



SERVING
CAREER-MINDED
MILITARY SPOUSES

A FREE Resource to Help You Maintain a Professional Career

The rigid demands and frequent locations associated with the military lifestyle force many Military Spouses to sacrifice their professional careers. The lack of a professional network, combined with misconceptions regarding potential for longevity, education, and experience, also compound the challenges they face in securing meaningful employment.

The Facts

26% Military Spouse Unemploymentⁱ

Military Spouses actively seeking employmentⁱⁱ 85%

1.2 MM

Active Duty & Reserve Spousesⁱ

84% Military Spouses with some college educationⁱⁱⁱ

Wage disparity of Military and Civilian Spousesⁱⁱⁱ 42%

9% Civilian Spouse Unemploymentⁱ

Who We Are

In Gear Career is a nonprofit organization and innovative leader in Military Spouse career support. Since 2010 we have been a strong voice for career-minded Military Spouses seeking meaningful professional employment. We work hard to improve the quality of life for military families by enabling Spouses to obtain professional employment alongside their service members. In Gear Career's programs are open to active duty, reserve, veteran and Gold Star Spouses.

Our Programs

NETWORKS

Local Chapters have dedicated volunteers who provide ongoing career development and networking opportunities.

We develop strategic alliances with professional organizations to provide Spouses with invaluable networking connections and by-name referrals in various fields.

Virtual Communities of Practice, organized by industry, enable Spouses to connect with like-minded professionals who understand how to balance military life and a professional career.

RESOURCES

In Gear Career's website offers timely and relevant advice written by career experts and Military Spouse professionals.

Our experts focus on developing targeted strategies to help Spouses maintain fulfilling career paths while successfully navigating employment challenges unique to military life.

Relevant resources from other groups supporting Military Spouses are also shared through our website and by personal referral.

ADVOCACY

In Gear Career gives voice to career-minded Military Spouses within the business community.

We give presentations to employment leaders and HR professionals to dispel stereotypes and emphasize the benefits of hiring Military Spouses—dedicated, adaptable, motivated professionals with diverse skill sets.

We partner with policy makers and other advocate groups to create change and ensure Military Spouse employment issues remain at the forefront.

What Makes In Gear Career Different

We target the root cause of Military Spouse career issues. Nearly 80% of professional jobs are filled by referral. Our programs enable Spouses to leverage organic networks to secure meaningful employment.

Our focus is the career-minded Military Spouse. Hiring fairs and job placement programs are effective in filling entry-level and hourly jobs. Our approach addresses the needs of Spouses seeking employment commensurate with advanced education and professional experience.

We are rooted in the communities we serve. We are cultivating relationships with local and national companies to personally connect them with an exceptional talent pool of highly qualified and ambitious Military Spouses.

We are experts. We have experienced the challenges that talented, dynamic Spouses face in the military lifestyle. In Gear Career was founded and is managed by Military Spouses with extensive and diverse professional experience in a wide range of industries.

"In Gear Career's method of networking into a career makes it much easier to get back to work. I have used other career assistance programs, but none has provided me with the actual connections for all the tools they teach."

- Kim Nitzschke, Marine Corps Spouse



Our Partners



Membership Benefits

In Gear Career will help facilitate your development of effective professional and meaningful personal relationships to help you achieve your career goals.

Here are a few of the benefits that In Gear Career Members enjoy:

Exclusive workshops and events to share insight and experiences, strengthen professional networks, and gain direct access to local business leaders and professional organizations.

Local chapters with a supportive community of like-minded professionals who understand the unique challenges that career-minded Military Spouses face.

Opportunities to gain leadership skills and to make meaningful contributions to a thriving organization.

Free career advice that is tailored to the unique needs of the Military Spouse professional.

Access to virtual Communities of Practice to share referrals, industry knowledge and job openings.

JOIN US

We believe your Spouse's service does not have to mean an end to your career or professional achievements.

Our goal is to equip you with tools and resources that you need to sustain a meaningful career, despite the military lifestyle's challenges.

Become a member of In Gear Career and receive the benefits of stability, community, confidence, and resilience.

Sign up today at
ingearcareer.org

ⁱ U.S. Department of Treasury and U.S. Department of Defense (2012), "Supporting Our Military Families: Best Practices for Streamlining Occupational Licensing Across State Lines."

ⁱⁱ "Defense Manpower Data Center (DMDC) (2010), "Demographics 2010: Profile of the Military Community," ⁱⁱⁱ RAND National Defense Research Institute (2010), "Mean Wage Differences Between Civilian and Military Wives."