



Guide to Hiring

Military Spouses

Best Practices and Resource Guide

Program development designed to assist companies in improving efforts to hire and retain Military Spouses. Created from the top Military Friendly Companies practices and enhanced by proprietary data and insight from the Military Friendly Survey.



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Tap into a New Talentpool

Renewable, Educated,
Diverse



As a company committed to diversity, inclusion, and supporting our armed forces, we recognize the value and unique skills that military spouses bring to the workforce. By hiring military spouses, companies benefit from their exceptional talents, adaptability, and dedication, while contributing to their financial stability and career growth.

To ensure we establish a supportive and inclusive environment for military spouses within our organization, it is important that we implement best practices for hiring and supporting them. The purpose of this document is to outline:

- Best Practices
- Resources
- Where to find Military Spouses
- How to engage Military Spouses
- Self identification
- Retaining them



BEST PRACTICES

Implementing these best practices can help us in attracting and retain exceptional talent while strengthening our commitment to supporting military families. By creating an environment where military spouses can thrive, we can contribute to their career success and positively impact their lives.

CULTURE

A Military-Friendly Culture begins with fostering a company mindset that values and respects military service to the country and understands the sacrifices that military families make to support our service members.

Educating your team about the challenges military spouses face and valuing the unique skills and experiences they bring to your workforce. Your company should encourage open communication and empathy to create an inclusive environment. Providing resources and adopting policies that address the unique needs and challenges the spouse community faces will assist your organization in creating an inclusive culture and achieving employee support and buy-in. Your efforts should remain genuine and align with your organization's values and commitments.

CHALLENGES

Unemployment and underemployment is a significant challenge in the space. There are many contributing factors unique to the community that contribute to this, such as:

- Moves between duty stations
- Lack of remote or flexible work opportunities.
- Childcare
- Transferring of state certifications or licenses.

According to research conducted by Rand "The clearest indicator of the challenges of military spouse employment is the fact that almost two-thirds of those interviewed felt that being a military spouse had a negative impact on their work opportunities. The most frequently cited cause was frequent and disruptive moves."