

MILITARY SPOUSE JOBS

**2024
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 2024, we are filled with immense pride and gratitude for the strides we have made together in service to military families. This past year has been one of meaningful progress, powerful partnerships, and milestones that speak to the strength of our community.

In 2024, Military Spouse Jobs and our sister organization, VetJobs, supported more than 38,000 military-affiliated registrants, helping 10,025 secure full-time, sustainable employment. We also celebrated a major milestone—surpassing 13,000 military spouse career connections since 2010. These accomplishments are a testament to the hard work of our dedicated team and the trust placed in us by the military-affiliated community we proudly serve.

In 2024, we reached another extraordinary achievement: VetJobs and Military Spouse Jobs successfully placed military-affiliated candidates into 100,000 verified jobs. Reaching this landmark during our 20th anniversary year underscores our long-standing commitment to advancing meaningful career opportunities for military spouses, transitioning service members, and veterans.

As we look to the future, we remain steadfast in our mission to empower military spouses through comprehensive career readiness, high-quality job placement, and long-term retention support. Together, we will continue breaking barriers, opening doors, and creating pathways to success for military families across the nation.

To our partners—thank you. Your collaboration, trust, and shared dedication make this work possible. Whether through hiring commitments, program support, resource sharing, or advocacy, you amplify our impact and help us change lives every day. We are honored to stand alongside you and look forward to continuing this vital work together.

Thank you for being an essential part of our journey

With gratitude - Deb and Dan Kloepfel



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

Harry Trosclair - Chief of Staff

Amy Rossi - Director Training

Jamie Dale - Director Technology

Denise Lewis - Director of Outreach & Community Initiatives

Stacey Cummings - Director of Finance



“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

2024 IMPACTS

4,989

*Provided Career Readiness and
Job Placement Assistance*

1,256

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 STATS AND FACTS

63%

are employed within their area of education or training

50%

Hold Advance Level Degrees

About Half

Are 26-35 Years of Age

39%

of employed spouses have an employer that offers remote work or telework.

85%

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 2024, 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.

2024 Employer Engagement Program Impacts

Registration and Engagement

Total Registrations

A total of **785** company Points of Contact (POCs) registered through our organization to engage with candidates. Additionally, **??** companies connected via the National Guard Employment Network.

State Registrations

The states with the highest number of registered employers were:

- Texas
- California
- Virginia
- New York
- Florida

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
- Manufacturing
- IT/Cyber
- Logistics





“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 2024 Report

The 2024 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 311 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 military spouse job placement:
Texas
North Carolina
Georgia
Florida
Virginia

Top States for Job Placement

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 2024 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

This past year, the Military Spouse Jobs team was deeply committed to its partnership with MilSpouseFest. This collaboration allowed us to connect with spouses at various stages of their soldier's or servicemember's careers and retirement. It also provided an opportunity to engage with spouses from all branches of the service, gaining insights into the unique career challenges they face based on their branch and location.



The ROI for Military Spouse Jobs is the military spouse community. Military Spouse Jobs was proud to support events in Austin, TX; Virginia Beach, VA; Washington, D.C.; Anchorage, AK; San Antonio, TX; Killeen, TX; and at the Military Influencer Conference in Atlanta, GA.

Military Spouse jobs encompass vital support for caregivers, survivors, the 55+ community, and military youth. In 2024, our presence at Tragedy Assistance Program for Survivors at their yearly National Memorial and Good Grief Camp in Arlington, VA, reaffirmed the ongoing need for career assistance in this community.



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



2024 STATEMENTS OF FINANCIAL POSITION

Military Spouse Jobs

Statements of Financial Position
December 31, 2024 and 2023

	2024	2023
Assets		
Cash	\$ 176,538	\$ 237,489
Investments	1,241,805	1,284,425
Total assets	<u>\$ 1,418,343</u>	<u>\$ 1,521,914</u>
Liabilities and Net Assets		
Liabilities		
Accounts payable and accrued expenses	\$ 172	\$ 21,231
Total liabilities	<u>172</u>	<u>21,231</u>
Net Assets		
Without donor restrictions	502,339	725,153
With donor restrictions	915,832	775,530
Total net assets	<u>1,418,171</u>	<u>1,500,683</u>
Total liabilities and net assets	<u>\$ 1,418,343</u>	<u>\$ 1,521,914</u>



2024 STATEMENTS OF ACTIVITIES

Military Spouse Jobs

Statement of Activities
For the Year Ended December 31, 2024

	Without Donor Restrictions	With Donor Restrictions	Total
Revenue and Support			
Contributions and grants	\$ 533	\$ 215,000	\$ 215,533
Investment income, net	57,380	-	57,380
Released from restrictions	74,698	(74,698)	-
Total revenue and support	132,611	140,302	272,913
Expenses			
Program services	312,401	-	312,401
Total program services	312,401	-	312,401
Supporting services:			
General and administrative	24,131	-	24,131
Fundraising	18,893	-	18,893
Total supporting services	43,024	-	43,024
Total expenses	355,425	-	355,425
Change in Net Assets	(222,814)	140,302	(82,512)
Net Assets, beginning of year	725,153	775,530	1,500,683
Net Assets, end of year	\$ 502,339	\$ 915,832	\$ 1,418,171

View complete corporate financials by scanning the QR code



Into 2025 - The Way Ahead

Elevating and Expanding Our Brand and Helping More Military Spouses!

As we look ahead to 2025, we are focused on expanding our global reach to military spouses, continually refining our services to meet their evolving needs. We remain committed to strengthening the resources and support available to all military-affiliated individuals who seek assistance through our programs, while driving even greater positive outcomes for every military spouse, caregiver, and 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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