SpouseWorks

INTRODUCTION TO THE

Military Spouse Employer Partnership for Potential Partners

September 2026



COMMUNITY. COLLABORATION. CAREERS.

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SpouseWorks

Welcome

The Military Spouse Employer Partnership, part of SpouseWorks (formerly SECO), is the War Department's premier employment partnership, connecting military spouses with meaningful career opportunities. Since launching in 2011, the partnership has grown to include more than 1,000 employer partners committed to recruiting, hiring, promoting and retaining military spouse talent.

Employer partners include corporations, small businesses, nonprofit organizations and government agencies that recognize the value military spouses bring to the workforce. Through the partnership, employer partners can post job opportunities on the SpouseWorks job board, connect with military spouse job seekers, participate in hiring events and outreach opportunities, collaborate with other employer partners and demonstrate their commitment to supporting military families.

Learn more about the partnership's impact, employer benefits and engagement opportunities, and discover how becoming an employer partner can help your organization attract skilled, adaptable talent while supporting military spouse employment and strengthening military family readiness.

If you have questions or would like to learn more about the partnership, visit the partner portal or contact a partner specialist at 800-964-4627.

> "Military spouses are such an asset to our workforce because they shift the narrative of what a typical employee looks like every single day.
> Military spouses are extremely tenacious. They have a don't-quit attitude, and they're also incredibly humble and they take care of everyone else before themselves."
>
> — Michelle Penczak, CEO, Squared Away



List of Employer Partners

View a live list of employer partners here:
https://msepjobs.militaryonesource.mil/msep/our-partners

Connecting Talented Military Spouses to Committed Employers



Background

The Military Spouse Employer Partnership connects military spouses with more than 1,000 employer partners who have committed to recruit, hire, promote and retain military spouses.

How the partnership works for military spouses

The partnership assists military spouses in finding employment that works with military life and helps them achieve their career goals, despite the challenges of frequent relocations. Through the SpouseWorks job board, military spouses from all branches of the armed forces can access career opportunities offered by employer partners worldwide.



Employer partners join the DOW's comprehensive spouse employment support program to help military spouses in the following ways:

- Reduce the unemployment rate among military spouses.
- Close the wage gap between military spouses and their civilian counterparts.
- Help military spouses build long-term financial security.

> *"The partnership has greatly impacted my ability to recruit military spouses. It gives me resumes at my fingertips, where I can go in and sort through people who are going to meet the skills that we're looking for and the attitudes that we're looking for to fill our open roles."*
>
> — Jennifer Delatte, military talent program manager, Cedars-Sinai Medical Center

Millions of jobs posted since the program launch

Employer partners include local, national and global employment companies and organizations, industry professional associations, small businesses, nonprofits, military support organizations, network partners and federal agencies.

Employer partners represent a variety of industry sectors:

- Business and finance
- Health care
- Information technology
- Education
- Retail sales
- Community and social services
- Media and communications
- Hospitality
- Security and public administration

Supporting military family readiness

The quality of life and financial stability of military families tie directly to the readiness and retention of the military forces.

Military spouses thrive when they are able to fulfill their career aspirations.

How the partnership works

The Military Spouse Employer Partnership is a human resources business solution for companies and organizations looking to recruit and hire skilled talent. Organizations and businesses that use the partnership have direct and priority access to talented and resourceful professionals – military spouses. They are skilled and motivated with an eager and strong work ethic. When employer partners hire military spouses, they are supporting the homefront and an all-volunteer force.

Partnership benefits

- **Convenient, free solution** for connecting with military spouses and uploading job postings
- **Recognition opportunities** for employer partners featured in promotional activities, SpouseWorks social media and at public events
- **Networking opportunities** with the War Department and other industry-leading companies and organizations
- **Unlimited access** to skilled talent from hundreds of military installations throughout the world
- **Partnership development** opportunities, including the following:
  - The LinkedIn employer partner group
  - Partner-to-partner mentoring
  - Military spouse mentoring
  - Employer partner and military spouse testimonials
- **Opportunity to participate** in War Department global military spouse events including:
  - Virtual hiring fairs
  - Employer partner resource training
  - Installation outreach events

Why Hire a Military Spouse?



The business case for supporting military spouses

For many businesses, a strong commitment exists to support military service members and their families in a variety of ways — in the community and through employment opportunities. As an industry leader and employer partner, your business can support military families while strengthening your business, creating a stronger workforce and expanding your footprint.

The following initiatives and organizations assist military spouses and their families:

Spouse Ambassador Network

The Spouse Ambassador Network was developed for military spouses. It is a collection of organizations within the partnership that establishes community networks and leverages these networks to broaden knowledge about military spouse employment resources.

Participation in military support initiatives can help:

- **Enhance** your company's or organization's reputation.
- **Increase** consumer loyalty.
- **Expand** your network.
- **Build relationships** with like-minded companies and organizations.
- **Attract** prospective employees.
- **Strengthen** work teams.
- **Improve** employee skills.
- **Contribute** to professional development.

> *"It's an untapped network of employees who are willing to share their experience and bring other employees to your organization."*
>
> — Joshua Sanhaus, vice president of military operations, Galls, LLC.

How to Show Your Support

Industry-leading employers are taking the initiative to support military spouses in achieving their career goals. You can support military spouses by taking the following actions:

- Host an open house to introduce your company or organization to local military spouses.
- Host an online job fair to discuss hiring initiatives and provide suggestions for applying for positions.
- Develop internship or externship positions to help military spouses gain work experience.
- Create virtual and flexible work opportunities for military spouses when possible.
- Encourage human resources staff to host in-person or virtual training sessions, covering topics such as resume preparation and interviewing tips.
- Host special events that recognize and thank military families for their service to this nation and for their contributions to your company's or organization's success.
- Create a military spouse and veterans employee resource group or affinity group to address shared needs, interests and career development opportunities.
- Offer military spouse mentoring programs or refer military spouses to existing resources.



- Support your business goals and talent acquisition strategy with community-based and company-based initiatives.
- Join the many companies and organizations that are committed to assisting military spouses and their families. Your participation is invaluable to military families, your organization and our nation.

> *"I think the most rewarding aspect of working with military spouses is seeing the magnitude of change that comes with getting them employed, because it really changes every aspect of their life. It has social impacts, it has financial impacts, it's good for the entire family, it's good for people's self-esteem, and so I just see rewards beyond the immediate job."*
>
> — Debbie Bradbard, director, Boeing Center for Veteran Transition at Virginia Tech

Employer Partner Benefits

The value of being an employer partner

As an industry leader and employer partner, your company or organization can support military families while increasing your workforce and strengthening your business.

Expand your reach and reputation with SpouseWorks social media

- Connect to military spouses, other employer partners and the military support community.
- Promote your hot jobs, critical job openings or special hiring initiatives quickly and easily on the LinkedIn spouse group — MilSpouse Career Network.
- Join the LinkedIn employer partner group to strengthen your network inside and outside your industry sector.
- Highlight your company or organization through military spouse testimonials.

Build networks at SpouseWorks events and hiring fairs

- Meet other employer partners, senior DOW leaders and military spouses at meetings and hiring events.
- Volunteer to participate in the planning of the SpouseWorks Annual Meeting.
- Use the online partner directory for individual, organizational or industry connections.
- Participate in a quarterly SpouseWorks Virtual Hiring Fair to share your open positions with military spouses.



> *"MSEP takes all the guessing out of it for you and provides the organization so many resources to be able to succeed in hiring military spouses."*
>
> — Chryssy Johnson, military affairs partner, Navy Federal

Expand your talent pool using the partner portal

- Post and promote open positions to thousands of qualified military spouse job seekers.
- Search for qualified candidates to fill positions around the country and the globe.
- Brand your organization as a military spouse-friendly organization.
- Promote hiring programs with military career service providers connected to hundreds of military installations.

Collaborate with fellow employer partners

Collaborate with Spouse Ambassador Network partners to identify challenges and find solutions for military spouse employment while supporting and guiding newer employer partners.

- Highlight and discuss industry employment trends and hiring initiatives.
- Find company descriptions and contact information for other employer partners using the partner directory, a digital repository outlining key features and points of contact for all employer partners.

Mentor for growth

- Expand your business opportunities and personal connections through partner-to-partner mentoring.
- Enhance military spouse employee performance by offering mentoring or connecting spouses with existing military spouse mentoring networks.

Employer partner specialists

An assigned employer partner specialist will ensure your company or organization takes full advantage of benefits and services.

Employer partner specialists support your corporate goals and needs and assist with the following:

- Coordinate all training and education needs to get your company or organization quickly up to speed, including how to post jobs to the portal and fulfill reporting requirements.
- Act as a liaison between employer partners and military installations worldwide.
- Give recruitment support and information.
- Provide guidance on supporting military spouse employees.
- Support your communication, outreach and networking efforts.

> *"I think one of the biggest ways that MSEP has benefited our organization is the ability to share information, whether it's jobs or whether it's programs that we are offering to the military community. It is so wonderful to be able to contact my [employer partner] specialist and say would you please share this with installations across the US or around the world? For me, that's been the most beneficial because MSEP has such an extraordinary reach. And so if you are in that space of developing programs or you have job opportunities, they will get it in front of the right people and get it in front of them quickly."*
>
> — Rachelle Chapman, director, Adecco Group US Foundation



Employer Partner Commitment and Expectations



Statement of support

All employer partners sign the Statement of Support upon acceptance into the partnership. By signing the statement, employer partners commit to increasing employment opportunities for military spouses and, when possible, maintaining those opportunities as they relocate. In addition, employer partners strive to provide military spouses who perform well with opportunities for career advancement.

Employer partner reporting: measuring success

Employer partners report military spouse hiring data on a regular basis to ensure the partnership is meeting its objectives. Employer partners report the number of military spouses for the following categories:

- Hired part-time, full-time and virtually
- Retained when relocating
- Referred to similar employment in other companies when relocating
- Promoted military spouses

> *"MSEP to me means a continuation of service. It means taking pride in our national asset, which is protection of our country. And for me, personally, if we can highlight military spouses and military employment and bring those together, it means that we are keeping our promise. MSEP is keeping our promise to our military families."*
>
> — Todd Simmons, director of military pathways and family programs, Columbia Southern University

Employer partners fulfill their commitment to support military spouses by agreeing to:

- Identify and promote portable and sustainable career and employment opportunities.
- Post job openings and provide a link to the corporate human resources employment page on the partner portal.
- Mentor new employer partners.
- Track and report military hiring successes back to the program.
- Participate in the following SpouseWorks events:
  - New Partner Orientation
  - SpouseWorks Annual Meeting
  - New Partner Signing and Induction Ceremony

Networking opportunities

The partnership provides a number of opportunities for partner-to-partner networking, allowing direct access to other employer partners through military spouse-specific job fairs, other special events and the LinkedIn employer partner group. Employer partners share military spouse recruitment strategies and other helpful resources, which are available in the Partner Resources section of the partner portal. As companies and organizations are inducted into the partnership, current employer partners have the opportunity to network with new employer partners, assisting them in their efforts to more easily identify and support military spouses.

Leadership options

Employer partners have the opportunity to participate in and engage the partnership in the following ways:

- Career workshops
- Spouse Ambassador Network



"Opportunities that have emerged through the MSEP network to me have been the ability to really network with other [employer] partners and learn what they're doing, that I can hopefully incorporate into our strategy to help make Synchrony a better partner, but also a better employer for military spouses and veterans. I think that's the most important aspect that I've learned. The more I learn from others, the better I become. And by becoming better at what I do, I can hopefully share that same information with others and we all could do well."

— Carl Richards, talent advisor for veteran recruiting, Synchrony

Connect with SpouseWorks

Employer partners submit success stories regularly to their employer partner specialist. Selected success stories are highlighted in SpouseWorks social media platforms, as well as during SpouseWorks public events.



Facebook:
https://facebook.com/DoDMilSpouse



LinkedIn page:
https://www.linkedin.com/company/spouseworks/



Instagram:
https://www.instagram.com/dodmilspouse/



Employer Partner LinkedIn group:
https://www.linkedin.com/groups/4445979/

How to Get Started as an Employer Partner



We hope you're excited about the opportunities provided to your company or organization as a Military Spouse Employer Partner. Learn more about what is involved in the application process below.

Application process

The partnership includes industry-leading companies and organizations with sound business histories that embrace multiple work environments, maximize results and retain a skilled workforce. They are a committed group of employers seeking a variety of talent with global perspectives — qualifications found in military spouses.

Do you think your company is a great fit for the partnership?

Basic eligibility requirements

Companies and organizations interested in joining the partnership must demonstrate business experience, charge no fees or costs associated with employment opportunities for military spouses, have facilities in at least one state or region and have available employment opportunities at the time of applying. They must also track and report military spouse hiring back to the program. Organizations should exhibit the following:



Sound Business Practices



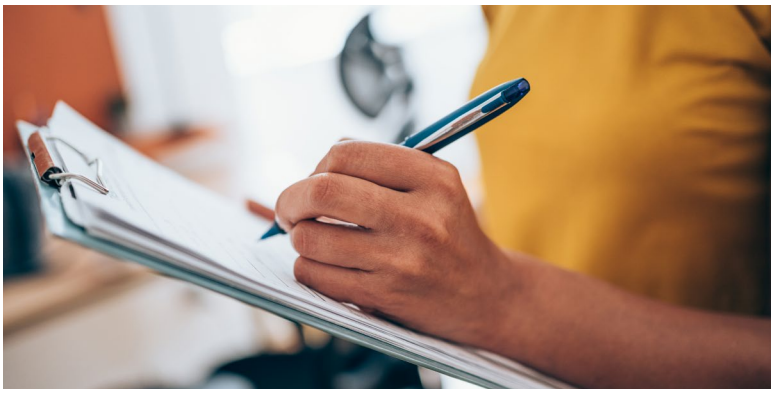
Available Job Opportunities



Financial Stability

Military Spouse Employer Partnership Application and Vetting Process

If eligibility requirements are met, companies and organizations are encouraged to apply to become an employer partner.

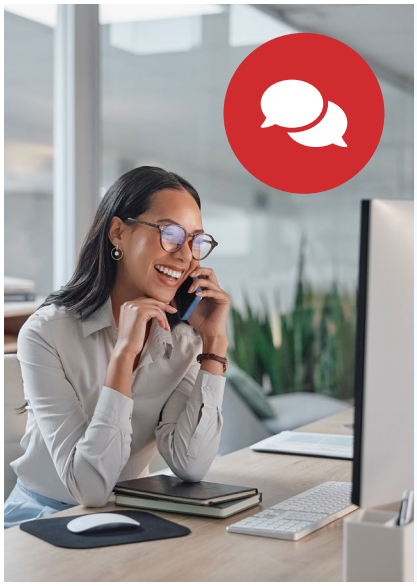


1. Companies and organizations can access and complete the application form on the partner portal. A vice president-level representative must read the application and agree to all partnership criteria before the application is submitted.
2. The applicant must attend a DOW informational webinar and complete the vetting questionnaire within five days.
3. A Military Spouse Employer Partnership representative reviews the application and conducts additional research.
4. A Military Spouse Employer Partnership representative provides the application package to the DOW for consideration.
5. The potential partner specialist conducts a phone interview with the potential employer partner.
6. The DOW reviews the completed application package and makes a membership acceptance recommendation to the deputy assistant secretary of war for Military Community and Family Policy.
7. Once accepted for membership, new employer partners must provide additional information, such as their logo and designated point of contact, and sign the Statement of Support.

Partner application data

Now that you are ready to submit an application, use the checklist below to be sure you have all the required information.

- ☐ Company or organization contact information
- ☐ A Statement of Support signatory
- ☐ VP-level representative to sign the Statement of Support
- ☐ Primary point of contact for routine communication
- ☐ Secondary point of contact for job postings, links and data exchange
- ☐ Method used to load jobs — XML feed or manual
- ☐ Dun & Bradstreet number
- ☐ Employer partner headquarters address
- ☐ Number and locations of facilities, including those overseas
- ☐ Total number of employees within and outside of the continental United States
- ☐ Company or organization description, including major and secondary industry sectors
- ☐ Website URL and social media links
- ☐ Employment offered — types of jobs, levels, upward mobility opportunities, full time, part time, flexible or virtual



If you have questions or need more information, visit the partner portal or contact an employer partner specialist at 877-940-6737.

Becoming an employer partner not only offers unlimited access to a unique and talented group of professional military spouses, but the partnership also provides recognition, networking and mentoring opportunities. We hope you will join the more than 1,000 engaged employer partners in the commitment to recruit, hire, promote and retain military spouses. This kind of support helps military families thrive while in service to our nation.

SpouseWorks

For more information about the
Military Spouse Employer Partnership,
visit https://msepjobs.militaryonesource.mil.

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