CE) credit** from:

- American Association for Family and Consumer Sciences (AAFCS)
- Association for Financial Counseling and Planning Education (AFCPE)
- Center for Financial Certifications (FinCert)
- Commission for Case Manager Certification (CCMC)
- Commission for Dietetic Registration (CDR)
- National Council on Family Relations (NCFR)
- Patient Advocate Certification Board (BCPA)
- University of Texas at Austin, Steve Hicks School of Social Work (Social Work, LPC, LMFT)
- Society for Human Resource Management (SHRM)
- OneOp certificate of attendance available

Evaluation Link

Go to the event page for the evaluation and post-test link.



Questions?

Email us at: contact@oneop.org

EVENT PAGE:
<https://oneop.org/learn/160050/>



30

Upcoming MFRA Event



Enhancing Military Family Well-Being: Understanding and Nurturing Economic Security
 Tuesday, September 24, 2024
 11:00 AM – 12:00 PM EDT

This webinar discusses factors that can impact economic security such as social dynamics, environmental factors, and community characteristics. Discussion during this event focuses on how these factors relate to health and wellness as a foundation of economic security. Emphasis is placed on leveraging knowledge, skills, and resources to promote health and well-being.

EVENT PAGE:
<https://oneop.org/learn/160051/>



31

31

Upcoming OneOp Event



Empowering Military Spouses to Maintain Employment: A Review of the Resources for Holistic Support
 Wednesday, October 9, 2024
 11:00 AM – 12:00 PM EDT

This webinar employs a socio-ecological framework to explore the who, what, when, where, and why of cutting-edge military spouse recruitment and retention programs. It will highlight how these programs address the multiple intersecting barriers to employment faced by military spouses.

EVENT PAGE:
<https://oneop.org/learn/160063/>



32

32

Connect with OneOp

Explore upcoming events, articles, resources, and more!



[OneOp.org](https://www.oneop.org)



 **OneOp** ³³
Readiness. Knowledge. Network.