Military Spouse Employment Initiative

Military Spouses – The *best choice* for your next hire.
Military Spouses – A Profile

- **Population**
  - 95% of 1.2 million spouses are women
  - 750,000 active duty military spouses – over half are under 31 years old
  - 400,000 Guard/Reserve spouses – over half are over 35 years old

- **Employment**
  - 85% want or need to work*
  - 26% unemployment rate – 1 in 4 are unemployed and actively seeking work**

- **Education**
  - 84% have some college
  - 25% have a bachelor’s degree
  - 10% have an advanced degree

- **Earnings**
  - Military spouses earn 25% less than their civilian counterparts**
  - Annually 14% of military spouses relocate out of state v. 1.5% of civilian counterparts***

Priority #3 of Presidential Study Directive 9 – Develop career and educational opportunities for military spouses

• Increase opportunities for federal careers
• Increase opportunities for private-sector careers
• Increase access to educational advancement
• Reduce barriers to employment and services due to different state policies and standards
The Challenge

There are barriers caused by the uniqueness of military life that impede military spouses from maintaining employment and establishing career tenure, and has resulted in high unemployment and a wage gap that adversely affect readiness, retention and well being of the military community.
Spouse Education and Career Opportunities (SECO)

- Interest/skill inventories
- Career assessment

My Career Exploration

- Military Spouse Employment Program
- USAJobs.gov
- Regional and local employers

My Career Connections

- Addressing barriers to obtaining licenses/credentials
- Unemployment compensation eligibility
- Child care
- Transportation

My Education and Training

- Non-DoD financial aid (FAFSA, University scholarships, Pell Grants)
- Post 9/11 GI Bill
- MyCAA DoD financial assistance

My Career Readiness

Services are Spouse-Centric – Support all Education/Career Levels
Remove Licensure Impediments for Military Spouses

**Issue:** Frequent moves & difficult licensing = stunted careers

**Goal:** States offer alternative certification and credentialing options and streamlined procedures to support the unique needs of working military spouses

**Strategy:**
- Focused on impacting majority of occupations favored by military spouses
- Reduce employment delay through:
  - License by endorsement
    - Provide alternatives to showing current experience for competency
  - Provide temporary licenses with minimal documentation
    - Support spouses who cannot qualify for endorsement
  - Allow for streamlined approvals
    - Directors of oversight agencies to approve within criteria
    - Boards approve applications and verify referral information later
Recent Legislative Activity

**MT HB 94**: Endorsement and temp license, boards may allow all applicants to receive a license based on veracity of the application.

**CO HB 1162**: Provides provisional license to teachers.

**MO HB 136**: Mil spouse 180 day temp license plus 180 day extension (also includes provision for unemployment comp eligibility).

**NY AB 1332**: Mil spouse 1 year alternative teaching certificate, mentoring program and ABCTE, NLC membership, mil spouse endorsement issued by the Secretary of State.

**AK HB 28**: Mil spouse 180 day temp license, FL model.

**UT HB 384**: Non-res mil spouse use of out of state license while in UT.

**AZ SB 1458**: Mil spouse endorsement, 1 year experience, may have to work under licensed professional if less than 5 years.

**CO HB 1175**: Endorsement for all applicants of DORA covered occupations, alternative competency to recent experience, DORA approval of applications.

**TX SB 1733**: Mil spouse endorsement allowing alternate demonstration of competency, grace period of expired license, agency director can issue license.

**OK HB 1275**: Mil spouse nurses 120 day temp license, no extra fee.

**OH HB 196**: Mil spouse 180 day temp license, FL model.

**KY HB 301**: Mil spouse 180 day temp license, no background check.

**TN HB 968/SB 1039**: Mil spouse temp license, FL model.

**FL HB 0713**: Mil spouse 180 day temp license, minimum requirements (license, orders, background check, fee); expedited background checks.

**FL HB 1319**: Extends temp licensure to health care occupations.

**Legend**:
- **Enacted legislation**
- **Legislation did not pass**
- **Legislation not yet considered**
Anticipated Activity - 2012

Legend:
- Green: Enacted legislation
- Yellow: Enacted in 2011 and considering in 2012
- Yellow (lighter): Considering in 2012
- Red: Legislation not yet considered
Unemployment Compensation Eligibility for Military Spouses

**Issue:** Spouses who leave a job due to military reassignment do not qualify for unemployment compensation in many states.

**Goal:** States recognize that a move mandated by military orders is not ‘voluntary’ and the trailing spouse should qualify for unemployment compensation.

**Status:** Chambers of Commerce generally opposed; ‘nose under tent’ concern.

**Legend:**
- Enacted legislation
- Considering in 2012
- Legislation not yet considered
Increase Quality, Affordable Childcare

**Issue:** Installation-based resources cannot keep up with demand

**Goal:** Work with state governments to align state childcare rating systems with DoD Childcare Effectiveness Rating and Improvement System (ERIS)

1. Include ERIS standards in state rating systems (focus on health & safety standards)
2. Will allow DoD to subsidize care at ‘quality’ childcare facilities
3. Currently working in 13 pilot states: AK, CA, CO, DE, FL, IN, KS, KY, NC, TX, VA, VT and WA
4. Largely an agency requirement; however, may require enabling legislation:
   - Changes to nature/frequency of state evaluation processes
   - Requiring background investigations
   - Providing or requiring additional training
   - Establishing task groups to review rating systems
   - Providing state mandate for pilot efforts

**Status:** 2011 legislation passed in CO; enabling legislation in other states
“We’re going to help spouses get that degree, find that job, or start that new business. We want every company in America to know our military spouses and veterans have the skills and the dedication, and our nation is more competitive when we tap their incredible talents.”

President Obama
May 6, 2010