

# Welcome!

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

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# Empowering Military Spouses to Maintain Employment

## A Review of the Resources for Holistic Support

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## Empowering Military Spouses to Maintain Employment: A Review of the Resources for Holistic Support

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Pexels.com/Samson Katt



### 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!

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# OneOp

Readiness. Knowledge. Network.

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 Number 2023-48770-41333.

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## Today's Presenter

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### Carrie Carter, M.Ed.

PhD Student  
*North Carolina State University*

- Researcher specializing in military family career development
- Eight years in recruiting and career services
- Active-duty Army spouse

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## Today's Objectives

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Pexels.com/Valktoria Slowikowska

1. **Understand** current research on how military spouse un- and underemployment influences military family financial, physical and social health
2. **Apply** a socio-ecological framework to diagnose barriers to maintaining employment through the military family life cycle
3. **Learn** new Department of Defense, employer and non-profit resources that address holistic military spouse employment needs

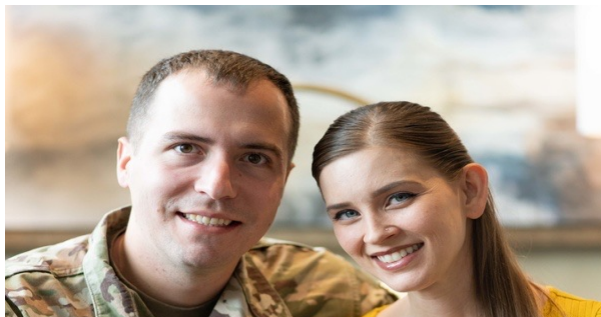
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## Military spouse employment, a perennial problem

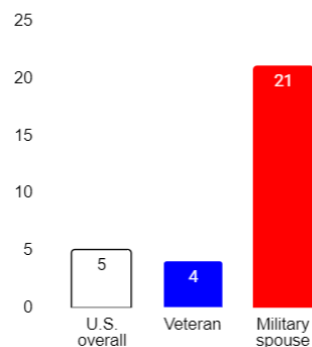
594,110 active-duty spouses in 2021

- **21%** unemployment rate



<https://www.dvidshub.net/image/7139854/military-spouse-appreciation-day>

Figure 1. Unemployment rate by population in 2021\*



## Many factors contribute to unemployment

### PCS MOVE

**28%** have experienced a Permanent Change of Station (PCS) move in the last 12 months

- 81% have experienced a PCS move during their spouse's career
- 16% have chosen to remain in place and not move with their spouse at least once during their spouse's career

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**The most critical problems spouses experienced during PCS moves were...**  
% of spouses who experienced the problem to a large or very large extent

- 48% Finding employment
- 42% Loss of income
- 37% Unreimbursable moving costs

### CHILD STATUS

**69%** have children under 18 living at home, part-time or full-time

#### AGE OF CHILDREN (PERCENTAGE WITH AT LEAST 1 CHILD)

- 46% Under 6 years old (46%)
- 37% 6 to 13 years old (37%)
- 14% 14 to <18 years old (14%)

Active-Duty Spouse Survey (2021)

# Employment as a social determinant of health



**Economic Stability**

<https://www.pexels.com/photo/person-holding-debit-card-50987/>



**Education Access & Quality**

[Pexels.com/Min An](https://www.pexels.com/photo/min-an/)



**Social & Community Context**

[Pexels.com/fauxels](https://www.pexels.com/photo/fauxels/)



**Healthcare Access & Quality**

[Pexels.com/Karolina Kaboompics](https://www.pexels.com/photo/karolina-kaboompics/)



**Neighborhood & Built Environment**

[Pexels.com/David McBee](https://www.pexels.com/photo/david-mcbee/)

# Positive health outcomes for those who work



[Pexels.com/J Carter](https://www.pexels.com/photo/j-carter/)

- Lower rates of major depressive disorder
- Greater rates of marital quality
- Greater self-esteem and self worth

**What other health benefits have you seen or heard from military spouses who are employed?**

**Short Answer Response: Share in chat pod**



Remember to select **'Everyone'** when using the chat pod!

## Negative health outcomes for those seeking work



Pexels.com/energetic

- Higher rates of food insecurity
- Higher rates of anxiety
- Lower rates of life satisfaction

## Systems perspective may offer insights

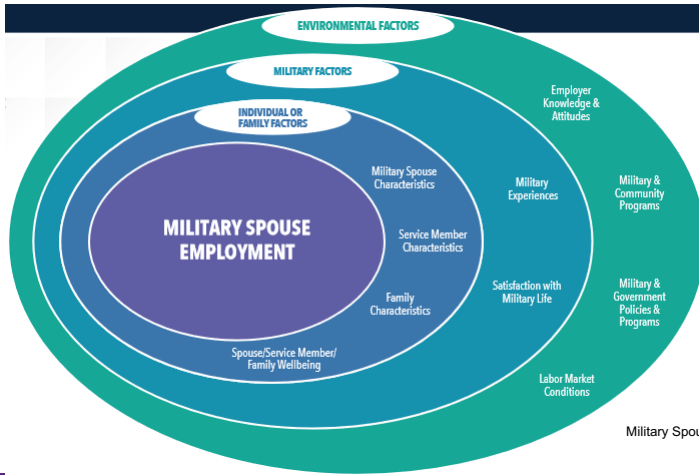


Pexels.com/Ethan Sees



Identify **levels of influence** and their **cumulative effect** on spouse employment outcomes

## Using a socio-ecological perspective



What other individual/family, military or environmental factors would you add to this framework?

Short Answer Response: Share in chat pod

Remember to select 'Everyone' when using the chat pod!

Military Spouse Employment Research Collective (2023)

## Apply your knowledge

Short Answer Response: Share in chat pod



Remember to select **'Everyone'** when using the chat pod!

## Meet Jackie!

Pharmacy Manager  
Licensed in New Mexico  
2 children - ages 7 & 11  
Employed 3.5 years  
Preparing for first PCS in July

**What individual, family, military and environmental factors might prevent her from maintaining employment?**



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Short Answer Response: Share in chat pod



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## Meet Jason!

Software analyst (in-office)  
Utah  
2 children - ages 2 & 4  
Employed 6 years  
Frequent relocation and deployment

**What individual, family, military and environmental factors might prevent him from maintaining employment?**



Pexels.com/Tina Miroshnichenko



# Resources for holistic support

Individual (I), Military (M) and Environmental (E) solutions to meet needs

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## Resources for finding a job

- Career fairs + job boards
- Targeted hiring/resources
- Fellowships + returnships



Pexels.com/Sora Shimazaki

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## Discovering opportunities

“There are so many jobs out there! I don’t even know where to start.”



<https://www.dvidshub.net/image/8371393/hiring-our-heroes-visits-raf-mildenhall>

### Environmental Solutions:

In-person and virtual **hiring events** connect military spouses with employers seeking military talent

- [RecruitMilitary](#)
- [Hiring Our Heroes](#)

Visit virtual **job boards** list openings

- [Military Spouse Employment Partnership \(MSEP\)](#)

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## Identifying employers who “get it”

“I’m concerned that my current or future employer won’t understand my family’s unique military needs.”

**Military talent liaisons**, human resource points of contact (POCs) for military talent, can advise on organizational hiring and retention support

Federal roles with **noncompetitive military hiring** may be another military-friendly opportunity

- ❖ indicated by a green symbol of interlocking wedding rings on USAJobs

- [Military Spouse Noncompetitive Appointment Authority](#)

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## Entering a new field

"I'd like to try a new career field or industry, but I'm having trouble getting my foot in the door."

**National fellowships** offer experiential learning

- [DoD Military Spouse Career Accelerator](#)
- [Hiring Our Heroes Fellowship](#)

**Employer fellowships** offer on-the-job training

- [Dog Tag Fellowship](#)

**Returnships** offer pathways to re-enter the workforce

- [TMobile TechX Returnship](#)

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## Resources for professional development

- Workshops
- Networking and mentorship
- Scholarships
- Career coaching



Pexels.com/Christina Morillo

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## Honing professional development skills

“I’m in a position below my skill level.”

<b>Underemployed by status:</b> I am employed in a position that does not match my educational background	<b>28%</b>
<b>Underemployed by skills:</b> I am employed in a position that does not match my skills or training	<b>21%</b>
<b>Underemployed by hours:</b> I am employed fewer than 35 hours but prefer full-time employment	<b>13%</b>
<b>Underemployed by income:</b> I am employed in a full-time position that does not provide a livable wage	<b>13%</b>
None	<b>49%</b>

\*Respondents were asked to select all that apply

2020 “Military Spouses in the Workplace Study”  
Hiring Our Heroes (2020)

Free **training and education** events can expand professional development skills

[AMPLIFY](#) (Hiring Our Heroes):

Two day in-person and virtual workshops on public speaking, negotiation, branding

[Onward to Opportunity](#) (D’Aniello Institute for Veterans and Military Families):

Professional certifications in information technology, business management, customer service

[Udemy](#) (free through SECO)

On-demand training, 35,000 hours of content

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## Expanding professional networks

“I’d like to try a new career field or industry, but I’m having trouble getting my foot in the door.”

Join **national groups** of military spouse professionals

- [Hiring Our Heroes Military Spouse Professional Network](#)

Attend local chapter military spouse meetups

Request an industry **mentor**

- [American Corporate Partners](#)

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## Continuing education

“I want to attend a university, but I don’t know where to start or if I can afford it.”

Access financial assistance for training, licensing, and Associate Degrees through DoD

- [My Career Advancement Account \(MyCAA\)](#)

Discuss career pathways and opportunities with an expert

- [SECO Career Coaching](#) (virtual)

Pursue scholarships for military-affiliated students

- [SECO Scholarship Board](#)



Pexels.com/Emily Petit

## Resources for keeping a job

- Entrepreneurial support
- Job flexibility
- Affinity networks
- Licensure reciprocity



Pexels.com/Ivan Samkov

## Building a business

"I'd like to start a business that moves with me, but I don't know how."

Virtual training and resources help prepare military spouses for **business management**, especially when PCSing

- [Military Spouse Chamber of Commerce Entrepreneur Toolkit](#)
- [Institute for Veterans and Military Families IGNITE](#)



Pexels.com/ PICHA Stock

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## Finding flexibility

"I need flexibility in my job and work schedule. Where should I look?"

**Remote jobs** allow work to move with the military

- [Flexjobs](#) (free through SECO)

Some employers offer job transferability

- [Home Depot's transfer policy](#)

**Alternative work schedules**, hours, or paid time off may help military spouses navigate transitions

[Licensure reciprocity](#) may offer reimbursement for recertification costs associated with military moves

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## Gaining peer support

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“I want to connect with other military spouse professionals who understand what it’s like.”

National and employer-sponsored **affinity groups** offer connection

- [Starbucks Armed Forces Network](#)
- [Veteran Spouse Network Social Club](#)
- [Society of Military Spouses in STEM](#)



Pexels.com/ CoWomen

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## Apply your knowledge

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Short Answer Response: Share in chat pod



Remember to select 'Everyone' when using the chat pod!

## Offering holistic support - Jackie

**What DoD, federal, nonprofit or employer resources might we recommend to Jackie to help her maintain employment through PCS?**

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Pexels.com/Tima Miroshnichenko



## Let's review

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# Questions



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# Continuing Education



This webinar has been approved for 1.5 continuing education (CE) credits from the following:

- **Certified in Family and Consumer Sciences (CFCS)**: from the American Association for Family and Consumer Sciences (AAFCS)
- **Board Certified Patient Advocates (BCPA)**: by The Patient Advocate Certification Board
- **Board Certified Case Managers**: from the Commission for Case Manager Certification (CCMC)
- **Certified Family Life Educators (CFLE)**: from the National Council on Family Relations (NCFR)
- **Human Resource Professionals**: from the Society for Human Resource Management (SHRM)
- **Social Workers, Licensed Professional Counselors, and Licensed Marriage and Family Therapists**: from the University of Texas at Austin, Steve Hicks School of Social Work. Check with your state licensing agency for reciprocity and/or credit approval.
- *OneOp Certificates of Attendance* are available.

### Evaluation Link

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

[Continuing Education](#)

### Questions?

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## Upcoming OneOp Event

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### Maximizing the Use of 529 Plans for Military Families

October 15, 2024, 11:00 am ET – 12:30 pm ET

This webinar showcases how 529 plans can be a savings tool for more than just college expenses; they can be used for K-12 tuition payments, to repay student loans, and to purchase computers or other related educational expenses. Gain the knowledge and tools you need to effectively support military families.

**Continuing Education credits are available!**

[OneOp.org/learn/160057/](https://OneOp.org/learn/160057/)

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