

UNITED STATES DEPARTMENT OF DEFENSE



# Spouse Education and Career Opportunities Program (SECO)

Military Spouses – *The best choice* for your next hire.



# Military Spouses – A Profile



- **Population**

- 95% of 1.2 million spouses are women
- 750,000 active duty military spouses – over half are under 31 years old
- 400,000 Guard/Reserve spouses – over half are over 35 years old

- **Employment**

- 85% want or need to work\*
- 26% unemployment rate – 1 in 4 are unemployed and actively seeking work\*\*

- **Education**

- 84% have some college
- 25% have a bachelor's degree
- 10% have an advanced degree

- **Earnings**

- Military wives earn 25% less than their civilian counterparts\*\*
- Military families relocate 14% more frequently than civilian families\*\*\*



Source: \* Military Family Life Study, DMDC, Dec. 2010, \*\* Segal, UMUC, Nov. 2010, \*\*\* Current Population Survey, 2007-2009

# The Challenge



Deliver a comprehensive education and career solution for military spouses pursuing training, jobs and sustainable careers by providing career services and connecting them to employers seeking employees with the 21<sup>st</sup> century workforce skill sets possessed by military spouses.



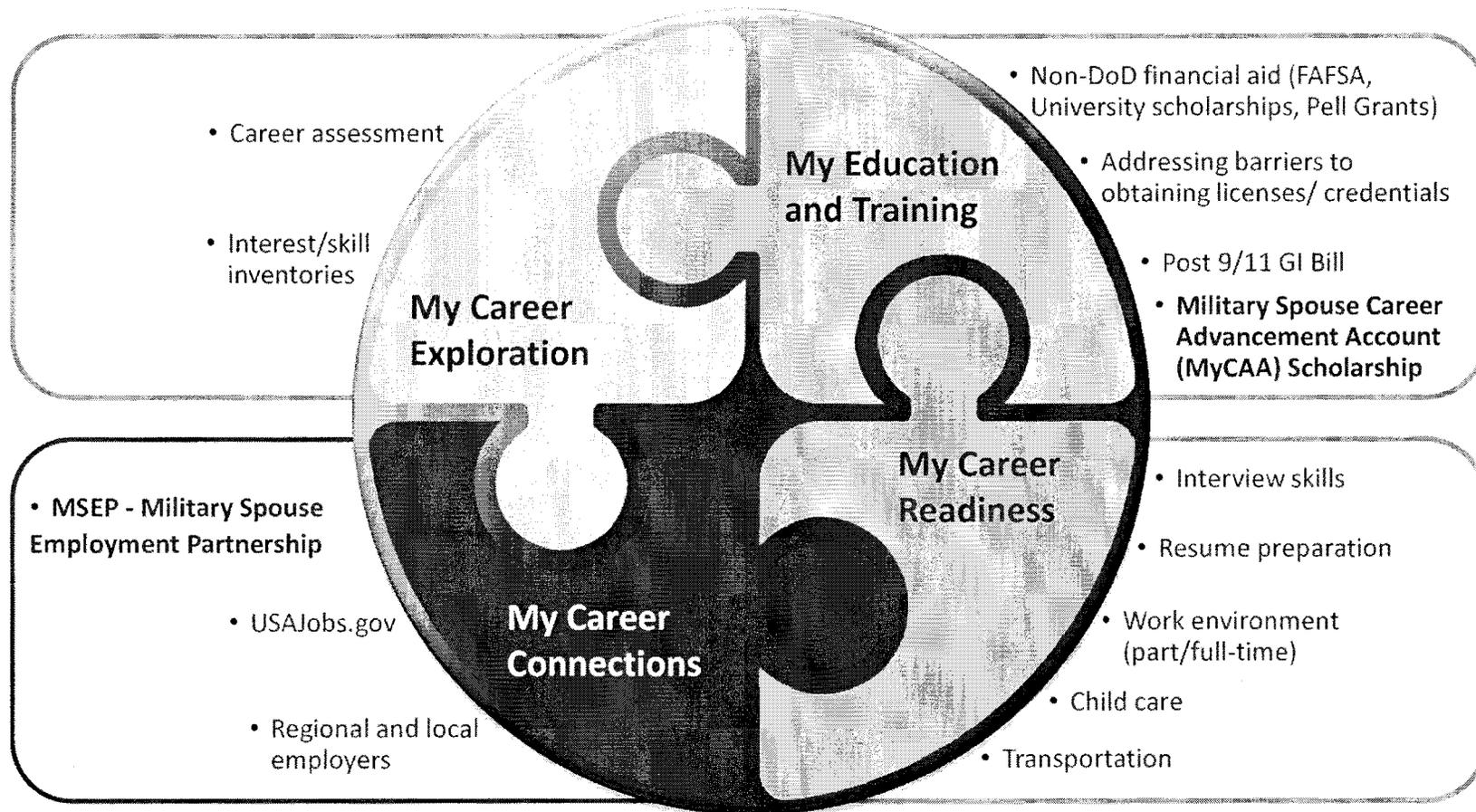
# The Solution – Spouse Education and Career Opportunities (SECO)



A comprehensive education, employment and career partnership solution that provides services to spouses throughout their career lifecycle and connects military spouses to employers seeking a 21<sup>st</sup> century workforce with the skills and attributes possessed by military spouses.



# Spouse Education and Career Opportunities (SECO)



**A Spouse-Centric Approach to Education and Careers**



# Spouse Education and Career Opportunities Program



- **Military Spouse Career Center at Military OneSource**

<http://www.militaryonesource.mil/MOS/f?p=MOS:TOPIC:0::::SV,UT,LG,CID,TID:Army%20Active,Member,EN,,23.50.40.10.0.0.0.0.0>

- **Spouse Education and Career Opportunities comprehensive counseling service available to ALL military spouses**
  - Career Exploration/Discovery – interest, skill, aptitude assessments
  - Education, training and state licensing/credentialing requirements – financial aid information and referral
  - Career Readiness – interview skills, resumes, transportation, child care need
  - Career Connections – links to sanctioned employers MSEPjobs.com; USAjobs.gov; US Dept of Labor

- **Military Spouse Employment Partnership (MSEP)**

<https://msepjobs.militaryonesource.mil/>

- **Launched in June 2011 expanded Army program to all Services**
- **Web-enabled employment and career partnership connecting military spouses with vetted Fortune 500 PLUS employers – 129 corporate partners**
- **Partners Statement of Support to increase employment, provide career promotion opportunities and ensure pay equity for military spouses**
- **Since launch – 551,731+ jobs posted, 27,157+ spouses hired by MSEP partners as of July 2012**

- **My Career Advancement Accounts (MyCAA) Scholarship Program**

<https://aiportal.acc.af.mil/mycaa/>

- **Financial assistance for spouses of Service members in pay-grades of E1-E5, O1-O2, W1-W2**
- **Up to \$4,000 for education/training and license/credential in a portable career**
- **38,000 spouses provided financial assistance in FY11**



# SECO Support to Spouses and Services



- **Military OneSource SECO Career Center Counseling**
- **Hiring Our Heroes Career Fairs**
- **MilSpouse eMentoring**
- **Spouse Ambassador Program**
- **MSEP Services Support**
  - **Services Employment Readiness**
  - **Connection for Installations to MSEP Partners**
  - **Webinars, Training, Information for Partners and Installations**
  - **Regional Partnership Support**



# Career Counseling

## Military Spouse Career Center



### Military Spouse Career Center via Military OneSource.mil (1-800-342-9647)

- **Education and Career Consultant Team (Master's Degree Career Counselors)**
  - Dedicated to incoming calls regarding education and career counseling
    - Specialty education and career consultations
    - General financial aid information
    - Licensure and credentialing information
    - Utilize DoL occupational data bases and link to Career OneStop Centers
    - 3,000 phone calls weekly
    - Approve spouse occupational career plans
    - Approve DoD financial assistance
- **School and Program Support Team**
  - Research and validate credentials of post-secondary education institutions



# Key Features of MSEP for Spouses



- Vetted corporate partners co-sign Statement of Support with the Department of Defense (DoD)
- Global 365/24/7 assistance for all 1.2M military spouses via Military OneSource Spouse Education and Career Opportunities Program (SECO)
- Available to military spouses in all Services, including the Coast Guard

Targeted Employment Solutions



# MSEP Partner Commitment



- **Co-sign Statement of Support with DoD**
- **Offer transferrable, portable career opportunities to relocating military spouse employees**
- **Post job openings on MSEP web portal**
- **Identify and promote career employment opportunities for military spouses**
- **Post corporate HR employment page on MSEP web portal**
- **Mentor new MSEP corporate partners**
- **Document and provide employment data on spouses hired**



# Corporate Partners – 129 Total



# Corporate Partners – cont.



# MSEP 2.0 Career Portal

<https://msepjobs.militaryonesource.mil>



## Career Portal

Login Username or e-mail Password Sign in

Register | Forgot your password?  I agree with the Terms of Use

- Job search utility filters job opportunities



- Step-by-step resume builder simplifies creating resumes

- Customizable email alerts track job opportunities

- Stewardship strategy to become a trusted information resource

### » Newest Jobs

#### Systems Administrator (Desktop) (WM) - TS/SCI

General Dynamics, St Louis, Missouri

Systems Administrator (Desktop) (WM) - TS/SCI General Dynamics, St Louis, Missouri

Job Title. [Learn more >](#)

#### Acquisition Support Officer (TS/SCI Req'd)

### Videos



#### MSEP Launch - Corporate Tribute

February 06, 2012

[Play video >](#)

# MSEP Progress to Date

*(as of October 1, 2012)*



- **551,731** employer jobs posted on <https://mseppjobs.militaryonesource.mil> since June 29, 2011
  - More than **210,000** jobs currently posted on the site
- **31,014** spouses hired since June 29, 2011 launch of MSEP
  - White House goal is 20,000 by end of 2013 (exceeded goal in March 2012)
- **129** companies are current MSEP partners
  - **34** new companies inducted in Pentagon ceremony May 17, 2012
  - **37** Regional and National partners recognized and inducted at Ft Carson in March
  - **33** new companies to be inducted November 2012
- **412** companies expressing interest in becoming an MSEP partner since June 29, 2011



# Spread the Word



- **MSEP Twitter**  
<https://twitter.com/msepjobs>
- **MSEP Facebook**  
<https://www.facebook.com/#!/MSEPOnline>
- **MSEP LinkedIn**  
<http://www.linkedin.com/company/military-spouse-employment-partnership-msep->
- **MilSpouse eMentor Program**  
<http://www.ementorprogram.org/p/milspouse/about>



# SECO and MSEP Program

## Next Steps



- Continuous improvement of MSEPjobs web portal
- **Streamline Operations Process**
- Develop Partner Stewardship Program
- **Initiate Spouse Ambassadors Program**
- Continue Congressional Outreach Initiative
- **Activate Grass-roots/Grass-tops Outreach**
- Expand Regional Program
- **Increase Partner Executive Council Leadership Role**

