



Community. Collaboration. Careers.



Since June 29, 2011, MSEP partners have hired more than **50,000 spouses** and listed more than **one million jobs** on the MSEP Career Portal.

Our Community

Business

The Military Spouse Employment Partnership partners are a committed group of business leaders who build companies, influence markets and support the heart of the nation — the military community. United, they have the ability to set a course, build support and accomplish strategic goals with global implications. More than 200 corporate leaders are united in their commitment to recruit, hire, promote and retain military spouses.

Employment

According to the president's 2013 Economic Report and the Bureau of Labor Statistics, economic indicators show the United States is steadily recovering from the 2008-2009 recession. Even though we are climbing out of our recession lows, businesses still face labor shortfalls with March 2013 recording the smallest labor force in 30 years¹. Labor pools are shrinking, in part, due to an aging population and

a retiring baby boomer work force. With these economic pressures, talent mining, management and retention are more essential than ever.

More than two million men and women serve in the United States armed forces, approximately half of whom are married². Military spouses are a tremendous source of talent who can fill the need for an exceptional workforce in any environment.

Talent

The MSEP partners need successful strategies to access talent in order to meet their manpower challenges and remain competitive. By signing the Statement of Support, your company pledged to provide hard-working military spouses with equitable, long-term opportunities and provide careers that can move with them. In return, MSEP provides you the opportunity to develop relationships with more than one million military spouses — all of whom have 21st century skills.

¹“Labor Force Statistics from the Current Population Survey,” BLS.gov <http://data.bls.gov/timeseries/LNS11300000> (accessed September 20, 2013).

²Karen Parrish, “Pentagon Review Reveals Best, Worst Case, Hagel Says,” Defense.gov, <http://www.defense.gov/news/newsarticle.aspx?id=120559> (accessed September 20, 2013).

Military Spouses' 21st Century Skills

- ✓ Adaptable
- ✓ Educated
- ✓ Experienced
- ✓ Flexible
- ✓ Loyal
- ✓ Motivated
- ✓ Resilient
- ✓ Team focused
- ✓ Tech savvy



“I love the responsibility and duties of my position as well as knowing that I am a part of creating a high-quality product for consumers to enjoy.”

Army spouse working for an MSEP partner

“The (MSEP) partnership not only supplies our company with a great pool of talent for our open positions and an easy way to advertise positions, it also provides excellent support staff to ensure a high level of visibility to military spouses. Safeway’s commitment to hiring military spouses is the right thing to do to support the country and communities we serve.”

Megan Vincent, Safeway Director of HR Strategy and Retail Talent Acquisition



“The value of the Military Spouse Employment Partnership cannot be overstated! The partnership puts military spouses front and center by sharing the talents and strengths of military spouses with corporations/ organizations that could have easily overlooked this amazing talent pool. The MSEP believes in military spouses, and the hard work behind the scenes is a testament to this belief! Thousands of military spouses have found careers in their chosen field of study because of MSEP, and those numbers keep growing! Thank you, MSEP.”

Ms. Patricia Barron, Director of Family Readiness for the Association of the United States Army



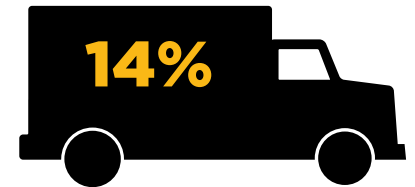
The Numbers

Population

95% of the more than one million military spouses are women³



Military families relocate 14 percent more frequently than civilian families⁴ (Current Population Survey)



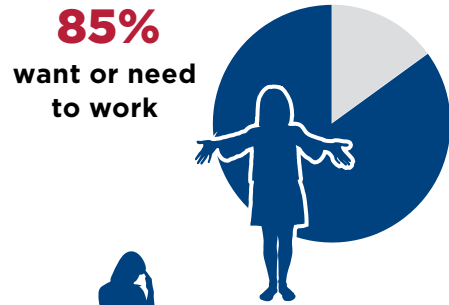
726,000 active-duty spouses — more than **1/2** are less than **31 years** of age⁵

³2011 Demographics, Profile of the Military Community, November 2012, Military OneSource.mil, http://www.militaryonesource.mil/12038/MOS/Reports/2011_Demographics_Report.pdf.

⁴The U.S. Census Bureau’s Current Population Survey 2007–2009.

⁵2011 Demographics, Profile of the Military Community, November 2012, Military OneSource.mil, http://www.militaryonesource.mil/12038/MOS/Reports/2011_Demographics_Report.pdf.

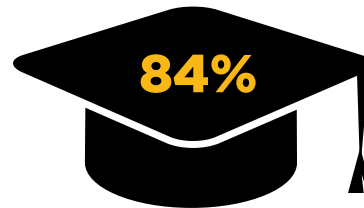
Employment



One in four is unemployed and actively seeking work⁶

⁶Defense Manpower Data Center (2011), The 2010 Military Family Life Project Briefing (May 18, 2011), Military OneSource.mil, http://www.militaryonesource.mil/12038/MOS/Reports/FY2012_Report_MilitaryFamilyReadinessPrograms.pdf.

Education



have some college



have a bachelor's degree



have an advanced degree⁷

⁷The 2010 Military Family Life Project Survey, Military OneSource.mil, http://www.militaryonesource.mil/12038/MOS/Reports/FY2012_Report_MilitaryFamilyReadinessPrograms.pdf.

Earnings



Military wives earn 25% less than their civilian counterparts⁸

⁸Kniskern, M. K., & Segal, D. R. (2010), Mean Wage Differences between Civilian and Military Wives, College Park, MD: Center for Research on Military Organization, University of Maryland, College Park, Military OneSource.mil, http://www.militaryonesource.mil/12038/MOS/Reports/FY2012_Report_MilitaryFamilyReadinessPrograms.pdf.

Community Foundation

Because of the impact of this public/private partnership, MSEP is recognized worldwide by more than 200 MSEP partners, more than 325 military installations and other elite organizations, such as the White House Joining Forces initiative and U.S. Chamber of Commerce. World-renowned companies such as Walmart, Bank of America and Hilton Worldwide are a part of our MSEP community, as well as growth companies like CVS/Caremark's retail pharmacy and pharmacy services businesses. Putting the MSEP logo on your company website lets the world know that you have made a commitment to the Department of Defense and pledged your support to offer our military spouses the very best in first-class employment opportunities.



Direct access, via the MSEP Career Portal, to a million-member talent pool of skilled, loyal and adaptable future employees with global perspectives and the personal fulfillment of supporting our military community, makes participation in MSEP a unique and rewarding experience.

By hiring military spouses, your company expresses its support of the one percent of Americans who serve in the armed forces. Military spouse employment also opens up your company to the "military network" with access to its diverse, skilled labor force.

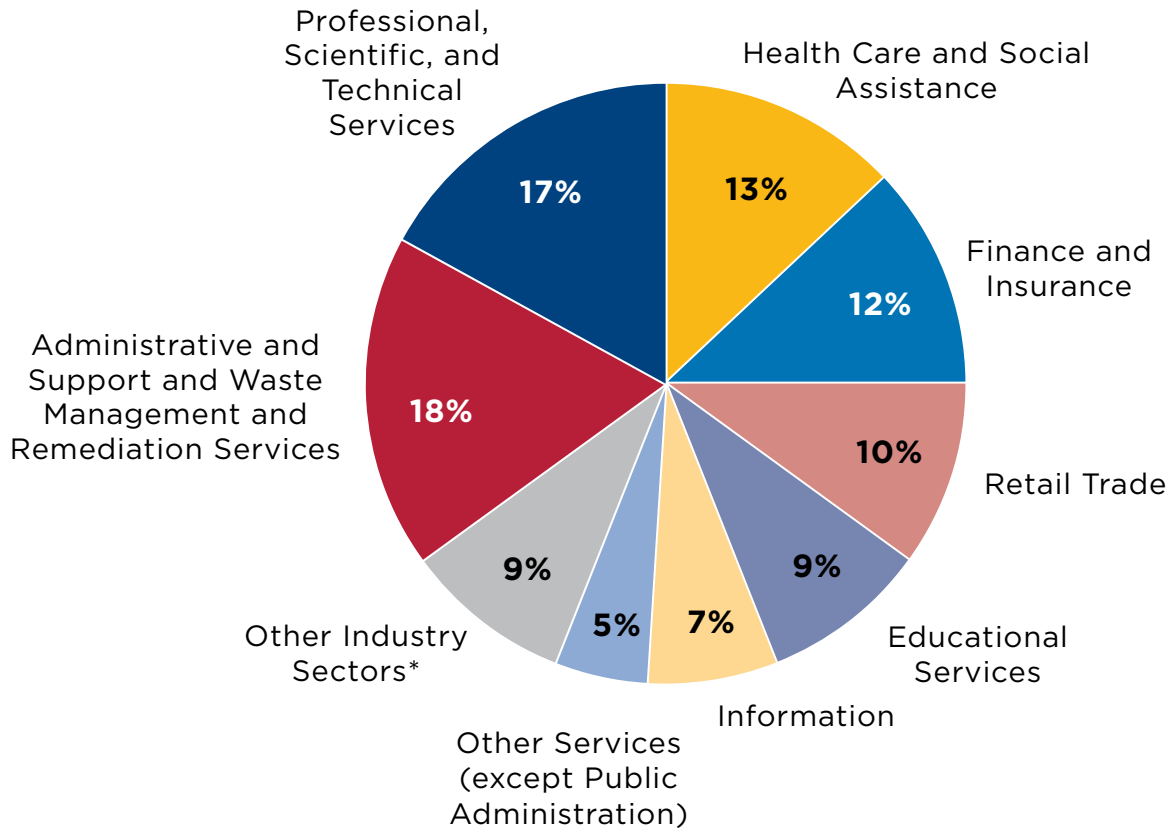
As a partner, you are part of something even larger than MSEP — the Spouse Education and Career Opportunities program that supports the career progression of military spouses through the four lifecycle stages:

- Career Exploration
- Education, Training and Licensing
- Employment Readiness
- Career Connections

**More than
200
MSEP
partners**



19 Industry Sectors Represented



*Other Industry Sectors include: Management of Companies and Enterprises (>1), Mining (>1), Quarrying, and Oil and Gas Extraction (>1), Public Administration (>1), Wholesale Trade (>1), Arts, Entertainment, and Recreation (1), Construction (1), Electronic Computer Manufacturing (1), Transportation and Warehousing (1), Utilities (1), Accommodation and Food Services (1), Manufacturing (1)

18%

MSEP partners have been listed on FORTUNE's 100 Best Companies to Work For

58%

MSEP partners are listed on the 2013 Fortune 500 list

4%

MSEP partners rank in the top 10 of the World's Most Admired Companies

17%

MSEP partners are listed on the 2013 Top 25 Military Spouse Friendly Employers

“I absolutely love the culture and the groundwork that Volt has laid for me to be successful. I know that my team members and my directors all want me to be successful and work with me to ensure that it happens. I know that there is a tremendous amount of growth available to me, and I know that there are other locations across the country so that if my husband gets orders, I will have a very good chance of continuing my career with Volt.”

Marine Corps spouse working for an MSEP partner

Community Development

The MSEP partners are critical to the success and longevity of the partnership. In addition to your efforts to reduce the military spouse unemployment rate by recruiting, hiring and retaining military spouses, MSEP partners play an active role in MSEP strategic planning through executive-level working groups and planning sessions.

- 1 **Strategic Organization and Partner Development**
- 2 **Strategic Communications Working Group**
- 3 **Portal Technology and Reporting Working Group**
- 4 **MSEP Event Planning Working Group**
- 5 **Mentoring Working Group**

The MSEP partners also engage in community-based initiatives such as:

Joining Forces

Joining Forces is a comprehensive national initiative championed by First Lady Michelle Obama and Dr. Jill Biden, which mobilizes all sectors of society to give service members and their families the support they have earned. In this ongoing effort, Joining Forces

highlights issues of special importance to military families, including the areas of employment, education and wellness.

In the area of employment, the Joining Forces initiative focuses on the following:

- Highlighting the workforce potential of veterans and military spouses
- Expanding employment and career development opportunities for veterans and military spouses
- Helping employers create military family-friendly workplaces

The Military Spouse Employment Partnership is a key component of the White House Joining Forces campaign. Through the partnership, employers become part of the larger Joining Forces effort to connect service members, veterans and military spouses with the resources they need to find jobs.



JOINING FORCES

<http://whitehouse.gov/joiningforces>

Connecting Communities

The MSEP is built on collaboration among the partners, military installations and the MSEP account manager. Opportunities exist for MSEP partners to network within industry sectors or with other industries to share best practices, discuss corporate challenges and support the military community. In-person networking opportunities take place at the MSEP Annual Meeting, and partners can leverage their connections with their MSEP account managers to engage in hiring opportunities at installations worldwide.

Connect your community



Case Study: Collaboration

Challenge: In April 2013, MSEP partner Etech Global Services needed to hire German and French work-from-home translators.

Connection: Etech Global's vice president of human resources contacted the MSEP account manager to ask for help. MSEP pushed the job announcement to all MSEP account managers, who then forwarded the job announcement to installations worldwide.

Solution: As a result, MSEP provided Etech with more than 60 applications, from which they chose five perfectly suited candidates to fill the translator positions. This entire process was completed in less than one week. Etech stated that when phase two of their program is implemented, they plan to turn to MSEP once again for their assistance in hiring highly skilled military spouses to work for their organization.

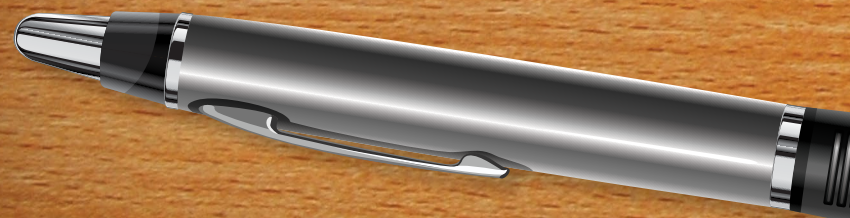
“I never could have imagined that I would secure a career-relevant position while being stationed with my active-duty husband overseas, but I did.

And not only did I secure that position but I was also given the opportunity to broaden my skills across disciplines while supporting the contracts across Europe. As my husband’s tour was nearing its end in Germany, CSC’s military spouse ambassador reached out to me to determine where I would be moving and assisted with putting me in contact with some hiring managers and recruiters in the area. It was because of this support that I celebrated my third anniversary with CSC this past May!”

Navy reserve spouse working for an MSEP partner

“It is an honor, and Hyatt is proud to support the spouses who stand behind those supporting and protecting our country. Our partnership with MSEP allows Hyatt opportunities to easily share career options and provides a connecting point for potential talent for the company.”

Kristy Seidel, SPHR Director
Acquisitions for Hyatt Hotels Corporation



Future Community

Our partners form the foundation of the Military Spouse Employment Partnership. As we look toward the future of military spouse employment, we know the commitment of our partners is critical.

In the two years since MSEP launched, MSEP partners have hired more than 50,000 military spouses. The impact of these efforts goes well beyond the wages earned. These military spouses bring financial stability to their families, do the work they love and feel a sense of community. They are proud to be employed by an MSEP partner organization.

The Department of Defense is committed to increasing the quality of life for our military families by providing military spouse education and career opportunities. The future of MSEP will continue to rely on a dynamic network of committed partners leading the way.

I look forward to all that we can accomplish together.

Meg O'Grady, Program Manager
Spouse Education and Career Opportunities
Office of the Deputy Assistant Secretary of Defense
(Military Community and Family Policy)



*Hiring Our Heroes
Hiring Fair*

Special
thanks
to **MSEP**
partners
who
support
the future
of MSEP
military
spouses.

24 Hour Fitness

3M Company

AcademyWomen

ACT•1 Group

Adecco USA

ADP

Agility Marketing

AloriCares, a division of Alorica

Amazon.com, Inc.

American Hospital Service Group

American Red Cross

American Support, LLC

Andrews Federal Credit Union

Anglicotech, LLC

AOL, Inc.

Apex Systems, Inc.

Apogee Solutions, Inc.

Apollo Group/University of Phoenix

Arise Virtual Solutions, Inc.

Armed Forces Bank

Armed Forces Services Corporation

Army & Air Force Exchange Service
(EXCHANGE)

Army Career & Alumni Program

Army Civilian Service

Association of Military
Banks of America

Association of United States Army

AT&T

Aviall, A Boeing Company

Bank of America

BDS Marketing, Inc.

Benefit Recovery

BK Global, Inc.

Black & Veatch

Blackboard

Blackstone Career Institute

Blue Star Families

Blue Water Media

Booz Allen Hamilton, Inc.

Bozzuto Group

Bradley-Morris, Inc.

Bright Horizons Family Solutions

Business Professional
Women's Foundation

CACI International, Inc.

Care.com
Career Step, LLC
Central Texas College
Cha Cha Search, Inc.
Citi
Clear Channel Media and Entertainment
Coca-Cola North America Group
Columbia Southern Education Group
Commander, Navy
Installations Command
Community Partnership for
Child Development
Convergys
CPS Professional Services
CSC
CVS Caremark
DaVita, Inc.
Defense Commissary Agency
Dell, Inc.
Devon Energy Corporation
Dial America
DIRECTV
Dish Network, LLC

DoDEA
Dominion
Eagle Systems, A Columbia
Group Company
East Carolina University
Education Corporation of America
Elbit Systems of America
EMC2
Emergent Contact Solutions
ePath Learning, Inc.
Etech Global Services
EURPAC Service, Inc.
Exelis, Inc.
Expert Global Solutions, Inc.
Express Employment Professionals
Express-Scripts
Fidelity Life and Health
Fireside Partners, LLC
FIS
Fort Hood National Bank
Fort Sill National Bank
Foster Web Marketing

Frontier Communications
GBX Consultants, Inc.
GEICO
General Dynamics
Gentile and Associates, Inc.
George Mason University
Goodwill Industries International, Inc.
Greenback Expat Tax Services
H & R Block
H2 Performance Consulting
HCA, Hospital Corporation of America
Health Net, Inc.
Heritage Bank
Hilton Worldwide
Hitachi Consulting Corporation
Homeland Security Solutions, Inc.
Humana
Humana Military Healthcare Services
Hyatt Hotels Corporation
ICF International
ICS Corp
In Gear Career

INOVA Healthcare
Intuitive Research and
Technology Corporation
Inverness Technologies, Inc.
JPMorgan Chase & Co.
Jackson Hewitt Tax Services
Johnson Controls
Kangaroo Express
Kelly Services, Inc.
KGB
KinderJam
Korea Chamber of Commerce
and Industry
L-3 National Security
Solutions — STRATIS
La Quinta Inns & Suites
Liberating Career Solutions
Life Technologies
Lockheed Martin
Locums, Inc. (MEDSTAFF)
Lowe's Companies, Inc.
Luke & Associates, Inc.
Mail Centers Plus, LLC

Management & Training
Consultants, Inc.
ManpowerGroup
ManTech International Corporation
Marine Corps Community Services
McKesson Corporation
MetLife
Microsoft
Mid-Atlantic Higher Education
Recruitment Consortium
Military Child Education Coalition
Military Education Program of
Vincennes University
Military Officers' Association
of America
Military Spouse Corporate
Career Network
Military Spouse Foundation
Military Spouse JD Network
MilitaryOneClick
MyMilitarySavings.com, Inc.
National Military Family Association
Navy Exchange Service Command
Navy Federal Credit Union

Navy League of the United States
NEW, an Asurion company
Northrop Grumman Corporation
OMV Medical, Inc.
Pearl Interactive Network
Pentagon Federal Credit Union
PricewaterhouseCoopers, LLP
Prosperity America, Inc.
ProTrain, LLC
QCSS Inc. — Quality Customer
Services and Sales
Quality Contact Solutions
Quicken Loans
ResCare, Inc.
RGB Group, Inc.
RGIS, LLC
Robert Half, Inc.
Rollins, Inc.
Safeway, Inc.
SAIC
Sears Holdings Corporation
Sedgwick Claims Management
Services, Inc.

Service Credit Union	The Home Depot	USAA
Signal 88 Security	The Johns Hopkins Hospital	ValueOptions
Sittercity	The Major Group	Verizon
Skyline-Ultd	The Rosie Network	Veteran Recruiting Services
SMITH/Associates	The Schwan Food Company	Veterans Call Center, LLC
Social Security Administration	The Timken Company	Veterans United Home Loans
Southern Company	The TJX Companies, Inc.	Victory Media
SP Data	Time Warner Cable	Volt Workforce Solutions
Starbucks	Toys "R" Us, Inc.	Walgreens Co.
Sterling Medical Group	TriWest	Walmart Stores, Inc.
STG International, Inc.	TroopSwap	Waste Management, Inc.
Strategic Resources, Inc.	Tutor.com	Wells Fargo
Sutherland Global Services	U.S. Air Force	Werner Enterprises
Sykes Enterprises, Incorporated	U.S. Bank	West Corporation
Synovus	U.S. Chamber of Commerce Foundation	Wittenberg Weiner Consulting, LLC
Talent Curve	U-Haul International	Woosong University
TASC	Ultimate Medical Academy	World Travel Specialists
TCF Financial Corporation	United Rentals	Xerox Business Services, LLC
TeleTech	UnitedHealth Group	Zeiders Enterprises, Inc.
TerraHealth	URS Corporation	Zim American Integrated Shipping
The Bowen Group	USA Cares	



For more information about MSEP, visit <https://msepjobs.militaryonesource.mil>.

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