

# OFCCP BENCHMARK

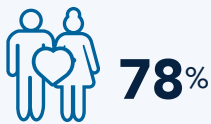
## MILITARY SPOUSE INCLUSION ASSESSMENT

### PURPOSE & ACKNOWLEDGMENTS

The **OFCCP Benchmark: Military Spouse Inclusion Assessment** survey explores attitudes about including military spouses in the Office of Federal Contract Compliance Programs (OFCCP) hiring benchmark and whether it will positively impact their economic opportunities.

Hiring Our Heroes acknowledges the following organizations for their outreach support: Association of Military Banks of America, Department of Defense Military Spouse Employment Partnership, Society of Human Resource Management Foundation, and Women in Defense.

### SURVEY KEY FINDINGS



Feel the OFCCP benchmark should include military spouses



Believe including military spouses in the OFCCP benchmark would “likely” or “very likely” increase the number of military spouses they hire



Believe there should be separate benchmarks for veterans & military spouses



“Agree” or “strongly agree” their leadership supports military spouse hiring initiatives



Report having a military spouse hiring initiative, and 36% indicate interest in starting one



Believe the OFCCP benchmark contributed to the hiring of their veteran employees

Sample Size = 349

“OFCCP and other metric-based or legal requirements are important factors in prioritizing competing interests. Programs like OFCCP ensure that veterans, and hopefully military spouses, are included when setting internal benchmarks.”

- Survey Respondent

## KEY TAKEAWAYS

1

The majority of respondents believe the OFCCP benchmark should include military spouses and that in doing so, would “likely” or “very likely” increase the number of military spouses they hire. These percentages were highest among those who found the OFCCP benchmark beneficial for hiring veterans. Support tended to be highest among respondents who held Human Resource roles but evenly split between respondents who had a mid-management role (39%) compared to senior management or executive-level roles (35%). Respondents who believe the OFCCP benchmark should include military spouses also tended to have a military spouse hiring initiative (59%) or were interested in starting one (34%). Support for including military spouses in the OFCCP benchmark was much lower among respondents without a spouse hiring initiative (3%).

2

Many respondents believe the OFCCP benchmark has positively affected veteran hiring and could have a similar impact on the number of military spouses they hire. Respondents stated the OFCCP benchmark ensures accountability and reinforces programs/initiatives that support [veteran] hiring. The majority of respondents who believe the OFCCP benchmark should include military spouses also believe the benchmark contributed to the hiring of veterans at their company.

3

Many respondents opposed to including military spouses in the OFCCP benchmark believe that including spouses may add to compliance costs and HR challenges, such as concerns regarding the changing nature of the military spouse definition and spouse’s status. These concerns may stem from some respondents’ existing issues with the OFCCP benchmark for hiring veterans. Among respondents who indicated the OFCCP benchmark did not contribute to the hiring of veterans at their companies, some felt the benchmark had been ineffective at driving veteran hiring behavior. Respondents also mentioned concerns about additional compliance responsibilities.

“Our company hires Veterans because of their skills and experience and because it is the right thing to do for those that served the nation. Compliance is a legal mandate; it is not the main motivator.”

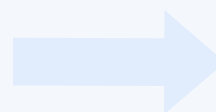
- Survey Respondent

## RECOMMENDATIONS

- ✓ The Department of Labor (DoL) and other key stakeholders can further explore the interest and viability in including military spouses in the OFCCP benchmark based on the initial support from this study's results. This includes assessing the costs and benefits, feasibility, and exploring potential opportunities to incentivize military spouse hiring to address compliance concerns.
- ✓ The Department of Defense, the DoL, and other key stakeholders can examine (1) the definition of a "military spouse" and (2) the ability to measure military spouse unemployment through the Bureau of Labor Statistics. Many respondents noted inconsistencies in how companies and the government define who is considered a military spouse.
- ✓ Military spouse employment support programs and organizations have an opportunity to grow private-sector hiring of military spouses separate from the OFCCP benchmark by emphasizing the performance and value of bringing this talent to companies that do not have a military spouse hiring initiative.

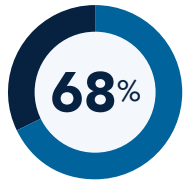
## METHODOLOGY

Three hundred forty-nine\* respondents participated in an online survey between September 8 to October 3, 2021.

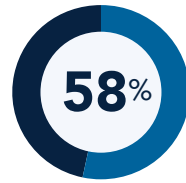


\*25% of respondents were removed from the survey for not being familiar with the OFCCP benchmark.

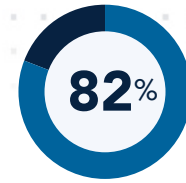
## RESPONDENT KEY DEMOGRAPHICS



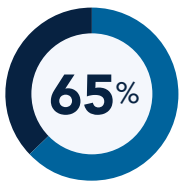
Currently do business with the federal government



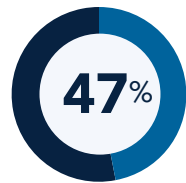
“Moderately familiar,” “very familiar,” or “extremely familiar” with the OFCCP benchmark for hiring veterans



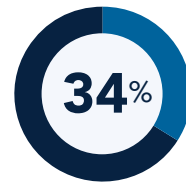
Hold a role that includes/will include hiring veterans or military spouses



Work for a company with 1,000+ employees



Work for a company with reported revenue of \$500M



Hold senior management or executive roles

Study limitations include a small sample size with possible sampling bias (e.g., most respondents work for a large, high-revenue company). Respondents may also have self-selected to participate in this survey based on prior involvement with Hiring Our Heroes veteran and military spouse initiatives. Some respondents stated being “slightly” familiar with the OFCCP benchmark, and about a quarter of respondents indicated they do not currently do business with the federal government. There may also be survey instrument design limitations due to how respondents interpreted the questions and terms presented (e.g., For this study, a “military spouse” is the spouse of an active-duty member of the armed forces; a service member who is 100% disabled due to a service-connected injury; a service member killed while on active duty; or a service member who retired from the military).<sup>1</sup>

### CONTACT INFORMATION

Please send questions about this research and other Hiring Our Heroes partnership opportunities to [hohmilitaryspouse@uschamber.com](mailto:hohmilitaryspouse@uschamber.com).

<sup>1</sup> Federal agencies define military spouses as a spouse of an active duty member of the armed forces; a spouse of a service member who is 100% disabled due to a service-connected injury; or a spouse of a service member killed while on active duty. <https://www.usajobs.gov/help/working-in-government/unique-hiring-paths/military-spouses>