

The Military Spouse's Unemployment Rate, Why is it So high?

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Research Question

- The Department of Defense is concerned
 - Military spouses have a direct impact on the readiness and retention of the military force
- Over the last decade, the unemployment rate for military spouses has grown as high as 25% compared to the National average of 6.9%
- Historically high, stagnant unemployment rates and low Quality of Life drive spouses to influence the military members to separate
- The White House, DoD, National, State, Corporations, and local initiatives have not moved the needle

Methods

- Extensive literature review and academic research
- Surveys of military spouses who attended JBSA's Your Path Ways To Employment workshop
 - Initial questionnaire to establish a baseline for services provided and acquire employment aspirations
 - Follow-up survey to track employment journey
 - Transitioned employment information to Slack

Literature Cited

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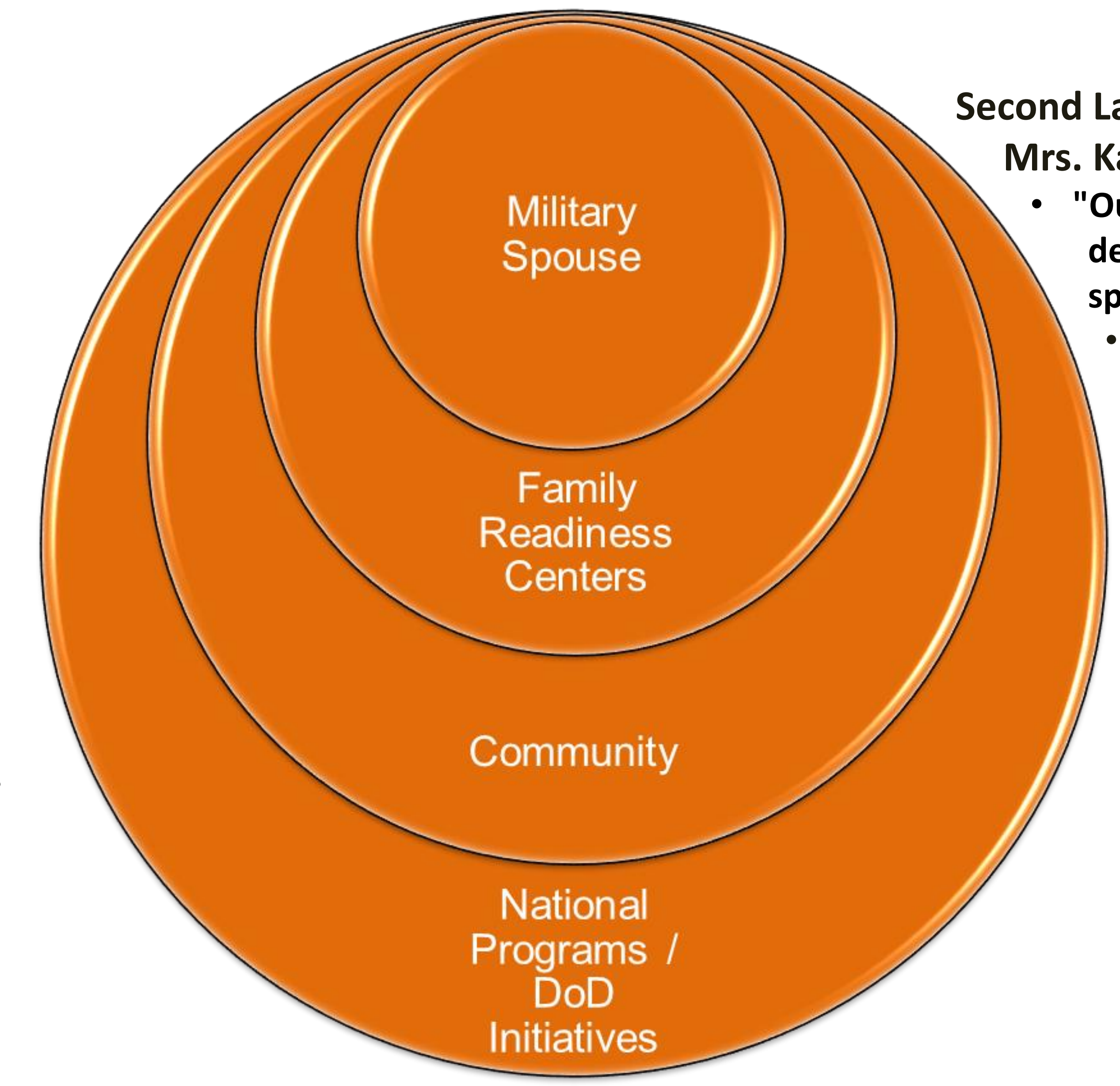
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Results

The JBSA Military Spouse Employment Model



Major Findings:

- Unemployment rates remain unchanged
- Employment Gaps Every 2-3 years and having to "start over"
- Hiring & interviewing biases against military spouses

Second Lady,

Mrs. Karen Pence (2019):

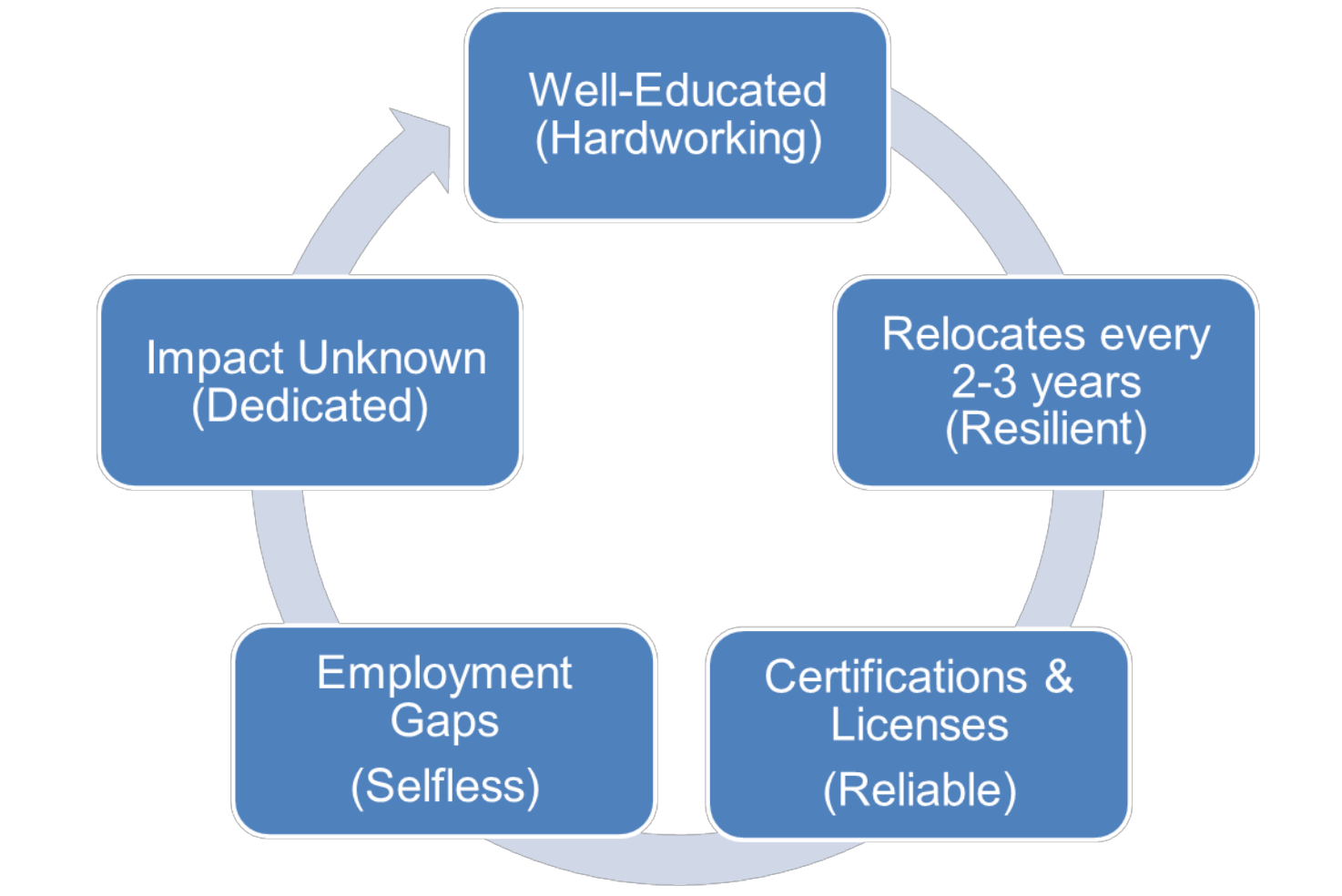
- "Our military readiness is dependent on these spouses..."
- "military spouses [are] the backbone of military readiness"

Joint Base San Antonio (JBSA)-Family Readiness Center mirrored the results of 2017 "Military Spouses in the Workplace" study with four main themes:

- How being a military spouse impacts unemployment rates
- Forced moves (gaps and professional licenses/renewals)
- The communities where military spouses live
- Stress and the impact on readiness for an all-volunteer force

Conclusions

The military spouse is:



- Tracked three Military Spouses and their employment history
 - Aligned with HOH study and Capstone

	Years Married	Relocation	Career Changes
Case #1	12	5	4
Case #2	8	4	4
Case #3	26	12	8

- Findings and New Direction:
 - JBSA-Family Readiness Center is seen a community resource & spouses trust the services
 - Invest more into Your Path Ways To Employment
 - Educate Transition Alliance on values of the military spouse and the perceived biases against them
 - Develop Slack to share and highlight success

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Further Information

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