

MILITARY SPOUSE JOBS

**2023
ANNUAL
REPORT**



MILITARYSPOUSEJOBS.ORG



“The experience was invaluable.

I am so grateful for the assistance I received from my Career Specialist and the guidance given to me.

I would highly recommend this service to others.”

HIRED!

Gabrielle J.

U.S. Navy, Spouse



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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.



A MESSAGE FROM OUR FOUNDERS

Dear Friends and Supporters,

As we reflect on the year 2023, we are filled with immense pride and gratitude for the incredible strides we have made together.

In 2023, Military Spouse Jobs, and its sister organization VetJobs, served over 40,000 military-affiliated registrants, successfully transitioning 10,549 of them into full-time, sustainable jobs. Most significantly, we celebrated surpassing **12,000** military spouse career connections since 2010. This achievement is a testament to the hard work of our team and the trust placed in us by military-affiliated community.

Our partnerships have been instrumental in this success. In July 2023, we signed a Memorandum of Understanding (MOU) with Hiring Our Heroes, U.S. Chamber of Commerce, to provide wrap-around resume and job placement services to all military-affiliated across both organizations. Additionally, our continued partnership with Prudential has enabled us to support Army spouse career advancement, and our collaboration with MilSpouseFest has provided invaluable networking opportunities for spouses all across the United States and on military bases like Fort Cavazos.

We are honored to have received the prestigious 2023 Military Community Nonprofit Leadership Award from Hiring Our Heroes, sponsored by Deloitte. This recognition highlights our commitment to making a lasting impact on the lives of military spouses and their families.

As we look ahead, we remain dedicated to our mission of empowering military spouses through career readiness, job placement, and retention support. Together, we will continue to break barriers and create pathways to success for military families.

Thank you for being a part of our journey.

With gratitude - Deb and Dan Kloeppel



MILITARY SPOUSE JOBS LEADERSHIP

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MILITARY SPOUSE JOBS LEADERSHIP

EXECUTIVE TEAM

Deb Kloeppe - Founder & President

Dan Kloeppe - Founder & CEO

Stacy Bayton - Executive Vice President

Jennifer Quimby - Chief of Finance and Administration

Danielle Trosclair - Chief Operations Officer

Amy Rossi - Director Training

Jamie Dale - Director Technology

Denise Lewis - Director of Diversity, Equity, Inclusion & Accessibility Initiatives

Bianca Nafpliotis - Director of Team Engagement

Harry Trosclair - Executive Project Officer



“I felt defeated in my job search and the competition was becoming frustrating.



However, [with] all the resources they provided me as well as knowing that they wanted to help I felt confident that something would work out, and that I was not the only one that was struggling. ”

HIRED!

Michaela C.

Military Spouse



MILITARY SPOUSE CAREER READINESS & JOB PLACEMENT

2023 IMPACTS

4,788

*Provided Career Readiness and
Job Placement Assistance*

1,604

Connected to Meaningful Careers

OVER 800

*Received Upskilling and/or Career
Development Training and
Credentialing*



CANDIDATE ANALYSIS

Challenges Faced by Military Spouses & Family Members in Employment

Military spouses navigate a constantly changing lifestyle, frequently adapting to relocations, deployments, and other unique challenges within the military community. This adaptability often leads to variations in their employment status. Those who temporarily leave the workforce or experience frequent transitions may encounter hurdles such as skill gaps and limited job experience when they return. Even those who keep steady jobs face interruptions when moving, forcing them to restart their job searches in new areas. As living costs continue to increase, military families are particularly affected, highlighting the need for dual incomes to ease the burden of rising 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*



CANDIDATE ANALYSIS



Unemployment or underemployment 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 STATS

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

29%
of unemployed military spouses are young spouses married to an E1-E4

92%
of military spouses are female



CONNECTING WITH EMPLOYERS

Employers often hesitate to hire military spouses, particularly those who are caregivers, due to misconceptions surrounding their reliability and availability, fearing that constant relocations may lead to disruptions. However, this viewpoint should be reassessed, as military spouses offer remarkable resilience, adaptability, and a wide range of skills to the workforce.

In 2023, through our Employer Engagement Program, we implemented various strategies aimed at improving employers' understanding and enhancing recruiting education.

As a result, we helped our employer partners connect with a vast talent pool of highly motivated and skilled job seekers, who ultimately became employees contributing significantly to their organizations.

2023 Employer Engagement Program Impacts

Registration and Engagement

Total Registrations

A total of **634** company Points of Contact (POCs) registered through our organization to engage with candidates. Additionally, 95 companies connected via the National Guard Employment Network.

State Registrations

The states with the highest number of registered employers were:

- California
- Texas
- Florida
- Virginia

Training and Development

Employer Partner Training:

We introduced training sessions for employer partners to enhance their recruiters' understanding of areas such as:

- military rank structure
- terminology
- job crosswalks

Industry Representation

The industries with the largest number of employers engaging with our organization were:

- DoD Contractors
- Logistics/Supply Chain/Transportation
- IT/Cyber





“My employment specialist, Angelene, assisted me with resume writing and resume targeting to the job offer that I was looking at.

I had been out of the workforce for almost 10 years so I was very unsure how to write a resume in today's world. ”

HIRED!

Jessica C.

Military Spouse



POSITIVE RESULTS

Arm-Me Up Program Identifies Key Trends in Military Spouse Employment in 2023 Report

The 2023 Arm-Me Up (AMU) Annual Report, produced and facilitated by Military Spouse Jobs, revealed encouraging employment trends emerging from the ever persistent challenges in military spouse employment. Most notably was an increase in employment success amongst the Active Army Spouse community.

AMU successfully facilitated **371 career placements**, with enlisted personnel spouses making up the bulk of these hires at 81%, while officer spouses comprised 19%. The gender distribution remained heavily skewed towards women, accounting for 93% of hires, compared to 7% men.



Top States for Job Placement

Geographically, the top states for placements were Texas, North Carolina, Georgia, Florida, and Virginia, with Fort Bragg/Liberty, Fort Hood/Cavazos, and Fort Campbell leading in city-specific placements.

Approximately 4% of Army spouse candidates were located at overseas installations, highlighting the global reach of AMU's efforts.

Collaborative efforts have been pivotal in AMU's success. Partnerships with local Army installations, spouse clubs, workforce solutions, and Army Community Services offices have provided crucial resources and job opportunities tailored to the Army spouse community. Participation in the AUSA conference also allowed AMU to engage directly with Army leaders and spouses to discuss employment opportunities.

The MSJ team has worked diligently to connect candidates with employers that offer flexible, meaningful remote work options. Key employer partners in 2023 included Veteran Government Services, the Department of Defense (DoD), and Concentrix, with top positions ranging from Administrative Assistants to Technical Support Specialists.



COMMUNITY HIGHLIGHTS

Empowering Spouses, Connecting with Caregivers, and Strengthening Survivors...All Towards Career Success



Late in the fall of 2022, Military Spouse Jobs and MilSpouseFest signed a partnership agreement to create career pathways for military spouses. The partnership truly delivered in 2023, fulfilling its promise to support military spouses. This collaboration with MilSpouseFest offers Military Spouse Jobs a practical and cost-effective way to engage with spouses on a large scale, providing a significant return on investment.

The ROI for Military Spouse Jobs is the military spouse community. Military Spouse Jobs was proud to support events in Norfolk, VA; San Antonio, TX; Fort Cavazos, TX; Washington, DC; and Las Vegas, NV.

Understanding the unique career and employment needs of survivors, Military Spouse Jobs has extended outreach efforts to the survivor community at the Tragedy Assistance Program for Survivors (T.A.P.S.) in Arlington, VA. We were honored to support their mission of service during their yearly Good Grief Memorial Camp in Arlington, VA.



Additionally, Military Spouse Jobs extended its outreach efforts at key events such as EANGUS, NGAUS, Sea Air Space, and AUSA.





“Because of you, I got the job!!!”

I was a GS9 tracking for a jump, promotion to a 12. I attended other interview sessions with other organizations, and yours was the best!”

HIRED!

Jenna G.

Military Spouse



2023 STATEMENTS OF FINANCIAL POSITION

	ASSETS	2023
Current assets		<u>2023</u>
Cash and cash equivalents		\$ 317,762
Certificates of deposit		678,796
Investments		<u>348,875</u>
Total current assets		<u>1,345,433</u>
CERTIFICATES OF DEPOSIT		<u>176,481</u>
TOTAL ASSETS		<u>\$ 1,521,914</u>
 LIABILITIES AND NET ASSETS 		
CURRENT LIABILITIES		
Accounts payable		\$ 16,036
Accrued expenses		<u>5,195</u>
TOTAL LIABILITIES		<u>21,231</u>
NET ASSETS		
Without donor restrictions		725,153
With donor restrictions		<u>775,530</u>
TOTAL NET ASSETS		<u>1,500,683</u>
TOTAL LIABILITIES AND NET ASSETS		<u>\$ 1,521,914</u>



2023 STATEMENTS OF ACTIVITIES

	2023		
	Without Donor Restrictions	With Donor Restrictions	Total
REVENUES AND SUPPORT			
Contributions and grants	\$ 13,991	\$ 400,000	\$ 413,991
Investment income, net	45,616	-	45,616
Net assets released from restrictions	82,351	(82,351)	-
TOTAL REVENUES AND SUPPORT	<u>141,958</u>	<u>317,649</u>	<u>459,607</u>
EXPENSES			
Program services	341,318	-	341,318
Administration	28,776	-	28,776
Fundraising	32,541	-	32,541
TOTAL EXPENSES	<u>402,635</u>	<u>-</u>	<u>402,635</u>
CHANGE IN NET ASSETS	(260,677)	317,649	56,972
NET ASSETS, BEGINNING OF YEAR	<u>985,830</u>	<u>457,881</u>	<u>1,443,711</u>
NET ASSETS, END OF YEAR	<u>\$ 725,153</u>	<u>\$ 775,530</u>	<u>\$ 1,500,683</u>

**View complete
corporate
financials by
scanning the QR
code**



Into 2024 - 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:

ASKUS@MILITARYSPOUSEJOBS.ORG

877-696-7226

MILITARYSPOUSEJOBS.ORG



“Military Spouse Jobs helped me to prepare two resumes (civilian and federal) in the correct format.



I learned how to view job postings to do an overall needs assessment and then target my resume to the qualifications of those listings. There were weekly “check-ins” by my Career Specialist. ”

HIRED!

Yashica I.

U.S. Navy Spouse



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