

Employment Programs for Military Connected



Supporting military-connected talent to employment is not only about connecting to jobs, but also about promoting retention, meaningful work, and access to support and resources for successful careers.

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Founder and Military Spouse**

Sparrow Consulting LLC

**Helping people, organizations, and communities
navigate transition with clarity, intention, and action.**

The Outcome?

- 1 Better prepared candidates**
- 2 Better prepared employers**
- 3 Stronger communities**

Today's Agenda

1

Introduction

2

Career Framework

3

Data

4

Employment Resources

5

Installation Resources

6

Questions and Contact

The Military Connected Framework

The Nightmare

**The military requires mobility.
The workforce requires stability.
The individual is stuck in the middle.**

Military Connected Talent Faces

- 1 **Constant career resets**
- 2 **Invisible credentials**
 - **Leadership Credits**
 - **Certifications**
 - **Degrees**
- 3 **A lifetime of proving themselves again**
- 4 **Systems that refuse to flex**

The Military-Connected Career Reality

**Military-connected talent needs
a career system built for mobility.**

A System Built For Upward Mobility

1

Identity & Direction

- portable professional identity

2

Credential Strategy

- portable certifications + degree pathways

3

Career Capital

- network, LinkedIn, portfolio

4

Mobility-Proof Design

- remote-first, continuity planning

5

Advancement

- leadership pathways + negotiation

Employment Data

Military spouse unemployment carries a heavy price tag, with the broader social cost of adverse employment conditions estimated between \$710 million and \$1.07 billion annually.

- **The unemployment rate for active-duty military spouses was 8.83%, nearly four times higher than the civilian spouse rate of 2.48%.**
- **Spouses reported a median income of \$35,000—42% lower than their civilian counterparts. For those who relocated within the past year, average income dropped to \$31,222, compared to \$45,793 for those who stayed in place**

Resources

- 1 **DOL TEAMS Program**
- 2 **Hiring Our Heroes Amplify Program**
- 3 **ACT NOW EDUCATION**
- 4 **Institute for Veterans & Military Families**
- 5 **Spouse Works & Spouse Works Fellowship**
- 6 **USA JOBS Pathways Program**

DOL TEAMS Program

TEAMS is a series of employment training workshops that help military spouses and caregivers find success in their job search.

- instructor-led workshops
- flexibility for participants stationed worldwide
- workshops are offered on-installation and instructor-led virtually

HOH Amplify Program

All military spouse are eligible

Registration and confirmation are required

Early registration is recommended for in-person and virtual Amplify events

ACT NOW EDUCATION

Welcome to ACT Now Education, your trusted source for over 40,000 free resources dedicated to the U.S. military community. We are committed to providing opportunities and support for active duty personnel, veterans, reservists, the National Guard, military spouses, and dependents.

Institute for Veterans and Military Families

Onward to Opportunity (O2O) is a no-cost* industry-focused and validated career skills program that connects transitioning service members and military spouses to high-demand careers

SpouseWorks

“Grow skills, Get Career Advice, Find a Job”

Federal Hiring Pathways

1 Noncompetitive Appointing Authority

- eligible spouses hired without traditional competitive process

2 Military Spouse Preference Program

- priority consideration for DoD positions

3 Direct Hiring Authorities

- allow agencies to quickly fill critical shortage positions

4 Federal Pathways Program

- internship & recent graduates program

Installation Based Resources

1

Army

- Employment Readiness Program through Army Community Service

2

Air Force and Space Force

- Employment Assistance Program through Military and Family Readiness Centers

3

Marine Corps

- Family Member Employment Assistance Program

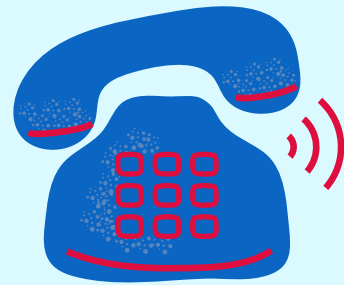
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Navy

- Family Employment Readiness Program through Fleet and Family Support

Questions and Comments

Thank You!



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