



ASSESS, ALIGN, ACCELERATE

2026 IMPACT STATEMENT

Over 14,000 military spouses, dependents, widow(er)s, Gold Star family members, and caregivers placed into quality careers since 2004.



MSJ Senior Director of Development and Donor Relations Regina LeValley (right) converses with a military spouse.

THE MISSION Behind the Brand

Empowering Military Families: The History and Mission of Military Spouse Jobs

Now, more than ever, military spouses face barriers to employment, largely due to frequent moves and unforeseen employment disruptions. Despite a high rate of education, experience, and professionalism, these obstacles drive higher-than-average unemployment and underemployment for this talented segment of the population.

Military Spouse Corporate Career Network (MSCCN) was one of the first organizations to address the critical employment issues faced by military spouses. MSCCN, now known as Military Spouse Jobs, has grown to support a wide range of individuals within the military community. It employs a full spectrum approach, providing job preparation, training, employer matching/placement, and career development all under one umbrella.

Military Spouse Jobs continuously works to grow and evolve its services in order to provide military families with the very best employment and career opportunities. The organization leverages its close partnership with VetJobs to connect thousands of military-friendly employers with its talented pool of job seekers.

Today, the program proudly serves a broad community, which includes military spouses, spouses of veterans, spouses who are veterans themselves, widows/widowers, caregivers, and college-age dependents (age 26 and under). By connecting these individuals with quality employers who appreciate their tremendous dedication, resilience, and skill, Military Spouse Jobs provides an opportunity to thrive - not only survive.

By honoring the contributions and sacrifices of military spouses and their families, Military Spouse Jobs helps transform challenges into opportunities. Its vital mission lends strength to the workforce, communities across the globe and, most importantly, the military family.

A WORKFORCE FACING UNIQUE BARRIERS

Military spouses play a critical role in sustaining stability for their respective families. Employment issues for the spouse and/or caregiver can negatively impact family health, financial consistency, and even national security. Unfortunately, their career plans are often disrupted by several unique challenges.

1. FREQUENT RELOCATIONS DISRUPT CAREERS

Nearly 50% of military spouses find employment a problem after a Permanent Change of Station (PCS) and loss of income is a top issue.

2. HIGH UNEMPLOYMENT AND UNDEREMPLOYMENT CONTINUES

The unemployment rate for Military Spouses is approximately 22% - five times the rate of their civilian counterparts. They also face high underemployment rates. This is relatively unchanged from previous years, a persistent problem.

3. FAMILY INCOME LEVELS ARE A THREAT TO WELLNESS, AND NATIONAL SECURITY

About 60% of active spouses were uncomfortable with their financial stability and favored leaving the military if possible.



MSJ Senior Director of Technology and Digital Infrastructure Jamie Dale (third from right) collaborating with Work For Warriors Mississippi.

1. EMPLOYERS WHO UNDERSTAND MILITARY LIFE

Military Spouse Jobs proactively leverages portable careers, remote opportunities, and transferable skills. Relationships with 'spouse-friendly' employers are a focus.

2. EMPOWERING MILITARY SPOUSES, CAREGIVERS, SURVIVORS, AND WORKING-AGE DEPENDENTS

Military Spouse Jobs focuses on roles which emphasize skill transferability and professional development. Certifications, continuing education, and specialized training programs help bridge gaps to make candidates more competitive for flexible, long-term positions. Additionally, targeting employers known to support military families increases the likelihood of matching candidates with roles that align with their situation and career goals.

3. BUILDING A SUSTAINABLE AND INSPIRING FUTURE

Military Spouse Jobs is a critical role in providing job opportunities. Its guidance, advocacy, and connections to other VSOs ensures that military spouses not only survive these challenges, they thrive in fulfilling and sustainable careers.

THE IMPACT OF SUPPORTING Military Spouse Jobs

The investment donors make to Military Spouse Jobs is critical to its mission. More importantly, it changes lives.

Candidates come to Military Spouse Jobs seeking guidance and assistance in their efforts to secure quality employment. In today's complicated job-seeking environment, they face many obstacles and barriers to making the right connection, to the right employer, at the right time.

Kristi S. describes her experience connecting to quality employment with a Career Specialist:



MSJ Recruiter Connect Specialist, Renetta Stratton (right in both images) at a MILSpouse Hiring Event at Joint Base San Antonio

“

Military life adds extra complication and uncertainty to any job hunt. For me, I was laid off from a job that I thought was secure, and I was thrown into the job market at the worst time. My confidence was shot, anxiety was high, and I felt lost. The Career Specialist at Military Spouse Jobs helped me spruce up my resume and make it impactful, get my LinkedIn profile to match my experience and goals in a professional way, and provided invaluable moral support along the way.

I am grateful to the Military Spouse Jobs organization as a whole for the webinars and resources! Not only did I grow personally, but I finally managed to get a job in this insane market. I couldn't be more grateful. Additionally, following Military Spouse Jobs on LinkedIn clued me into a plethora of additional resources and opportunities like Salesforce Training and free access to FlexJobs and LinkedIn Premium, and encouraged me to utilize my Military Spouse network to its fullest.”

”

Training

A CRITICAL COMPONENT OF SUCCESS

At Military Spouse Jobs, we support the career goals of our employment candidates by providing a full portfolio of initial and continuing education courses and certifications. We leverage our agreements with Coursera, IBM SkillsBuild, Udemy and various other training/certification partners to provide those we serve with the very best job preparation and enhancement tools.

Our counselors work one-on-one with our candidates to assess their needs and provide tailored training guidance.

Numbers from 2025

- 3,500+** Coursera Courses Completed
- 28,000+** Coursera Courses Completed
- 11,000+** IBM Skillsbuild Courses Completed
- 5,000+** Engaged Learners
- 42,000+** Hours of Learning

*Numbers represent training courses and hours for both VetJobs and Military Spouse Jobs.



Vice President of Marketing and Communications Brian Wick (left) at Supporting Caregivers in the Workforce Summit, a partnership of the SHRM Foundation and the Elizabeth Dole Foundation.



Denise Lewis, Director of Outreach for VetJobs (right), at the 757 Veteran Career Summit at the Naval Air Station in Norfolk, VA



Attendees at Red White & You Hiring Event in San Antonio, Texas.

IN 2025, 6,279 CANDIDATES REGISTERED WITH MILITARY SPOUSE JOBS.

THREE-STAGE MODEL

FOR CANDIDATE SUCCESS

1. ASSESS

Military Spouse Jobs works directly with candidates to assess their employment needs and career readiness. Each one is assigned a dedicated Career Specialist, who provides individual counseling and job placement support.

2. ALIGN

Recruiter Connect Specialists align candidates with employer partners and their available positions. They diligently work to find compatible matches and help job seekers navigate more than 2 million jobs on the Military Spouse Jobs-DirectEmployers job boards.

3. ACCELERATE

Our Training Team works with employment candidates to accelerate their abilities with robust training programs, including in-demand and industry-specific certifications, thousands of courses from Coursera, IBM Skillsbuild, and more.

THE VALUE OF MILITARY SPOUSE JOBS

What Sets Us Apart

People

Military Spouse Jobs leverages its history and its power with its partner organization, VetJobs. Our top professionals assisted up to 1,000 candidates each week with interview/resume preparation, training opportunities, career counseling, and employment matching services.

Transparency

We stand by our results, and we're proud of the successes we bring to our candidates. Military Spouse Jobs is one of the most transparent and fiscally responsible nonprofits in the United States. We are strictly vetted by the [Better Business Bureau Wise Giving Alliance](#) according to their 20 Standards of Charity Accountability.



MSJ Program Manager Heather Oleksak (left) attending the YWCA Women's Spring Gathering

HOW WE DRIVE REAL IMPACT

Specialized teams. Targeted support. Proven results.

Career Specialists

Help job seekers overcome hiring obstacles and secure employment.

Our Training Team

Provides upskilling and career development pathways to help job seekers build in-demand skills.

Recruiter Connect Specialists

Work one-on-one with corporate recruiters to expand employment opportunities for military-affiliated individuals.

OUR CANDIDATE EXPERIENCE From Intake to Placement

STEP 1:

The Clock Starts: Candidate Registers or is Referred

STEP 2:

Welcome & Assessment: Candidate is Onboarded and Assigned

STEP 3:

48 Business Hours or Less: Dedicated Team Member Engages with Candidate and Provides Support

THREE STEPS. ONE OUTCOME:

Strength forged through service. Resilience built through sacrifice. Career ready by nature. That's the military spouse advantage.

By the Numbers

At Military Spouse Jobs, we thoroughly track, analyze and report our performance. We stand by the integrity of our data and are proud to regularly publish our results. We do this on our website as well as those of our affiliates. We seek to provide maximum exposure and transparency for those we serve and the donors/grantors who give us their trust.

We're especially proud of our efficiency. For every dollar donated to our organization, 0.84 cents is spent directly on our mission.*

117K+

Past/present military members and family placed since 2010

\$0.84

Amount of every dollar donated on the mission

425K+

Candidates currently in database

\$7.5B

Overall economic impact since 2010.

16K+

New Candidates Sourced to Career Specialists. More than 300 per week!*

38K+

Candidate registrations in 2025

Transparency

Military Spouse Jobs is regularly evaluated, audited and routinely recognized by several of the most prestigious organizations in the industry.



We stand by our results and are proud of the success we bring to our candidates. For those who support our mission and invest in our efforts, we strive for maximum efficiency and cost effectiveness. We prioritize complete and accurate reporting of our performance.

The Real Impact of Partnership

REFLECTING ON THE JOY OF COLLABORATING
BETWEEN MSJ/VJ AND HOH

Hiring Our Heroes
U.S. Chamber of Commerce Foundation



The partnership between VetJobs, Military Spouse Jobs, and Hiring Our Heroes has always been rooted in a simple belief: when organizations work together, they can create real opportunities for military spouses and veterans. Over time, that partnership has grown into something deeper than collaboration. It has become a relationship built on trust, shared purpose, and a commitment to creating meaningful outcomes for the people that both organizations serve.

At its core, this work has never been just about filling positions or running programs. It has always been about helping individuals build stability, confidence, and long-term career pathways. That is where the connection between VetJobs and Hiring Our Heroes has been so powerful. Each organization brings something valuable to the mission, and together they create opportunities that are stronger than either could create alone.

Hiring Our Heroes has built a strong reputation for helping military spouses and veterans gain new skills, expand their professional networks, and prepare for the next chapter of their careers. Through fellowships, professional development, and hands-on experience, participants are given tools that can create lasting momentum. VetJobs continues that momentum by connecting talent to opportunity and helping candidates turn that next step into sustainable career growth.



Deb Kloepfel
Founder and President, Military Spouse Jobs



Elizabeth O'Brien
Senior Vice President U.S. Chamber of
Commerce Foundation, HOH



Kimberly Diotte
Marketing and Communications Specialist



Isabel Karolczak
Marketing and Communications Specialist

The true value of any partnership, however, is found in the people whose lives are changed by it. That is what makes the stories of Isabel and Kimberly so meaningful. Both came through the Hiring Our Heroes fellowship program, where they invested in their own growth and development. From there, they continued their professional journeys with VetJobs and Military Spouse Jobs. Today, they are not simply employees—they are valued team members who contribute every day while continuing to build careers with purpose and long-term potential.

Their success reflects what happens when programs do more than operate side by side. It shows what is possible when organizations intentionally connect their efforts and remain focused on outcomes. Too often, partnerships are discussed in broad terms, but the real measure of success is whether people are better off because of them. In this case, the answer is clear.

Isabel and Kimberly represent more than individual success stories. They represent a model for how organizations can work together to create real, measurable impact. One program opened the door. Another helped carry that progress forward. Together, those efforts created not just jobs, but opportunity, growth, and long-term career pathways.

That kind of collaboration matters because it shifts the focus where it belongs. Not on who receives recognition. Not on who gets credit. But on whether military spouses and veterans are gaining access to meaningful careers and brighter futures. When the mission stays centered on people, everyone benefits.

The partnership between VetJobs, Military Spouse Jobs, and Hiring Our Heroes is a reminder that meaningful work is rarely done alone. Lasting impact happens when organizations trust one another, align around shared values, and stay committed to the individuals they serve. And when that happens, stories like Isabel and Kimberly's are not the exception—they become the standard.

Our Programs



THE SURVIVOR, GOLDSTAR, AND CAREGIVER EMPLOYMENT NETWORK

★ Career and Employment Assistance ★



Military Spouse Jobs delivers targeted, high-impact programs that address the real barriers military spouses and military families face in today's workforce. Through personalized job placement assistance, career coaching, skills training, and a network of spouse-friendly employer partners, the organization empowers candidates to overcome hiring obstacles, build competitive skills, and grow in their careers long term. The results speak for themselves: meaningful employment, career progression, and lasting financial stability for the military families who have already given so much.



EMPOWERING MILITARY YOUTH.

Providing stable, portable, and **diverse employment opportunities** with career focused mentorship to **military youth** of working age.

Register

Register and fill out all of the requested information.

Plan

Within 48 hours you will be contacted via email by an Employment Specialist who will schedule a call to build a plan for your employment search.

Resume

Whether you have a resume or need to draft one from scratch, your Employment Specialist and our Training Department will help you develop a resume to match your employment goals.

Interview

Interview skills are vital to landing your dream job! As a MYJN job seeker, you will be coached and undergo mock interviews which will help you achieve success!

Search & Work

You may be an online superhero, but searching for a job is a whole new skill challenge! Working with your Employment Specialist you will learn key preparation techniques which will earn you the job your aiming for!

INTERESTED?

SCAN THE QR CODE OR VISIT OUR WEBSITE TO GET STARTED.



www.militaryspousejobs.org



MILITARY YOUTH JOBS NETWORK IS A MILITARY SPOUSE JOBS PROGRAM



THE SURVIVOR, GOLDSTAR, AND CAREGIVER EMPLOYMENT NETWORK

★ Career and Employment Assistance ★



Military Spouse Jobs and Tragedy Assistance Program for Survivors, Goldstars and Caregivers (TAPS) have partnered to highlight a career assistance and job placement program tailored to the Survivor community.

FOR MILITARY SURVIVORS, GOLDSTARS AND CAREGIVERS

WE OFFER



1-ON-1 SERVICES



TARGETED RESUME ASSISTANCE



LINKEDIN OPTIMIZATION



LIVE & ON-DEMAND TRAINING



UPSKILLING OPPORTUNITIES



EMPLOYMENT OPPORTUNITIES THAT MATCH YOUR LIFESTYLE

REGISTER HERE



www.militaryspousejobs.org



About the community

The Recruiter Connect Community (RCC) is a unique group of military connected recruiters (Veterans, Guard/Reservists or Military Spouses) dedicated to enhancing military recruitment efforts through collaboration.

This initiative focuses on creating a supportive network for veteran and military spouse recruiters.

Our primary goal is to provide a platform where members can exchange insights, share best practices, support veteran job seekers and tackle common challenges faced in the veteran recruitment space.

How to Join:

If you are interested in becoming a member of the RCC, email Angie Fair at afair@vetjobs.org

Why Join us?

NETWORK OPPORTUNITIES

Connect with fellow recruiters and industry professionals who are passionate about military recruitment.

RESOURCE SHARING

Access a wealth of resources tailored specifically to support the recruitment of military talent.

BEST PRACTICES

Participate in discussions that highlight successful strategies and innovative approaches in veteran hiring.

QUARTERLY MEETINGS

Engage in regular meetings, where members can collaborate and learn from each other.



A MISSION THAT MATTERS

Military Spouse Jobs has grown and evolved for more than two decades to meet the demands and employment pressures faced by the military community. In 2025 alone, we facilitated 835 confirmed job placements for military spouses, veteran spouses, dependents, caregivers and widows, averaging a starting salary of \$76,000. Behind those numbers is something even more important - a system that knows how to translate military experience into civilian success.

JOIN US

Your support helps connect those we serve to training, job preparation, and quality employment. Your contribution can make a huge difference to those in military community.



Donate



Partner



Deb Kloeppe, Founder of VetJobs & Founder and President, Military Spouse Jobs (left) with Rear Admiral USN (Ret.) Dan Kloeppe, CEO, VetJobs & Military Spouse Jobs

MILITARY SPOUSES

The world's most resilient workforce



www.militaryspousejobs.org

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