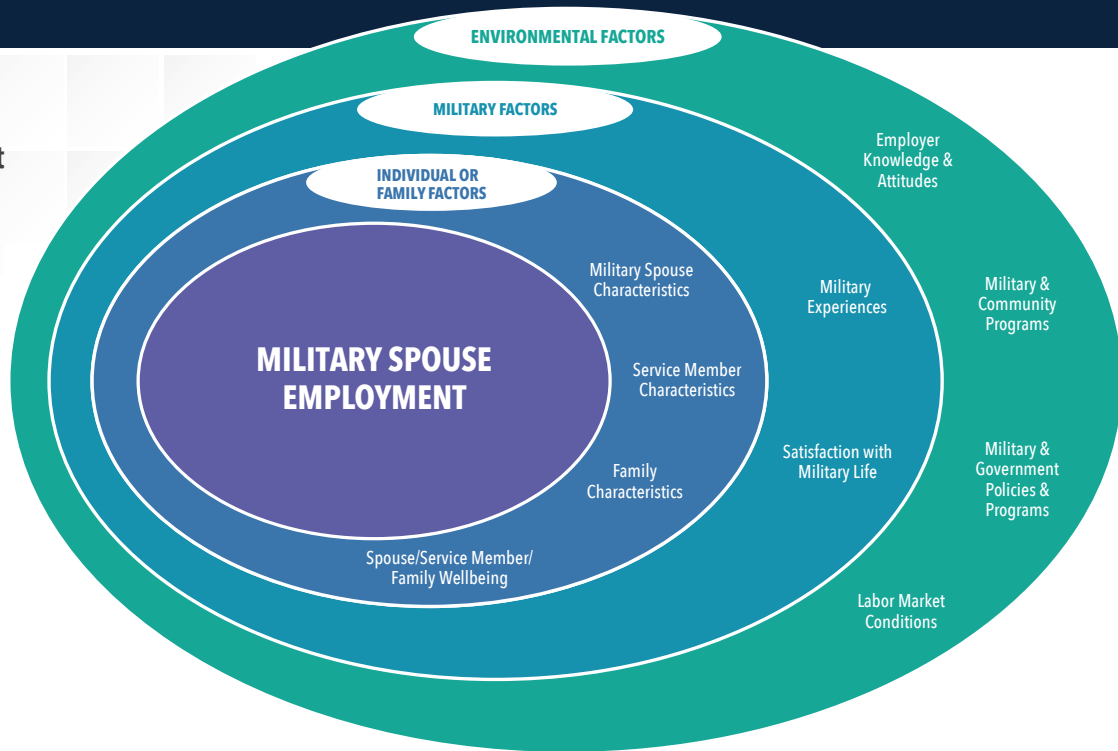


The **Military Spouse Employment Conceptual Framework** provides a comprehensive representation of factors that have the potential to influence spouses' employment. Stakeholders can use this tool to develop a common understanding of the employment-related experiences of military spouses.



## EXAMPLES ASSOCIATED WITH EACH FACTOR

<b>Attitudes</b>	Desire to work, employability, career seeking
<b>Employment Experiences</b>	Employment status, hours, income, skillset (mis)match
<b>Network</b>	Mentorship, professional network, peer support
<b>Military Spouse Characteristics</b>	Age, gender, race/ethnicity, education level, disability status
<b>Service Member Characteristics</b>	Paygrade, MOS, service branch, disability status
<b>Family Characteristics</b>	Caregiver status, child care needs, number and ages of children, number of other dependents
<b>Spouse/Service Member/Family Wellbeing</b>	Mental health, quality of life, food security, housing stability
<b>Military Experiences</b>	Deployments and separations, Permanent Change of Station (PCS) moves
<b>Satisfaction with Military Life</b>	Retirement or separation intentions
<b>Employer Knowledge &amp; Attitudes</b>	Job opportunities, understanding of military life, willingness to hire spouses
<b>Military &amp; Community Programs</b>	Private sector internships and training, child care, Caregiver support, Installation level resources, community specific resources
<b>Military &amp; Government Policies &amp; Programs</b>	Executive Orders, hiring authorities, interstate licensing compacts, maternity/paternity leave, Status of Forces Agreements
<b>Labor Market Conditions</b>	Unemployment rate, gig economy, local job opportunities

# HOW TO USE THE FRAMEWORK

## I AM A RESEARCHER

- Use this tool to assess your current military spouse employment-related research portfolio and other existing research to identify gaps
- Connect with other researchers using a shared framework to inform collaborative research efforts

## I AM A MILITARY SPOUSE

- Use this tool to visualize factors that may impact your ability to work and have a career
- Find ways to get involved, advocate for solutions, reflect on prior experiences, and anticipate future challenges that may impact your employment

## I AM SOMEONE WHO MAKES RESEARCH-INFORMED DECISIONS

- **Program and Service Providers:** Use this tool to consider current service offerings and identify gaps
- **Funders:** Use this tool to assess your current giving portfolio and identify funding opportunities
- **Policy makers:** Expand your understanding to create effective policies and legislation

## ABOUT MSERC

Improving military spouse employment outcomes requires the nation to stand behind a shared awareness and understanding of the issues that affect spouses' employment experiences. For decades, the combined efforts of businesses and advocates have helped elevate the visibility and importance of reducing spouse employment barriers in a multitude of ways. Yet, high rates of unemployment and underemployment persist for the military spouse community. As the demand for research-informed decision making on this issue grows, the Military Spouse Employment Research Collective (MSERC) brings together the foremost military spouse employment research organizations and public and private sector stakeholders to build a foundation for how to collectively approach this issue, starting with a common understanding of the employment experiences of military spouses.

## ACKNOWLEDGEMENTS

Hiring Our Heroes would like to extend its deep appreciation to Jessica Strong, Blue Star Families; Rosalinda V. Maury, Institute for Veterans and Military Families at Syracuse University; Shelley Kimball, Military Family Advisory Network, and Sarah Meadows, RAND Corporation for partnering with us on this Collective.

