

Report on Improvements to Partner Criteria of the Military Spouse Employment Partnership Program



June 2022

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BACKGROUND

Section 587 of the National Defense Authorization Act (NDAA) for fiscal year 2021 directed an evaluation and update of partner criteria regarding the Military Spouse Employment Partnership Program (MSEP). Furthermore, Congress required the following: 1) Results of the evaluation of the MSEP program; 2) The implementation plan for changes to partner criteria; 3) Data on new partnerships undertaken as a result of the evaluation; and 4) Data on the utility of the MSEP program: number of spouses applying for jobs through MSEP, average length of time jobs are available before being filled or removed from the MSEP Job Search portal (<https://myseco.militaryonesource.mil/portal/msep>), and average number of new jobs posted to the MSEP Job Search portal each month. Finally, one year following the implementation of changes to the partner criteria, Congress directed the Department of Defense to publish a report on a publicly accessible website of the Department of Defense. The required report shall include the following: (1) The results of the evaluation of the MSEP Program, including the implementation plan for any change to partnership criteria, (2) Data on the new partnerships undertaken as a result of the evaluation, including the type, size, and location of the partner entities, (3) Data on the utility of the MSEP Program, including—(A) the number of military spouses who have applied through the MSEP Program; (B) the average length of time a job is available before being filled or removed from the MSEP Program portal; and (C) the average number of new jobs posted on the MSEP Program portal each month.

This report supplies the following: 1) Results of the evaluation of the MSEP program; 2) The implementation plan for changes to partner criteria; 3) Data on new partnerships undertaken as a result of the evaluation; and 4) Data on the utility of the MSEP program: number of spouses applying for jobs through MSEP, average length of time jobs are available before being filled or removed from the MSEP Job Search portal, and average number of new jobs posted to the MSEP Job Search portal each month.

INTRODUCTION

The Military Spouse Employment Partnership is part of the Department of Defense's broader Spouse Education and Career Opportunities (SECO) initiative designed to support the education and career needs of military spouses by providing:

- Career exploration opportunities to understand their skills, interests and goals
- Education and training assistance to identify academic, licensing or credentialing requirements
- Employment readiness services to optimize qualifications and self-marketing skills
- Connection to employers who have committed to recruit, hire, promote and retain military spouses

MSEP, a targeted recruitment and employment solution, creates employment connections that provide military spouses with direct access to employers who support military spouses and who are actively recruiting. MSEP provides employers with direct access to military spouses seeking career opportunities. MSEP employer partners are charged with the mission of recruiting, hiring,

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promoting and retaining military spouses. Although employment opportunities through MSEP are not exclusive to military spouses, program education efforts provide recruiters and hiring managers with a strong understanding of the value of military spouses in their workforce and tools to effectively target and integrate military spouse recruitment into their hiring initiatives. MSEP currently has more than 540 committed employers who have hired more than 220,000 military spouses since the program launched in June 2011. When visiting the MSEP Job Search portal, military spouses can view, on average, more than 600,000 employment opportunities from MSEP partners.

MSEP 2011–2021

Since its inception in 2011, corporations and organizations seeking to join MSEP go through a vetting process that ensures partners meet specific goals and objective outlined above. The process includes:

1. Application submission by the potential partner organization
2. Prescreen questionnaire
3. Research into the potential partner to validate information
4. Formal Department of Defense interview
5. Final approval from the Deputy Assistant Secretary of Defense for Military Community and Family Policy.

This process takes approximately 90 days and has netted an average of 42 employer partners per year, with the exception of 2020, when the program vetted, approved and inducted 86 new partners. Figure one shows the numbers of partners inducted into the program each year since the program’s inception in 2011.

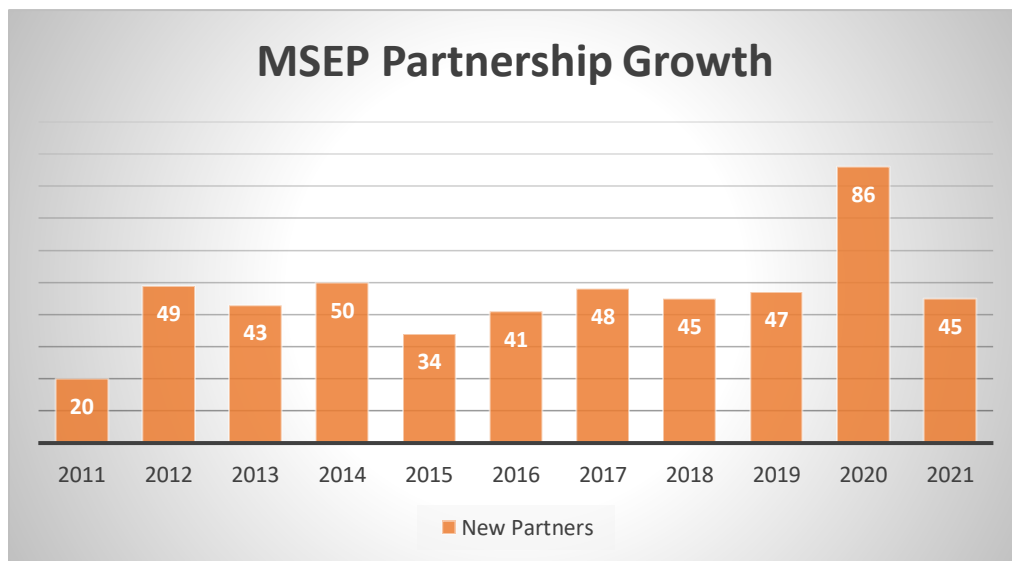


Figure 1.

Partner growth from program inception in 2011 through 2021.

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Prior to the evaluation outlined in this report, MSEP partner vetting criteria included:

- Five years of sound business experience with good track record, broad diversity efforts and financial stability
- Facilities in more than one state or region
- A satisfactory ranking with Dun & Bradstreet business decision reporting
- Jobs compatible with military spouse career interests that are portable and/or located at or near military installations
- Flexible work options (e.g., virtual work, flexible hours or location, part time)
- Benefits, training opportunities and assistance with career progression
- No fees charged as a standard for employment

This vetting process was effective in identifying national organizations suited to support military spouse employment; however, companies with robust regional footprints and local companies uniquely situated to serve military populations (e.g., school districts, small businesses) were, for the most part, excluded for not meeting all of the above criteria.

As the program explored expanding opportunities to small businesses, it was important to identify the current status of small businesses within the partnership. Using the United States Small Business Administration definition of less than 1,500 employees, the MSEP partnership currently has 252 partners or 46% of total partners that meet this small business definition (Figure 3). However, there still existed an opportunity to increase opportunities with small businesses at the local level.

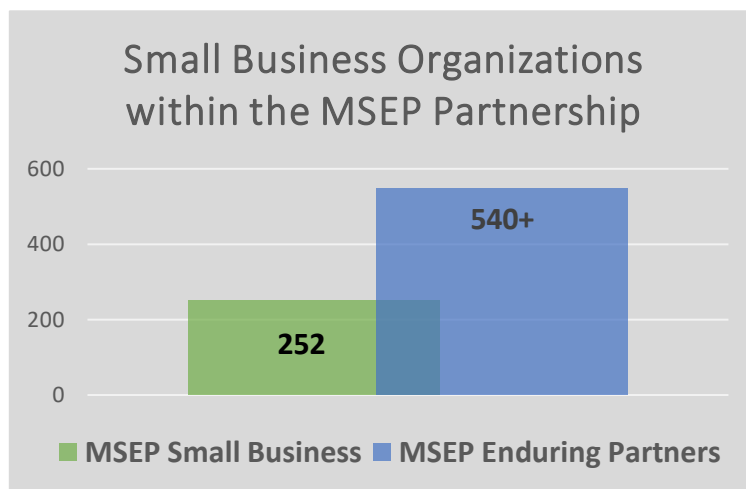


Figure 2.

Number of small business organizations (as defined by the U.S. Small Business Administration) within the MSEP partnership

RESULTS OF THE MSEP PROGRAM EVALUATION

After a complete evaluation of the MSEP partner vetting process, it became evident there were opportunities to refine the current criteria to increase the number and diversity of organizations supporting the employment needs of military spouses through the MSEP program. The environment for military spouse employment is broadening and evolving to include more specialized industry sectors and preferences for different job types, such as part-time positions, 1099 independent contractor positions and remote opportunities. A more customized approach to vetting allows MSEP to bring on partners that provide both regional and local job opportunities. Additionally, market segments such as information technology and small business opportunities are increased through the use of a more adaptive vetting process, paving the way for a holistic approach to partner vetting and delivering the opportunity for military spouses to compete for an even broader array of positions.

In order to implement a more customized approach to MSEP vetting, an evaluation rubric was created allowing potential organizations to receive a total score based on their alignment to MSEP Program objectives (see Appendix A). This approach allows for a broader view into organizations that may have fallen short in the traditional evaluation model, as it now allows them to receive credit for other areas of strength. For example, the former system measured employment opportunities available at the time of application; the new process evaluates employment opportunities throughout the year allowing organizations to demonstrate their employment impacts on a broader scale.

Specific examples of changes to the vetting process through the implemented rubric include:

- Previously, the Dun & Bradstreet resource was used to identify a list of specific corporate metrics that were directly reported with the vetting package. The program now measures across three general areas of business foundations: Five or more years of business experience; no charge to military spouses for employment; and overall business risk score with Dun & Bradstreet. These three areas are reviewed and organizations are awarded scores depending on the sliding rubric scale.
- Employment *opportunities* and employment *support* have been separated allowing an organization to receive an evaluation metric for both the number of positions available and the programs they have in place specifically supporting the military lifestyle.
- Applying organizations also receive rubric points for being a small business, for operating in the education sector, or for offering technology and coding positions to increase opportunities for military spouse in these specific segments.

In addition to the implementation of the rubric, the Department of Defense evaluated the types of partnerships that were available for potential partners to identify opportunities to increase the number of employers in particular areas, such as technology, education and small business.

Existing Partner Types:

- Employer Partners- Organizations and businesses that are committed to providing direct employment opportunities and career support for military spouses on a local, national or worldwide basis.
- Spouse Ambassador Network- A committed group of mostly non-profit organizations within the Military Spouse Employment Partnership that has existing military community networks and leverages those networks to broaden knowledge about military spouse career resources in communities where spouses live and work.
- Federal Agency Partners- Federal government departments and agencies that collaborate with MSEP to identify and support military spouse candidates seeking federal employment opportunities.

To integrate and balance the new focus areas within the existing structure, four MSEP partner types were added.

New MSEP Partner Types:

- MSEP Ed (Education)- Includes accredited primary, secondary and higher education institutions that provide direct employment opportunities to military spouses on a local, regional or national basis.
- MSEP SB (Small Business)- A specialized employer program offering small businesses near local installations the opportunity to support spouse employment efforts within military impacted communities.
- MSEP CAN (Community Action Network)- Local community networks that bring together business advocacy groups, employers and military installation(s) to create awareness for the MSEP, connecting military spouses with local employment opportunities.
- MSEP IT (Information Technology)- MSEP employers and organizations that offer positions or provide support in the information technology field specifically within software and coding, cybersecurity, networks and systems, web development and data and cloud computing.

IMPLEMENTATION OF CHANGES TO PARTNER CRITERIA

To effectively implement the changes to MSEP, the program focused on three areas: the application and communication process for potential organizations into the program; the ability to effectively manage program data and reporting capabilities; and training and outreach to existing operations teams within the MSEP program.

During the evaluation process, the Department of Defense observed that potential partners with multiple lines of business frequently did not select the application type most appropriate for evaluation of their suitability for support of MSEP. With that goal in mind, the MSEP program developed one universal application that all potential partners submit. From this point, the

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program conducts the vetting process and places them into the most suitable MSEP partner type. This makes the process easier for potential partners when completing an application for partnership and ensures they are evaluated accurately.

To effectively manage data and reporting, the customer management system was updated in several ways to accommodate the new MSEP partner types:

- The new partner types were added to the SECO Administrative Portal, the capabilities were built out to capture all pertinent partner information and the system now has the ability to contribute the data back into the integrated reporting system.
- Using the foundation of the current community partner structure, the MSEP CAN section was created by adding customized fields to capture the various elements of the network. The ability to report on this data was also included in the enhancements.
- Recognizing some partner organizations may be primarily associated with a designated industry sector but have career opportunities in other industries, the program developed a data identifier tool for additional employment areas such as education and information technology.
- To build on the data capabilities of the management system, a measurement was added to automatically report the partner as a small business if they were listed with 1,500 employees or less.
- The completed vetting rubric can be uploaded into the SAP system for archiving.

The last area for consideration centered on the education and development of resource tools to communicate the MSEP changes to the operations teams. This included training with the potential partner vetting team, providing guidance on implementing the potential partner vetting rubric and communicating with potential partners throughout the process. In addition, standard operating procedures were developed to highlight the new MSEP partner types and the support and resources aligned with each new group.

MSEP'S VETTING METHODOLOGY AND IMPACTS OF CHANGE

Converting to a rubric methodology for vetting allows the program to measure and evaluate an employer's ability to meet established critical success factors as they relate to the recruitment, hiring and retention of military spouses within their organizations. The MSEP vetting methodology is based on criteria developed within five main categories: Business Foundation, Employment Opportunity, Employee Support, Partner Engagement and expanded industry categories (e.g., information technology, education/school systems and small business). Within each category specific criteria is ranked and weighted based on its importance to the success of the program. Information provided through the application process by each organization is

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measured on a five-point scale as to their ability to meet that criteria measurement. Each criteria is scored through the rubric and the application is evaluated in its ability to meet the holistic approach required to support military spouse hiring. Organizations receive a total score and based on that analysis they are recommended or not recommended for further vetting and final approval by the Department of Defense. The MSEP program understands that organizations with infrastructure and programs in place to support diversity in their hiring efforts along with their ability to offer job portability bring significant value to the MSEP mission. Finally, through the customized approach of the rubric MSEP is able to focus on small businesses, information technology and educational institutions as requested. Table 1 illustrates the potential partner application activities since January 1, 2021. The new vetting criteria and use of the rubric began on July 1, 2021.

Table 1

Potential Partner Application Activities Since January 1, 2021

MSEP Partner Vetting Data January 1, 2021- June 1, 2022*	
Number of MSEP Applications Received	153
Employers Recommended for Full MSEP Partnership	98
Employers Recommended for MSEP SB	33
Recommendation Conversion Rate	86%

**July 1,2021- New rubric vetting started*

Of note, the partner vetting process consists of several steps to ensure the potential partner meets all program criteria and will be able to positively contribute to military spouse employment. These steps start with an application from the potential partner, move to a full vetting process to include a formal interview by the program then conclude with a formal DOD decision on partnership. If a potential partner is not accepted into the MSEP program, they are provided with installation level employment readiness staff and encouraged to reapply once they have met requirements.

DATA ON NEW PARTNER TYPES UNDERTAKEN AS A RESULT OF THE EVALUATION

Over the past year, the MSEP Program has realized some early successes on approving new partners in the key objective areas. This diversification of employers with specific focuses is creating a broader array of opportunities for military spouses. These partners can offer positions in very specific areas and also help meet the needs for more local and regional hiring. Table 2 shows the number of MSEP partners that fold into new program focus areas, including 57 information technology-focused employers and 40 education-focused employers. In addition, the MSEP class of 2022 expects to have more than 30 small businesses joining with the potential for exceptional growth in the future. Figure 3 illustrates the number of these new partner types within the entire partnership.

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Table 2

MSEP Partners Placed into New Program Focus Areas

Data on MSEP Partnership in Key Objective Areas July 1, 2021- June 1, 2022	
Partner Type	# Of Partners
MSEP IT	57
MSEP Ed	40

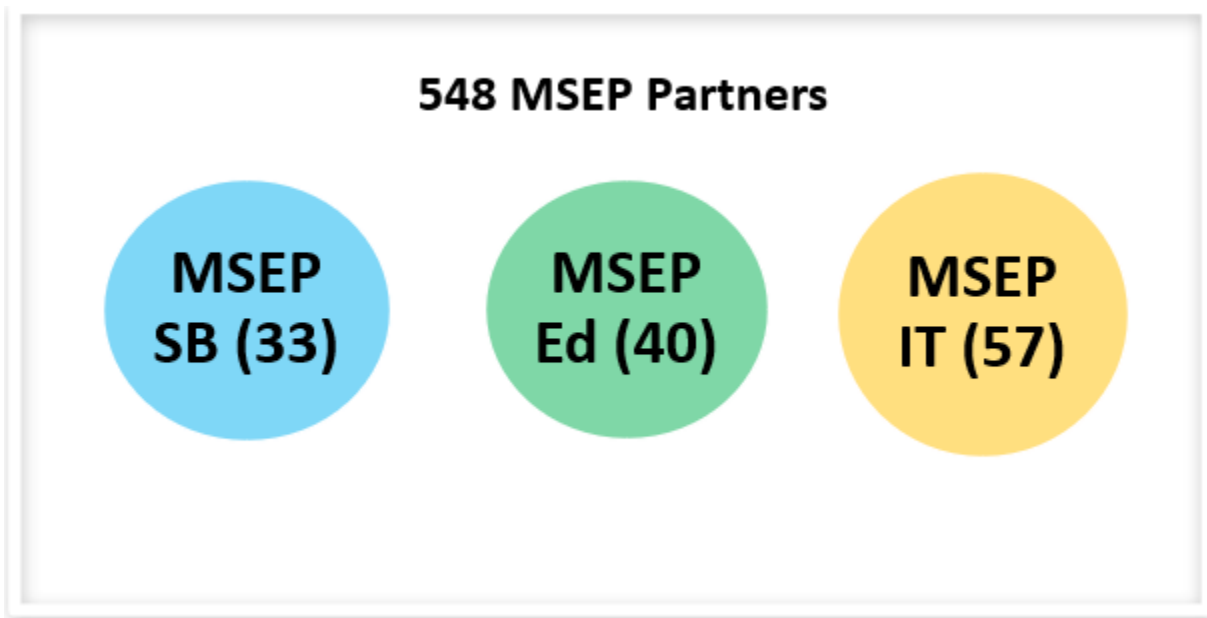


Figure 3.

Total MSEP partner count with new partner types indicated as part of the total

INFRASTRUCTURE UPDATES

A focus was placed on the ability to obtain key data metrics to contribute to the overall evaluation of new initiative areas. The current case management system was enhanced to meet the needs of all data management created by the new MSEP partner types. Additionally, reporting tools were expanded to allow exportation of data into Microsoft Excel files. These files give program management flexibility to analyze and present data in a multitude of ways. Key metrics and data are delivered as part of the existing weekly, monthly and annual reporting structures for the SECO program.

Implementation of the re-organized MSEP partner types and application procedures requires a diverse level of engagement that provides answers to basic questions from potential partners while highlighting new access points into MSEP with the values and benefits of each.

The MSEP potential partner application section of the website (<https://msejobs.militaryonesource.mil/msep/become-a-partner>) was built to give the potential partner a strong starting point to submit their application into the program. The baseline information that the potential partner provides on their application will allow the program team to strategically steer vetting conversation based on best program fit, explain applicable partner types and submit their application with the most appropriate partner type before submitting for formal partnership approval.

Additionally, the MSEP program utilizes existing stakeholder communications channels to create awareness for the new points of entry into the MSEP program. MSEP relies heavily on the network of more than 230 military installations worldwide to support these communications and make positive impacts within their own communities. The MSEP program remains focused on utilizing the MSEP enduring partner network to provide word of mouth recommendations for businesses and organizations that can contribute to the partnership.

REMOTE WORK

Remote work options have long been a solution for many of the challenges military spouses face with employment and has been an area of focus for the program. Partners offering remote work are highlighted bi-annually in the MSEP Telework Document that is available on the MySECO website (<https://myseco.militaryonesource.mil/portal/>). The telework document serves as resource for military spouses searching for remote work with specific MSEP partners. With remote work also a focus area of the NDAA requirements, two new pilot programs were launched in 2021 with the objective of creating more direct channels of remote career opportunities for military spouses:

1. *FlexJobs Subscription:*

The Spouse Education and Career Opportunities program helped reduce the barriers for spouses by offering a free year-long membership to FlexJobs, a career platform specializing in vetted, flexible and remote job openings. This offer was exclusive to military spouses.

The program features:

- A year-long membership to FlexJobs beginning the day of registration.
- Access to search flexible and remote job opportunities in more than 50 career fields and at all experience levels, from entry-level to senior-level manager.
- More than 25,000 high-quality and vetted full-time, part-time, freelance and temporary job openings.



2. *Remote Ready Program:*

This full-cycle workforce development pilot program gave 175 mid-career spouses the opportunity to earn Remote Ready Certification, complete skills training in one of four tracks

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custom selected for the military spouse based on his/her skills and aptitude and concluded with remote employment offers. This workforce development pilot is in partnership with Instant Teams, innovators of remote work technology and remote employment for the military community.

Training Tracks Included:

- Software Engineering
- Insurance Agent
- Data Analytics & Reporting
- Sales Development



Both pilot programs are being evaluated for their utility and the Department will determine future courses of action for these or similar programs that support remote employment.

DATA ON THE UTILITY OF THE MSEP PROGRAM

The NDAA directed the program to evaluate the current utility of the MSEP Program from both a partner vetting and an MSEP Job Search portal perspective. This section focuses on the data captured relative to the MSEP Job Search portal including the volume of positions posted and removed from the portal and a breakdown of the types of positions that are being posted.

From July 1, 2021- March 30, 2022, the MSEP Job Search portal (<https://myseco.militaryonesource.mil/portal/msep>) “apply for this job” feature was selected more than 8,500 times. While we do not have direct knowledge of the outcomes of these opportunities, the feature allows the program to gauge activity levels across available positions within different employment industry sectors. Effective September 2021, a system enhancement was introduced that notifies employers via email when a job seeker clicks the “apply” button for a job posting. This provides the employer partner an opportunity to directly reach out to the military spouses that show interest in their positions creating a more effective way to directly connect with the military spouse community.

It is important to note that military spouses do not complete the application process for jobs via the MSEP Job Search portal on the MySECO website (<https://myseco.militaryonesource.mil/portal/msep>) or the MSEP Partner Portal (<https://msepjobs.militaryonesource.mil/msep/>). Military spouses who click “Apply” on a job in the MSEP Job Search are redirected to the website provided by the MSEP Partner to complete the application process. MSEP is not able to verify applications completed on employer sites, however a new application tracker feature created in MySECO now allows spouses to report their application candidate status of applied, interviewed and hired, back to the MSEP Program. MSEP partners are expected to report all military spouse hires to DOD on a regular basis.

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Table 3 shows the number of jobs posted and jobs removed from the MSEP Job Search portal between July 2021 and March 2022, demonstrating the incredible number of opportunities available to military spouses and the continuous weeding of jobs that are no longer available.

Table 3

Number of jobs posted and jobs removed from the MSEP Job Search portal between July 2021 and March 2022.

Month	Year	Jobs Posted	Jobs Removed
July	2021	472,893	397,344
August	2021	591,633	533,276
September	2021	892,086	736,095
October	2021	658,446	622,469
November	2021	846,177	864,365
December	2021	644,204	612,240
January	2022	524,701	513,104
February	2022	616,025	597,905
March	2022	1,120,198*	1,105,283
	Total:	6,366,363	5,982,081
	Average per month:	707,374	664,676

*The significant increase in March 2022, reflects the addition of new MSEP employer partners and improvements to several job feeds from existing partners.

During the evaluation process of MSEP career opportunities, a higher-level reporting analyzation was created to fully examine the types of postings across several areas in a very granular way. This tool provides key insights into the more than five million career opportunities that have been posted on the MSEP Portal during 2021-2022. It is now used to strategically guide conversations in the SECO Career Center matching spouse interests with current available positions. Additionally, it is very effective in our stakeholder relationships with MSEP partners by allowing the support teams to inquire about specific positions to map out support and strategy for filling positions based on required needs or enlisting collaborative support with military installations to meet geographically specific hiring needs. The figures and tables below show the depth of the types of positions, industries represented and areas where the MSEP program has the highest concentration of career opportunities.

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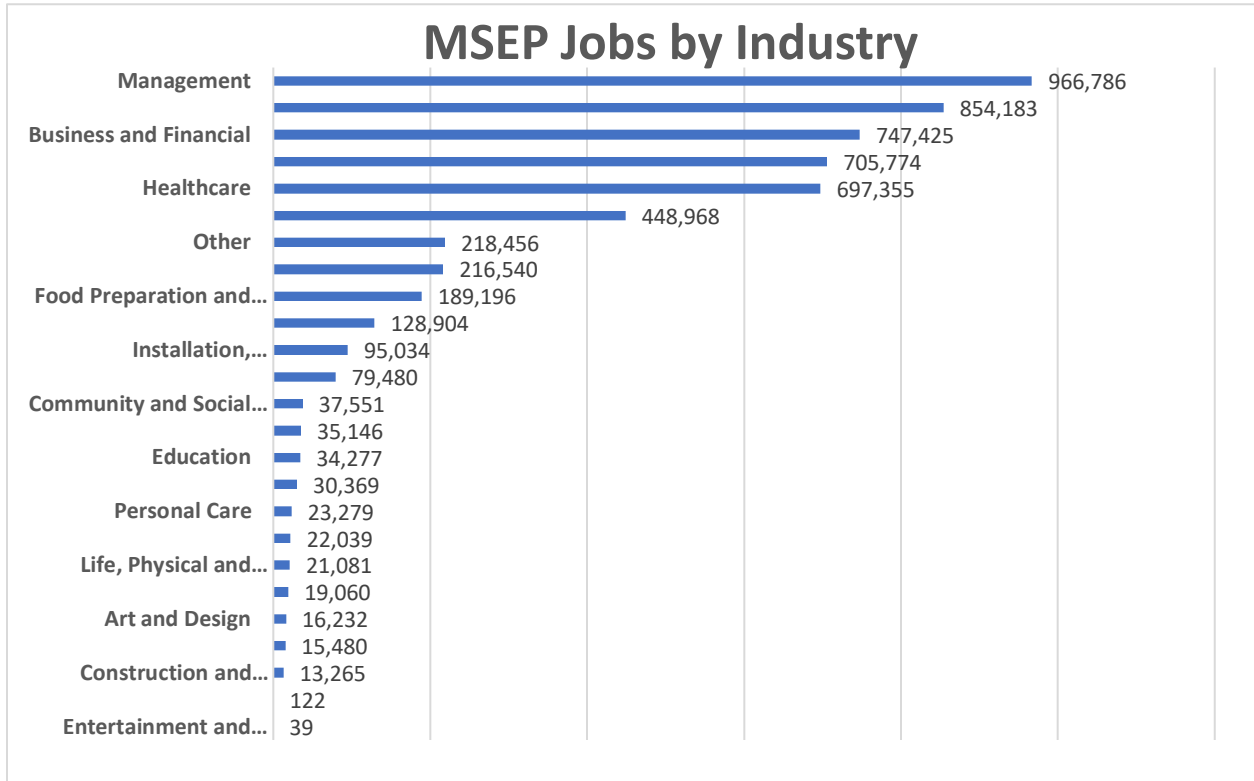


Figure 4.

Number of job postings on the MSEP Job Search portal by industry sector

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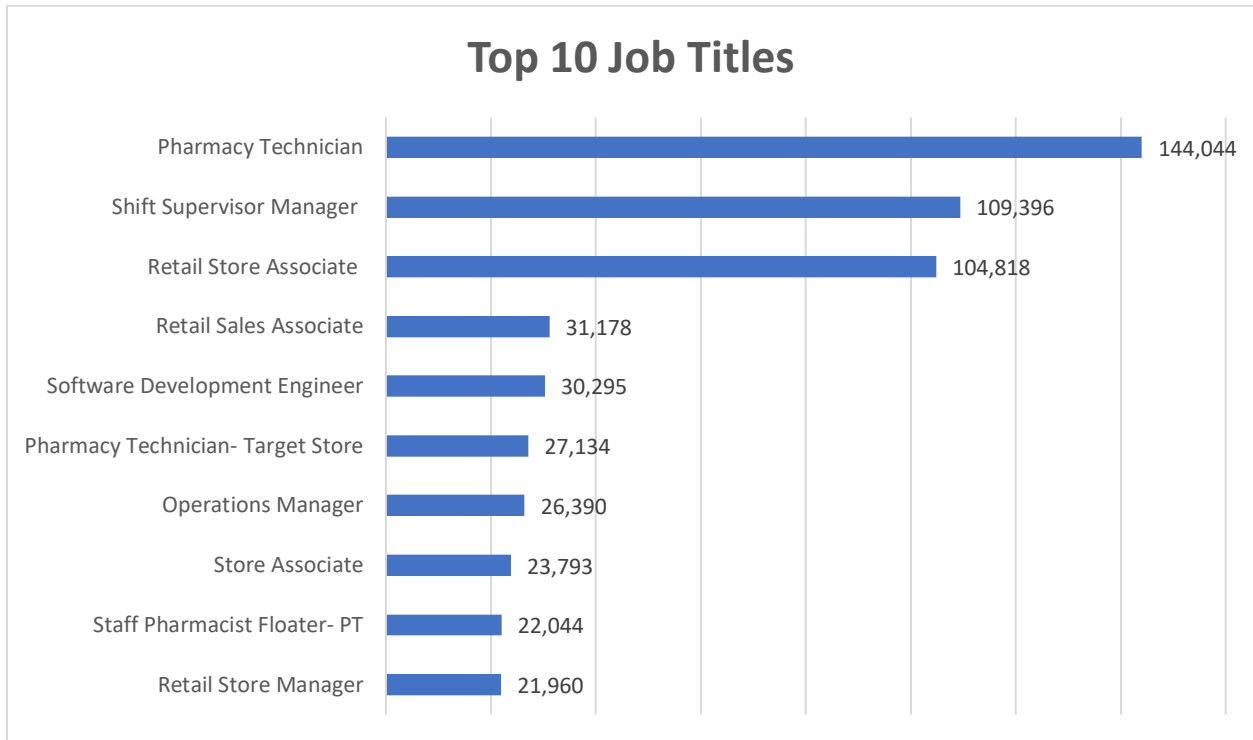


Figure 5.

Top ten job titles of all postings on the MSEP Job Search portal

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Table 4
Top 25 MSEP Partners by Job Posts

Top 25 MSEP Employers by Job Posts	
CVS Health	822,233
Amazon.com, Inc.	378,083
Wayfair	370,088
Robert Half	250,912
Humana	214,574
Lowe's	199,047
Starbucks	151,181
Black & Veatch	142,373
Citi	124,601
Bradley-Morris, Inc. Recruit Military	116,855
Walgreens	108,432
TJX	101,030
Kelly	99,518
Home Depot	90,215
Bank of America	83,081
AT&T	81,086
Marriott International	76,539
Microsoft	71,512
UnitedHealth Group	70,012
JPMorgan Chase & Co.	69,258
T-Roc	65,524
Maxim Healthcare Group	65,524
Manpower Inc.	63,749
Dell EMC	57,157
Verizon	56,485

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Table 5
Top career opportunities in the management industry sector within the MSEP job postings

Industry Sector- Management	
Shift Supervisor Management Trainee	109,396
Operations Manager	26,390
Retail Store Manager	21,960
Pharmacy Manager	12,175
Assistant Store Manager	4,898
Software Development Manager	4,497
Project Manager	4,481
Management Trainee	4,473
Store Manager	3,732
Senior Program Manager	3,583
Pharmacy Operations Manager	2,681
Operations Manager- California	2,657
Pharmacy Manager- Sign on Bonus Available	2,434
Accounting Manager	2,419
Account Manager	2,388
Program Manager	2,303
CA Pharmacy Manager	2,100
Senior Project Manager	1,941
Senior Technical Program Manager	1,757
Senior Product Manager	1,730

Table 6
Top 10 MSEP partner job posts by the management industry

Top 10 MSEP Employers by Industry Sector- Management
CVS Health
Wayfair
Amazon.com, Inc.
Citi
Humana
Black & Veatch
Robert Half
Microsoft
JPMorgan Chase & Co.
Johnson & Johnson

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Table 7
 Top career opportunities by the computer and information technology industry sector within the
 MSEP job postings

Industry Sector- Computer and Information Technology	
Software Development Engineer	30,295
Senior Software Engineer	8,596
Software Engineer	6,737
Software Engineering	3,224
Senior Software Development Engineer	3,220
Systems Engineer	3,000
Software Engineer II	2,719
Data Engineer	2,690
Software Development Engineer II	2,640
Systems Administrator	2,290
Network Engineer	2,174
Software Developer	2,071
Principal Software Engineer	2,030
Senior Business Intelligence Engineer	1,810
Business Intelligence Engineer	1,777
Senior Software Engineer, dbaas Platform Tooling	1,721
Devops Engineer	1,564
Desktop Support Analyst	1,452
Applications Engineer	1,448
Technical Support Representative	1,442

Table 8
 Top 10 MSEP partner job posts within the computer and information technology industry

Top 10 MSEP Employers by Industry Sector- Computer and Information Technology
Amazon.com, Inc.
Wayfair
Humana
TEK Systems
Robert Half
Microsoft
Dell EMC
AT&T
Citi
Leidos

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Table 9
Top career opportunities by the education industry sector within the MSEP job postings

Industry Sector: Education	
School Age Teacher	1,035
Child Care Teacher	621
Substitute Teacher	405
Special Education Teacher	338
Teacher	263
Assistant Teacher	258
Paraprofessional	251
Child Care Associate Teacher	223
Para Educator	207
Child Care Assistant Teacher	200
Paraprofessional- ABA	200
Lead Teacher	195
Child Care Resource Teacher	135
Child Care Substitute Teacher	76
Substitute Camp Counselor	74
School Aide	69
Infant Teacher	66
Early Childhood Education Substitutes	56
Substitute Teacher (Polk County)	55
Preschool Teacher	52

Table 10
Top 10 MSEP partner job posts within the education industry

Top 10 MSEP Employers by Industry Sector- Education
Kindercare Education
Bright Horizons
Kelly
Maxim Health
Bradley-Morris, Inc./RecruitMilitary
University of Maryland Global Campus
Aveanna Healthcare
Goodwill Industries
Medical Temporaries, Inc.
Scholastic

NEXT STEPS

With new partner types and program initiatives in place, the focus going forward will be centered on two areas:

- Strategic marketing and promotion of the new program areas. This will include communications to all stakeholders including military installations, Military OneSource state representatives, MSEP Spouse Ambassador Network and all partner and allied organizations. The primary focus will be to create multiple avenues of awareness for the business community to understand and utilize the SECO/MSEP program while creating consistent and reliable pipelines of employment for military spouses.
- Data capture/reporting allowing for analysis and evaluation of program outcomes. The new infrastructure elements combined with ongoing process improvement efforts across systems will allow for expanded and enhanced program metrics. These metrics will be used to evaluate and analyze new programming resources, systems and business processes.

CONCLUSION

The NDAA provided the opportunity to evaluate the current overall organizational structure of the program including the application and vetting process in order to determine where areas of refinement and opportunity existed. This review led to the development of new MSEP partner types, a rubric based vetting process for new partners and enhanced data capturing. All three areas will contribute to creating a targeted approach to securing new partners that will create additional pathways to national, regional and local spouse employment and increasing opportunities in key areas such as education and information and technology. Moving forward, the MSEP program is better positioned to meet the employment needs of the military spouse population.

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APPENDIX A: MSEP VETTING RUBRIC

Category	Specific Criteria/Sub-Category	Exceptional 4 points	Very Good 3 points	Good (Baseline) 2 points	Developing 1 point	Does Not Meet Criteria 0 points	NA 0 points	Rubric Score	Checklist Weighting 1 - Minimum 2 - Moderate 3 - High 4 - Critical	Company Total Score	Possible Points
Reporting Spouse Living Data	Will commit to and deliver spouse living data to the MSEP Program	Has 11 years or more of owned business experience	Has 6-10 years of owned business experience	Has 5 years of owned business experience	Has 3-4 years of owned business experience	Has 0-2 years of owned business experience	Not able to commit to reporting spouse living data				
Business Foundations	5 or more years of owned business experience									3	0
	Must not charge military spouse any fees in order to be employed									4	0
Employment Opportunities	Retail with Dun & Bradstreet Overall Business Risk (option for NA)	Low	Low-Moderate	Moderate	Moderate-High	High	NA - Report			4	0
	Companies will demonstrate sustained historical hiring practices throughout the year	Hires 201+ or more positions throughout the year	Hires 101-200 positions throughout the year	Hires 51-100 positions throughout the year	Hires 25-50 positions throughout the year	Hires 0-25 positions throughout the year				4	0
	Programs offered to support job portability	Job opportunities available regionally and/or internationally	Job opportunities available in 21-49 states	Job opportunities available in 11-20 states	Job opportunities available in 1-10 states	Job opportunities available in 0 states				4	0
	Geographic opportunities									3	0
Employee Support	Jobs are located within 50 miles of military installations	Offers programs	Offers programs	Offers programs	Offers programs	Offers programs				1	0
	Offers apprenticeship or fellowship programs	Offers programs	Offers programs	Offers programs	Offers programs	Offers programs				3	0
	Training programs leading to employment opportunities for military spouses (upskilling, temp to hire etc.)	Career progression (e.g., entry level to senior management positions) is available								3	0
	Career progression (e.g., entry level to senior management positions) is available	Offers expanded benefits								2	0
	Offers expanded benefits (e.g., insurance, paid time off, health and wellness programs), training opportunities, and assistance with credentialing are available	Offers insurance and paid time off								1	0
Partner Engagement	Supports military community (e.g., community programs, affiliated with military support organizations, time of arrival PCS move, offers employee resource groups)	Demonstrated support programs for military spouses	11-25% of positions are remote	11-25% of positions are remote	1-10% of positions are remote	Does not offer military community support programs				3	0
	Offers remote work opportunities	51-100% of positions are remote	26-50% of positions are remote	11-25% of positions are remote	1-10% of positions are remote	Does not offer remote opportunities				4	0
	Flexible work options are available (e.g., telework, flexible hours or location, part time, 1099 contractor work, compressed work schedules)	51-100% of positions are remote	26-50% of positions are remote	11-25% of positions are remote	1-10% of positions are remote	Does not offer flexible work options				3	0
MSEP STEM	Participate in program events (e.g., social media, webinars, virtual hiring fairs)	Can commit to 2 or more program events per year								4	0
	Utilization of program tools (e.g., MSEP portal, telehealth, installation collaborations)	Will utilize program tools								3	0
	Have infrastructure in place (or willing to create) to track spouse living	Infrastructure in place (or willing to create)								4	0
	Participate in annual event (reduction ceremony and partner meeting)	Will participate in annual event								4	0
MSEP Education Small Business	Offers software/technology coding positions	Offers coding positions								4	0
	Available positions across STEM spectrum (Science, Technology, Engineering, Mathematics & Medical)	Offers positions across STEM spectrum								3	0
Company Total Score	Accredited school system	Yes								4	0
	Has 1,500 employees or less	Yes								2	0
MSEA Targeted Group (select one group)											
Score Range without Data Report											
Highly Recommended 131-174											
Recommended 159-180											
Moderately Do Not Recommend 137-158											
Do Not Recommend <137											
MSEA Total: 51											
Rubric Total: 214											

Area of Strength

Possible Area for Program Enhancement