



A GUIDE TO RECRUITING AND HIRING MILITARY SPOUSES

TOOLKIT FOR FEDERAL HIRING MANAGERS
AND SUPERVISORS

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Introduction

The Guide to Recruiting and Hiring Military Spouses is designed to:

- Introduce hiring managers and supervisors to the strengths and diversity of military spouses in the Federal workforce;
- Provide hiring managers and supervisors with information on relevant authorities for hiring military spouses;
- Share resources with hiring managers and supervisors to support the recruitment and hiring of military spouses; and
- Inform hiring managers and supervisors of leading practices in use across departments and agencies when it comes to recruiting and hiring military spouses.

The information in this toolkit reflects government-wide policies and information related to the recruitment and hiring of military spouses. Depending on your department or agency, your role in implementing this guide may vary. Please review your agency-specific policies and consult with your Military Spouse or Veteran Employment Program Manager and Human Resources (HR) Specialist for more details about your agency's implementation of military spouse hiring initiatives.

As required by Executive Order 14100, the Office of Personnel Management (OPM) is required to distribute this toolkit as part of annual training for agency human resources personnel and hiring managers. This toolkit will be published on the FedsHireVets website and will be updated by OPM every four years alongside the Government-Wide Military-Connected Hiring and Retention Strategic Plan and Training.



Military Spouses Are Talented and Diverse

The Biden-Harris Administration recognizes that supporting military spouse employment is a national security imperative. Although military spouses are well-educated and qualified for a range of careers, they face a persistently high unemployment rate, last measured at 21 percent in 2021 by the Department of Defense (DOD) and largely unchanged over the past decade.¹ When military spouse professionals have the chance to thrive in a meaningful role, service members can focus on their mission without worrying that their family is struggling.

On June 9, 2023, President Biden signed Executive Order 14100: Advancing Economic Security for Military and Veteran Spouses, Military Caregivers, and Survivors.² This executive order outlines the most comprehensive set of executive actions to increase the economic security of the military-connected community. Through Joining Forces, the White House initiative to support military and veteran spouses, military caregivers, and survivors, Dr. Biden has heard from U.S. military spouses around the world about the employment challenges they face. Many military and veteran spouses, caregivers, and survivors—the vast majority of whom are women—struggle to achieve their desired career goals due to the strains of multiple deployments; frequent moves with little control over their geographic location; caring for wounded, ill, and injured service members or veterans; time apart for training, and more. Their feedback was critical in shaping directives in this executive order. To most effectively serve the American people, government needs to draw from the best possible talent to find a workforce. Like other populations that are underrepresented in Federal service, military spouses are skilled and qualified, but too often overlooked. Developing processes to make sure they can compete for jobs is critical to government's mission delivery

Additionally, on June 25, 2021, President Biden signed Executive Order 14035: Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce.³ This executive order launched a whole-of-government initiative to cultivate a Federal workforce that draws from the full diversity of the Nation and that advances equitable employment opportunities.

Reducing spouse unemployment helps increase economic security among military families and bolster DOD's ability to retain service members. With the considerable Federal footprint around many military installations, military spouses are often interested in pursuing positions in civil service. Moreover, as agencies consider leveraging telework and remote work strategically to recruit top talent and improve mission delivery, Federal employment opportunities are more compatible for military spouses than ever before.

¹ <https://download.militaryonesource.mil/12038/MOS/Reports/2022-demographics-report.pdf>

² <https://www.whitehouse.gov/briefing-room/presidential-actions/2023/06/09/executive-order-on-advancing-economic-security-for-military-and-veteran-spouses-military-caregivers-and-survivors/>

³ <https://www.whitehouse.gov/briefing-room/presidential-actions/2021/06/25/executive-order-on-diversity-equity-inclusion-and-accessibility-in-the-active-workforce/>



“When we empower our military spouses—men and women who are educated, adaptable, and experienced leaders—they strengthen the organizations they join.

And when husbands and wives have the chance to thrive in their careers, our service members can focus on their mission without worrying that their family is struggling.

That’s why supporting military spouse employment is a national security imperative.”

First Lady Jill Biden

Remarks for the 10th Anniversary of the Military Spouse Employment Partnership

Military Family Demographics

There are approximately 920,000 active duty, Reserve, and Guard spouses in the United States and at military installations around the world, along with more than 15 million spouses of our nation’s veterans. 88.4 percent of military spouses are women. Additionally, 61.3 percent of all military spouses are 35 years old or younger.⁴ Although the DOD does not report the demographics of dependents, approximately one-third of active duty members identify with a racial minority group (*i.e.*, Black or African American, Asian, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, Multi-racial, or Other/Unknown).⁵ Additionally, 18.4 percent of active duty members identify themselves as being of Hispanic or Latino ethnicity.⁶ Military families reflect similar racial and ethnic identities.

Why Hire Military Spouses

Hiring military spouses is not only a sound investment in our national security, it also helps agencies deliver on their missions. Military spouses, like their service members, often have a calling to public service. Federal employment is appealing to many military spouses and provides a viable talent pool of prospective employees with a public service mindset in areas where talent pools may be limited such as on or near a military installation in remote locations.

The military spouse population is a diverse group that brings resiliency and flexibility to the workforce. Military spouses are highly educated: 84 percent of military spouses have some college education or higher; 31 percent have a bachelor’s degree, and 18 percent have an advanced degree.⁷

⁴ <https://download.militaryonesource.mil/12038/MOS/Reports/2022-demographics-report.pdf>

⁵ <https://download.militaryonesource.mil/12038/MOS/Reports/2022-demographics-report.pdf>

⁶ <https://download.militaryonesource.mil/12038/MOS/Reports/2022-demographics-report.pdf>

⁷ <https://download.militaryonesource.mil/12038/MOS/Infographic/2021-survey-of-active-duty-spouses.pdf>



Military spouses are:

• Adaptable	• Entrepreneurial
• Resilient	• Multi-Taskers
• Diverse	• Team-Oriented
• Resourceful	• Civically-Engaged
• Educated	• Socially-Aware

“Military spouses serve right alongside the troops they married. Our outstanding military spouses provide the strong foundation that their loved ones in uniform stand on, and we must never take them for granted. So we’re determined to keep faith with them, including making it easier for them to advance their own careers and strengthen their families. The Department of Defense has a sacred duty to care for our service members and their families, and we owe them our deep gratitude and our full support.”

Lloyd Austin
Secretary of Defense

“Military spouses are versatile, talented, adaptable, and experienced leaders who strengthen the organizations they join. President Biden promised to harness the unique skills and experiences military spouses draw from, and OPM’s regulation expanding the Military Spouse Non-Competitive appointing authority will help military families thrive, and allow Federal agencies to hire from this highly qualified talent pool.”

Kiran Ahuja
Director, Office of Personnel Management



Tips and Tools for Recruiting and Hiring Military Spouses

- Implement [OPM's Talent Surge Playbook](#) to get strategic with your hiring:
 - The playbook is intended as reference material for agency leaders, hiring managers, and HR professionals responsible for the planning, recruiting, and hiring of a diverse, dynamic, and well-qualified Federal workforce. The playbook also contains information on HR flexibilities, authorities, actions, and other resources that will assist agencies to strategically plan, recruit, and hire staff needed to rebuild their workforce to deliver on diverse and complex agency missions, and offer improved customer services for the American people.
- Join and utilize DOD's [Military Spouse Employment Partnership](#) (MSEP) to connect with qualified military spouse professionals:
 - Utilize the new MSEP Federal Concierge Service! This customized referral service is available exclusively to Federal agencies who are MSEP partners.
 - How does it work?
 - MSEP Federal employer partners, along with their MSEP specialists, identify positions to promote to qualified military spouses.
 - Position descriptions are sent to MSEP Job Search Navigators (JSN), who review the job descriptions and refer military spouses who have expressed interest in Federal employment.
 - Candidates are offered additional support by a Spouse Education and Career Opportunities (SECO) career coach to assist with resume development and interview preparation, resulting in "job ready" candidates for consideration by hiring managers.
 - Once a spouse with the skills/qualifications has been identified by the JSN, the spouse is sent a job referral and encouraged to apply directly and provide JSN with feedback on actual jobs applied.
 - Upon notification of submitted applications, JSN will forward the name(s) of military spouse candidates to Federal partner points of contact for qualifications review.
 - Federal partner points of contact are encouraged to provide feedback to MSEP on candidates who are being considered for employment.
 - What are the benefits?
 - The Federal Concierge service expedites the recruitment process by referring qualified candidates to current openings within Federal agencies that share their positions with MSEP.





- The service offers an extension of current recruitment methods for sourcing top talent while supporting the military spouse community.
- Hiring managers receive applications from qualified military spouses who match the knowledge, skills and abilities needed to fill their current openings.
- How do you participate?
 - Federal MSEP employers will connect with their assigned MSEP specialist to share opportunities that will benefit from customized pre-screening and for candidate referrals.
 - Job openings must be submitted a minimum of 30 days in advance of job closing date in order to accommodate the referral process.
- For more information, contact your MSEP specialist or MSEP partner support at (877) 940-6737.
- Offer workplace flexibilities to best support military connected employees:
 - OPM encourages agencies to strategically leverage workplace flexibilities such as telework, remote work, and alternative/flexible work schedules as tools to help attract, recruit, and retain the best possible workforce, including military spouses.
 - [Guidance in Support of Executive Order 14100](#)
 - [2021 Guide to Telework and Remote Work in the Federal Government Domestic Employee Teleworking Overseas policy](#) (allows Federal employees to work from overseas in certain situations)
- Tap into Federal Employee Resource Groups to network and find talent in the agencies:
 - Interagency Veterans Advisory Council (IVAC)
 - [Federal Military Family Workforce Network](#)
 - Agency Employee Resource Groups (ERG)
 - Many veteran ERGs are inclusive of military-connected families
 - Several agencies have dedicated communities of military spouse employees
- Leverage existing professional networks to connect with talented military spouses in targeted geographic or professional areas, including:
 - Geographically-based networks of career-minded military spouses, such as:
 - [Hiring Our Heroes](#)
 - [Job fairs](#)
 - [Hiring Our Heroes Military Spouse Professional Networks](#) (55+ locations around the world)
 - Local military base hiring contacts



- [Army Community Services Employment Readiness Program](#)
- [Navy Fleet and Family Services](#)
- [Air Force Airman & Family Readiness Centers](#)
- [Marine Corps Family Member Employment Assistance Program](#)
- [Coast Guard Spouse Employment Assistance Program](#)
- Career-specific groups of military spouse professionals, such as:
 - [Society of Military Spouses in STEM](#)
 - [Military Spouse J.D. Network](#) (attorneys, law students, and paralegals)
 - [Milspouse Network for Nursing Professionals \(established by National Military Family Association\)](#)
 - [Milspouse Network for Teaching Professionals \(established by National Military Family Association\)](#)
- Connect with others in the Federal hiring space to learn and share leading practices:
 - [FedHireVets](#)
 - [Veteran Employment Program Offices \(VEPO\) Directory](#)
 - [Federal Executive Boards](#), to understand acute hiring needs in focused geographies



Military Spouse Hiring Authorities

The Noncompetitive Appointment of Certain Military Spouses hiring authority is the government-wide hiring authority available to all agencies for hiring certain eligible military spouses.

- The Noncompetitive Appointment of Certain Military Spouses hiring authority allows agencies to appoint certain military spouses without using traditional competitive examining procedures.
- The Noncompetitive Appointment of Certain Military Spouses Hiring Authority currently applies to the following categories of military spouses:
 - Spouses of service members of the armed forces on active duty
 - Spouses of service members who incurred a 100% disability because of the service member's active duty service
 - Spouses of service members killed while on active duty
- This authority is an additional non-competitive hiring tool that agencies may use to select qualified, eligible individuals. Agencies can choose to use this authority when filling competitive service positions on a temporary (not to exceed 1 year), term (more than 1 year but not more than 4 years), or permanent basis. Agencies must post a Job Opportunity Announcement (JOA) on the USAJOBS website. Spouses must apply to the JOA and be found qualified for the position for the hiring agency to consider them under this authority. Spouses must provide acceptable documentation of their appointment eligibility. The authority does not take precedence over the use of other appointment mechanisms, nor does it entitle spouses to an appointment over any other applicant; it is used at the discretion of an agency.
- [Executive Order 13832: Enhancing Noncompetitive Civil Service Appointments of Military Spouses](#) encourages agencies to hire military spouses to the greatest extent possible and places mandatory reporting requirements by all agencies. This is further emphasized in [Executive Order 14100: Advancing Economic Security for Military and Veteran Spouses, Military Caregivers, and Survivors](#), which directed the issuance of a [guidance memo](#) on additional flexibilities that agencies have to retain military spouse talent.

Relevant Military Spouse Noncompetitive Appointing Authority resources:

- March 2019: Recent Changes to the Noncompetitive Hiring Authority of Military Spouses: <https://chcoc.gov/content/recent-changes-noncompetitive-hiring-authority-military-spouses>

Separately, the Military Spouse Preference (MSP) is a DOD program applicable only to DOD positions in the U.S. as well as overseas.

- To support military spouses in advancing their careers despite the frequent relocations required by military life, the DOD has expanded employment opportunities for military spouses. MSP applies when positions are filled using competition procedures and the



spouse is determined to be among the best qualified. This program is derived from Title 10, U.S.C, Section 1784, “Employment Opportunities for Military Spouses,” and applies to spouses of active duty military members of the U.S. Armed Forces (including the Coast Guard), who relocate to accompany their sponsor on a PCS move.

Relevant Military Spouse Preference resources:

- Defense Civilian Personnel Advisory Services Priority Placement Program:
<https://www.dcpas.osd.mil/policy/employment/workforceshaping>



Agency Leading Practices

- **Department of Agriculture**

- USDA collaborates with many Federal, State and non-profit organizations to educate them on what USDA has to offer, and ensure that potential employees, including veterans and military spouses, understand the scope of available job opportunities within and outside of USDA.
- USDA has worked with the Army's Soldier for Life Program to connect not only with service members and transitioning veterans, but their family members as well. On several occasions, a soldier inquiring about working with USDA through DOD's SkillBridge Program was asked whether their spouse was also pursuing employment. When USDA learned that the spouse was also open to opportunities, they were able to place the spouse in a job role at the location of the service member's duty station.
- Recently, a Military Spouse Employee Association was chartered by USDA. Through the association, a military spouse employee at USDA was able to locate a new role within the agency and retain her employment, even as the service member transferred to another state. They did not see any jobs to transfer to within their mission area at USDA, but was able to utilize the employee resource group to connect with other opportunities.
- USDA has found that in communications with service members, it is definitely worth going the extra step and asking about family members and their employment plans. This benefits both USDA and the military families.

- **Department of Defense**

- **The Department of Defense's (DOD) Office of Military Community and Family Policy** co-hosted the 2024 Federal Interagency Military Spouse Career Expo. Through the expo, DOD provided live resume reviews through their Spouse Education and Career Opportunities (SECO) program and participated as an employer seeking military spouse talent for DOD.
- **The U.S. Army Judge Advocate General (JAG) Corps Military Spouse Hiring Program** was stood up in 2014 and connects talented military spouse attorneys seeking employment with Army offices looking to fill civilian attorney positions worldwide.
 - Since 2014, the program successfully filled 285 civilian attorney positions using military spouse attorney talent, with significant growth in the past four years. The program expanded beyond the Army JAG Corps and now connects military spouse talent to attorney positions with the Defense Logistics Agency, Defense Health Agency, U.S. Coast Guard, and U.S. Navy. It is open to spouses of all service components.
 - The program functions off a continuously updated resume database. Hiring offices request a slate of candidates from the program manager of



either: (1) candidates stationed in the local commuting area; or (2) if seeking to fill the position remotely, those with the professional expertise required for the position. On average, hiring through program is done in half the time of Army attorney hiring actions done through USAJOBS.

- The Program’s success relies on these factors:
 - Continuous support and program promotion by JAG Corps senior leaders.
 - Dedicated program support in a 0.5 full-time equivalent program manager.
 - Individual intake for and regular engagements with military spouses by the program manager. This ensures their resume is in an acceptable format and that their career history is accurately listed in the database.
 - Outreach to and regular engagement between the program manager and hiring managers in the field to educate them about the program and to receive feedback.
- DOD initiated a [pilot program](#) for a direct hire authority (DHA) for spouses of uniformed service members outside the United States granted under section 625 of the National Defense Authorization Act for Fiscal Year 2022 (Public Law 117–81), “Pilot Program on Direct Hire Authority for Spouses of Members of the Uniformed Services at Locations Outside the United States.” Members of the Uniformed Services must be stationed outside the United States for their spouses to be eligible for time-limited appointments to a competitive service position within the DOD.
- In June 2021, DOD launched the [DOD Civilian Careers Website](#) to increase awareness of DOD’s civilian employment opportunities, and message that DOD is an Employer of Choice. The website provides general information on the eligibility for the Military Spouse Preference Program and the Military Spouse Noncompetitive Appointing Authority to assist job seekers to find their fit in the Department.

- **Department of Homeland Security**

- The Department of Homeland Security (DHS) employs a comprehensive approach to outreach and recruitment for military spouses. Annually, during Military Spouse Appreciation Month, DHS launches a dedicated hiring campaign, encompassing the following initiatives:
 - Providing training sessions for Human Resources Professionals and Hiring Managers on the Non-Competitive Hiring Authority for Certain Military Spouses.
 - Hosting a DHS is Hiring Webinar for Military Spouses, featuring insights from DHS Component recruiters on their missions and job opportunities. The webinar includes valuable content such as Federal resume tips, information on the Military Spouse Hiring Authority, eligibility



requirements, documentation submission guidelines, and details from our Military Spouse Employment Partnership (MSEP) partner.

- Organizing a Virtual Hiring Event that collaborates across DHS to identify job openings specifically tailored for Military Spouses.

- **Department of Labor**

- Department of Labor (DOL) first attracts military spouses through understanding and targeted recruitment and outreach. This includes utilizing the Military Spouse Employment Partnership (MSEP) to connect qualified military spouses with Federal job openings, leveraging OPM's resources and guidance on military spouse hiring authorities, and partnering with veteran and military-focused organizations like Hiring Our Heroes, Employer Support of the Guard and Reserve, and Blue Star Families to reach military spouses through job fairs, workshops, and online platforms. DOL further partners with military installations, participates in Federal interagency military spouse hiring events, and reaches military spouse audiences through GovDelivery emails, Handshake, and LinkedIn. DOL also seeks opportunities to connect with colleges and universities veteran resource centers in communicating eligibility and opportunities.
- When it comes to job postings, hiring and onboarding, DOL advertises job opportunity announcements to military spouses as an area of consideration and uses keywords that resonate with military spouses to promote flexible work arrangements and opportunities. DOL's mandatory protocol for all external merit promotion announcements includes the Military Spouse Hiring Authority. DOL also promotes family-friendly benefits, healthcare, and military leave policies in job postings and outreach materials. During the hiring and onboarding process, DOL utilizes virtual interviews to accommodate spouses across different time zones and deployment schedules.
- DOL commits to retention and support for military spouses by embracing flexible work arrangements, offering various work-life resources and services that help with balancing home and work responsibilities and maintaining helpful leave policies and programs that support military families. DOL invests in professional development, training opportunities, and career development programs to help military spouses advance their careers. DOL creates a supportive culture with mentorship programs and employee resource groups specifically for veterans and military spouses to foster a sense of engagement, belonging, and community. Furthermore, managers and supervisors receive annual training regarding the use of military spouse special hiring authorities which is discussed through strategic recruitment planning meetings to encourage the use of these hiring authorities. Hiring and retention rates for military spouses are also measured to gauge the effectiveness of our efforts and identify areas for improvement. Additional leading practices and tips are to celebrate, recognize, and appreciate the unique skills and experiences that military spouses bring to the agency.



- **Department of Transportation**

- The Department of Transportation (DOT) and its subagencies actively partner in hiring and recruitment events for veterans and military spouses. For example, DOT's Federal Highway Administration (FHWA) works with the Military Spouse Employment Partnership (MSEP) to highlight relevant job openings. Further, DOT actively participated in more than 20 recruitment and hiring events for veterans and military spouses in FY2023.
- DOT also recently began leveraging the DOT's Veterans Employee Resource Group, to enhance understanding of the needs of the veteran and military spouse community. Understanding the needs of its Federal family has led DOT to establish resources such as emergency childcare services and lactation rooms for working parents, through their Worklife and Special Programs Office.

- **Department of Veteran Affairs**

- **The Office of the Chief Human Capital Officer (OCHCO) Veteran and Military Spouse Talent Engagement Program (VMSTEP)** conducts monthly webinars focused on the military spouse, veteran, and transitioning service member. The webinars provide information on the "Federal Application Process" with a focus on navigating USAJOBS, writing an effective Federal resume and providing other useful resources to make the military-connected community more efficient and effective in their pursuit of a job with the VA or within the Federal Government.
- VMSTEP participates in monthly face-to-face and virtual career fairs via Recruit Military, G.I. Jobs, DOD's Military Spouse Employment Partnership (e.g., career fairs & symposium), and Hiring Our Heroes Amplify Military Spouse Interactive Career Development Program, reaching over 1,000 military spouse attendees.
- VA established a Military Spouse Employee Resource Group (ERG) in 2023 to provide a forum for military spouse employees to share resources, provide support, and communicate items of concern. The leadership of the ERG collaborates across other Federal agencies to share leading practices, advise on establishing like organizations focused on the military spouse community, etc. VA currently has over 200 active members.
- VA leave approving officials can approve paid administrative leave for a permanent change of station. The granting of up to five days as referenced in Executive Order 14100 has been communicated VA-wide through policy guidance.
- **The Department of Veterans Affairs, Board of Veterans' Appeals** is an active participant in hiring fairs for veterans and military spouses and has used the hiring authority to hire military spouses. As a result, the Board has been able to attract and retain military spouse talent that goes on to encourage other military spouses to either attend hiring fairs or to apply through other postings.
 - The Board has earned a reputation in the military spouse community as being a military family friendly employer and has instituted internal



programs to provide additional support to its military spouse employees. This includes a flexible workplace with adjusted telework policies, upward career progression not limited to the D.C. area, and virtual onboarding.

- Additionally, the Board has a Military Spouse Working Group, a voluntary committee where military spouses can discuss military lifestyle issues, make suggestions to management, and provide social support to each other.
- Lastly, the Board is plugged into the military spouse community. The Board is a committed member of the Department of Defense's Military Spouse Employment Partnership; maintains a working relationship with the Military Spouse J.D. Network; and has been recognized by the Chamber of Commerce Hiring Our Heroes as a member and award winner.
- **U.S. Patent and Trademark Office**
 - The U.S. Patent and Trademark Office (USPTO) has been a proud leader in remote work since 1997 and offers potential flexibility for military spouses seeking employment with the Federal government. Today, more than 85% of the USPTO's employees work remotely, from all 50 states, Washington D.C., and Puerto Rico. Note that in addition to recruiting new military spouses, this flexibility has been used in several instances to retain current employees whose military spouse is transferred to a new location.
 - The USPTO values the deep expertise and skills that military spouses and veterans bring to the table, and actively works to recruit both. The USPTO routinely participates in hiring fairs and brings HR experts to its outreach events nationwide.
 - The USPTO has a dedicated veteran hiring program hiring coordinator and email box (hirevets@uspto.gov) to provide military spouse job seekers with a personalized source of hiring information and resources.
 - The USPTO takes part in the Hiring Our Heroes Military Spouse Fellowship Program, which aims to jump-start military spouse careers through professional training, networking, and hands-on experience.
 - The USPTO is a partner employer with the DOD Military Spouse Employment Partnership, which connects spouses with employers seeking their workforce skills.
 - The USPTO addresses military spouses directly through events like the Federal Interagency Military Spouse Career Expo, where the USPTO is a panelist guest speaker.
 - The USPTO has a well-established employee affinity group, the USPTO Military Association, that provides community and support to our veterans, reservists, military spouses, and allies and helps create a welcoming and supportive culture for veterans, and military spouses across the entire agency.



- **U.S. Small Business Administration**

- The U.S. Small Business Administration (SBA) works to spotlight veterans and military family hires to build awareness and showcase the strong military workforce at the agency. During fiscal year 2023, SBA coordinated military spotlight opportunities not only within the agency, but also with external partners through the Military Spouse Employment Program 360 Newsletter sponsored by the Military Spouse Employment Partnership. These communication strategies bring awareness to SBA veterans and military family members and highlights their role at the agency bringing an increased connectiveness between the employee and the agency.
- SBA has a continued partnership with the Department of Defense (DOD) Military Spouse Employment Partnership (MSEP). The DOD strives to increase career opportunities for military spouses by partnering with organizations such as SBA that offer a variety of career options, portability assurance, and salaries equivalent to their civilian counterparts. By employing military spouses, MSEP partners discover first-hand the level of education, loyalty, and talent embodied by this group, leaving little doubt as to their ability to effectively bridge the diverse labor needs of our growing economy.
- In support of Executive Order 13518 (Veterans Employment Initiative), SBA has a representative who serves on the White House Interagency Council for Veterans Employment to ensure that all veterans, reservists and National Guard personnel, and military spouses are represented, and aware of all open vacancies. The Council is composed of over 125 Federal agencies and organizations that lead Veteran Employee Resource Groups (ERGs).