



MILITARY SPOUSE JOBS

2022 ANNUAL REPORT

[MILITARYSPOUSEJOBS.ORG](https://militaryspousejobs.org)



FOUNDER'S MESSAGE

For over 19 years, our organizations have stayed dedicated to two primary purposes: break through the barriers and obstacles that keep our military community from gainful employment and build a model that directly connects them with the hiring managers and recruiters responsible for that job.

It's these two, simple goals that have remained the pillar of our efforts, and established Military Spouse Jobs and VetJobs as two of **the most effective and efficient nonprofit organizations across the United States.**

Over the past 19 years, our organizations have **placed over 86,000** military-affiliated jobseekers into industry leading & high-earning careers. Additionally, **over 63,000 of our candidates have taken and completed a variety of career development and industry specific certification courses** to advance their career to the next level.

Our impacts in the military community has positioned us as a sine qua non for military-affiliated employment. However, our work is far from done. Through our One Central Employment & Advancement Network (OCEAN), we have created a village of support, with like-minded partners, to continue to expand and develop avenues to high-earning careers and no-cost critical industry certification.

As we continue to grow, we look forward to reaching our goal of 100,000 military-affiliated career placements by 2024.



Military Spouse Jobs has 20 years of proven success with sustained growth and a legacy mindset.”
- Deb Kloeppe,
Founder & President



THE MISSION BEHIND THE BRAND

Military Spouse Jobs, formerly known as Military Spouse Corporate Career Network, was chartered in 2004 as a private-sector nonprofit organization to provide no-cost career exploration, employment readiness, job placement, and ongoing career development services to military spouses, dependents of working age, and caregivers to wounded veterans.

Our award-winning employment placement and support services have established us as one of the most effective and efficient military-affiliated support organizations in the United States. The entire staff is comprised of highly skilled and professional military spouses and veterans who understand military life and transition. Our team focuses on helping to eliminate career barriers that prevent military spouses from being successful in their job placement or career progression.

The effort is a three-tiered approach: assess, align, and accelerate. We assess each individual that connects with us and provide the services they need to align them with the right employment or training opportunity and help them accelerate past career path obstacles into a career. Alongside our partner organization, VetJobs, we support various targeted military community initiatives.

Our impact in the military spouse community has positioned MSJ as a sine qua non for military spouse employment.



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THE MILITARY SPOUSE JOBS IMPACT ON MILITARY SPOUSE CAREER READINESS & JOB PLACEMENT

2022 IMPACT

OVER 5,000

*Spouses & Caregivers registered for
Career Readiness services*

1,700+

*Spouses & Caregivers Placed
into meaningful careers*

300% INCREASE

Spouses & Caregivers Provided Training

2022 Financials

MILITARY SPOUSE CORPORATE CAREER NETWORK, INC.

STATEMENTS OF FINANCIAL POSITION

DECEMBER 31, 2022 AND 2021

	2022	2021
Assets		
Current Assets		
Cash	\$ 643,529	\$ 288,229
Certificates of deposit - short-term	245,666	336,474
Investments	<u>19,556</u>	<u>--</u>
Total Current Assets	<u>908,751</u>	<u>624,703</u>
Other Assets		
Certificates of deposit - long-term	<u>553,224</u>	<u>527,304</u>
Total Assets	<u>\$ 1,461,975</u>	<u>\$ 1,152,007</u>
Liabilities and Net Assets		
Current Liabilities		
Accounts payable	\$ 13,759	\$ 5,750
Accrued expenses	<u>4,505</u>	<u>1,538</u>
Total Liabilities	<u>18,264</u>	<u>7,288</u>
Net Assets		
Net assets without donor restrictions	1,205,753	1,074,519
Net assets with donor restrictions	<u>237,958</u>	<u>70,200</u>
Total Net Assets	<u>1,443,711</u>	<u>1,144,719</u>
Total Liabilities and Net Assets	<u>\$ 1,461,975</u>	<u>\$ 1,152,007</u>

2022 Financials (cont.)

MILITARY SPOUSE CORPORATE CAREER NETWORK, INC.

STATEMENTS OF ACTIVITIES

FOR THE YEARS ENDED DECEMBER 31, 2022 AND 2021

	2022		2021	
	Amount	%	Amount	%
Without Donor Restrictions				
Support and Revenues				
Contributions	\$ 210,695		\$ 171,480	
Investment return, net of fees	(40,383)		(7,801)	
Net assets released from restrictions	152,242		4,800	
Total Support and Revenues	322,554		168,479	
Expenses				
Program Services				
Subcontract labor	129,310		162,219	
Payroll expenses	27,594		43,020	
Other expenses	1,000		--	
Information technology	600		677	
Travel	402		359	
Office expense	--		78	
Total Program Services	158,906	83.1	206,353	84.6
Management and General				
Payroll expenses	9,277		1,760	
Subcontract labor	5,290		12,074	
Professional fee	3,750		6,796	
Other expense	1,460		1,767	
Information technology	214		393	
Total Management and General	19,991	10.4	22,790	9.3
Fundraising				
Subcontract labor	8,311		12,074	
Payroll expenses	4,112		2,765	
Total Fundraising	12,423	6.5	14,839	6.1
Total Expenses	\$ 191,320	100.0	\$ 243,982	100.0

2022 Financials (cont.)

MILITARY SPOUSE CORPORATE CAREER NETWORK, INC.

STATEMENTS OF ACTIVITIES (CONTINUED)

FOR THE YEARS ENDED DECEMBER 31, 2022 AND 2021

	2022		2021	
	Amount	%	Amount	%
Change in Net Assets Without Donor Restrictions	\$ 131,234		\$ (75,503)	
Net Assets Without Donor Restrictions - Beginning	<u>1,074,519</u>		<u>1,150,022</u>	
Net Assets Without Donor Restrictions - Ending	<u>1,205,753</u>		<u>1,074,519</u>	
With Donor Restrictions				
Contributions and grants	320,000		75,000	
Net assets released from restrictions	<u>(152,242)</u>		<u>(4,800)</u>	
Change in Net Assets With Restrictions	<u>167,758</u>		<u>70,200</u>	
Net Assets With Donor Restrictions - Beginning	<u>70,200</u>		<u>--</u>	
Net Assets With Donor Restrictions - Ending	<u>237,958</u>		<u>70,200</u>	
Change in Total Net Assets	<u>298,992</u>		<u>(5,303)</u>	
Total Net Assets - Beginning	<u>1,144,719</u>		<u>1,150,022</u>	
Total Net Assets - Ending	<u>\$ 1,443,711</u>		<u>\$ 1,144,719</u>	

Who We Served in 2022

In 2022, Military Spouse Jobs placed over 1700 military spouses, dependents, caregivers, widows/widowers into meaningful employment. In addition, we saw a 300% increase in the training participants and a 10% increase in return career development services to assist with ongoing career progression.

Challenges Faced by Military Spouses & Family Members in Employment

Military spouses navigate a dynamic lifestyle, constantly adjusting to relocations, deployments, and other unique challenges within the military community. This fluidity often results in fluctuations in their employment status. Those who temporarily step out of the workforce or face frequent transitions encounter obstacles such as skill gaps and limited job experience upon re-entry. Even those who maintain consistent employment face disruptions when relocating, requiring them to restart their job search in new locations. As the cost of living continues to rise, military families are disproportionately impacted, underscoring the necessity for dual incomes to mitigate the strain of increased inflationary pressures.

Top Issues Affecting Military-Affiliated Employment

- Resume Gaps – gaps in employment due to PCS'ing, deployments, time off of work, etc.
- Gaps in skills and training experienced during times of unemployment or underemployment
- Ability to maintain a job as they deal with military life
- Issues/delays transferring licenses from state to state
- Clear understanding of skills & quals, and ability to speak to their value
- Flexibility in the workplace



WHY MILITARY SPOUSES

Despite findings from a 2018 White House report, as cited by MOAA in October 2021, indicating that military spouses possess higher education levels compared to their civilian counterparts, including a greater percentage with college degrees or partial completion, the persistent challenges of unemployment among this demographic persist. Even with the wealth of resources and programs available to support military spouses, the reality is that unemployment rates remain unacceptably high.

While employers are increasingly committed to addressing this issue, they continue to face significant challenges in effectively bridging this gap.

60%

of military spouses have bachelor's degrees versus 33% of non-mil spouses

45%

have an advanced degree versus 9% of non-military spouses



MEASURING SUCCESS IN AN EVER-CHANGING ARENA

Our distinctive approach to employment has proven highly effective in assisting today's career-seekers. As the dynamics of the workforce evolve, we continuously adapt our support strategies to ensure the utmost success for those we serve, whether they are unemployed, underemployed, or career-transitioning.

92%

of military spouses are female with 6 years of leadership and industry experience and are flexible and adaptable. Military spouses represent entry level to executive experience across every industry from healthcare, education, technology, legal, HR and more.

TOP INDUSTRIES FOR JOB PLACEMENTS

- Business
- Healthcare
- Human Resources
- Education
- Accounting/Finance

TOP AREAS FOR JOB UPSKILLING

- Technology
- Operations
- Human Resources
- Business
- Health Care

TOP POSITIONS CANDIDATES PLACED

- Administrative Assistant/EA
- Customer Service Representative
- HR Generalist
- Project Management
- Academic Advisor
- Office Manager

TOP TRAINING COMPLETED

- Google Certificate Programs (Data Analytics, IT)
- Cyber Analyst
- Project Management
- IT
- Data Analyst

AUSA reported that the 25% unemployment rate for military spouses proves that little real progress has been made in federal reforms that would reduce joblessness and help family finances. In their 2021 report, they went on to state that there are many barriers to jobs. “Almost half of unemployed military spouses said their service member’s day-to-day job demands were a barrier to employment. Another 18% said their service member’s deployment schedule made working nearly impossible,” the report says. “Forty-four percent of military spouses said the child care they needed in order to work was too expensive.”

It is through the continued efforts of non-profit organizations like MSCCN, that breakthrough of these barriers to employment becomes possible.



A recent study found that the unemployment, underemployment, and reduced labor force participation among military spouses cost the U.S. economy almost ***\$1 billion per year.***

WHY MILITARY SPOUSE EMPLOYMENT IS IMPORTANT - THE IMPACT ON MILITARY FAMILIES

- Contributes to the financial well-being of the military family – families today are reliant on two incomes to thrive and, in some cases, survive
- Personal satisfaction has an impact on readiness and retention of the service member – happy spouse, happy house!

MILITARY SPOUSE EMPLOYMENT IMPACTS

Over 31%

of military spouses are working part-time and want to work full time

3x

More Military Spouses are unemployed than non-military spouses.

31%

of unemployed military spouses are minority spouses

92%

of military spouses are female

29%

of unemployed military spouses are young spouses married to an E1-E4

CHARTING NEW PATHS TO MILITARY SPOUSE EMPLOYMENT THROUGH TARGETED PIPELINES

Since 2008, our organizations have supported employment initiatives in the the Army community through partnerships and direct support.

In May of 2020, in an effort to expand the road to military spouse employment, MSJ began talks with the First Lady of the Army in the hopes of changing the narrative surrounding spouse employment. From these discussions two distinct pipelines of support were created supporting pathways to financial independence, and train Army Spouses to become lifelong learners and substantial income earners. In 2022 they took off!



Through the Arm Me Up Careers Campaign, Military Spouse Jobs employed it's no-cost direct connection job placement process and Train2Hire Programs, globally, for Army Spouses. By mid-2022 the program produced the following:

- **2,658 Army Spouses Registered**
- **565 Candidates Placed into a Job**

TOP LOCATIONS FOR ARMY SPOUSE JOB PLACEMENTS

Greater Ft. Hood area - 77 Hires
\$ 40,705 average salary
\$ 1,099,035 economic impact to area

Greater Ft. Bliss area - 14 Hires
\$ 40,809 average salary
\$ 571,326 economic impact to area

Greater Ft. Benning area - 25 Hires
\$ 34,944 average salary
\$ 873,600 economic impact to area

Greater Ft. Stewart area - 22 Hires
\$ 48,152 average salary
\$ 1,059,344 economic impact to area

Future Plans - The Way Ahead

Elevating And Expanding Our Brand and Helping More Military Spouses!

In 2024, our core objectives encompass broadening our global outreach to Military Spouses, continuing to tailor solutions to meet ever-changing needs, strengthening resources and support for all military-affiliated individuals seeking assistance through our programs, and amplifying positive outcomes for each military spouse, caregiver, or military family member we serve.



Together we can bring **REAL** change to the Military Spouse employment narrative.

FOR MORE INFORMATION, CONTACT:

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