

A Strategy to Grow the Fort Bragg Region's Defense & Homeland Security Economy

January, 2010

FINAL REPORT

Volume Five Labor Supply: Military Spouses



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Defense & Homeland Security Economic Cluster Initiative

Volume 5 – Labor Supply: Military Spouses

Submitted to the:

Fort Bragg BRAC Regional Task Force

Prepared by:

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under subcontract with Training & Development Associates, Inc.



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Acknowledgement and Disclaimer

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I. Summary

A. Active-Duty Spouses

There are currently an estimated 26,328 Army and Air Force active-duty spouses living locally. With 592 incoming spouses expected between 2008 and 2013, total FY 2013 spouses would be 26,920. The following table shows the current number of spouses married to various personnel and the number of incoming spouses expected during the period.

Table 1. Spouses Married to Military Personnel

Personnel	2008 Spouses	Transition Spouses	FY 2013 Spouses
Officers	3,977	324	4,301
Warrants	766	33	799
Enlisted	21,585	235	21,820
Total	26,328	592	26,920

The breakdown of spouse labor force characteristics is shown below. The general types of employment among the employed spouses include: private sector (58%), federal government (17%), state government (4%), local government (3%), self-employed (10%), and other (6%). Among the unemployed spouses that are seeking work, 65 percent were previously employed in the private sector.

Table 2. Spouse Labor Force Characteristics

Status	2008 Spouses	Transition Spouses	FY 2013 Spouses
Employed	11,094	241	11,335
Unemployed & seeking work	2,218	46	2,264
Not in labor force & not seeking work	11,430	272	11,702
Active-duty spouse	1,586	32	1,618
Total	26,328	592	26,920

Of those spouses currently employed, 16 percent have no college education, 50 percent have some college education, 24 percent have a four-year college degree, and 10 percent have a graduate or professional degree. The educational demographics of “unemployed” and “not in the labor force” spouses are very similar, with 24 to 25 percent having no college, 51 percent having some college, 18 to 19 percent having a four-year college degree, and 5 to 6 percent having a graduate or professional degree.

The types of occupations held by spouses include the following:

Table 3. Types of Spouse Occupations

Occupation	2008 Employed	Percent of 2008 Employed	Transition	Percent of Transitions
Administration	2,630	24%	41	17%
Healthcare	1,979	18%	29	12%
Retail sales	1,840	17%	23	10%
Hotel & restaurant	971	9%	10	4%
School teacher	544	5%	16	6%
Child care	335	3%	4	2%
Entrepreneur	143	1%	7	3%
Other occupations	2,654	24%	111	46%
<i>Total</i>	<i>11,094</i>	<i>100%</i>	<i>241</i>	<i>100%</i>

With the emergence of Defense and Homeland Security (D&HS) industries, the largest affected military spouse occupations are the administration, and to a lesser degree hotels and restaurants, and healthcare occupations. Retail sales, child care, and teacher occupations will not be directly influenced by the emergence of the D&HS industries. However, these industries may evolve as D&HS industry employees spend their money in the regional economy (induced effects).

Military spouses and Family Readiness Group (FRG) coordinators both indicate that there is a wide variety of spouse occupations in the Fort Bragg region. With commands that comprise considerable senior officers, spouses are entrepreneurs, lawyers, doctors, financial analysts, school teachers, and many other professionals. With more diverse units, retail sales, teaching, restaurants and hotels, healthcare, administrative, management, and Department of Defense (DoD) civilian positions have all been listed as common occupations of military spouses in the Fort Bragg region. Human resources and legal field positions are not as available, and there are not many spouses employed in the information technology industries. Both FRG coordinators and spouses have indicated that federal civil servant jobs on post are very difficult to obtain due to competition with veterans and the nature of the skills and education needed for these positions.

B. Department of Defense Civilian Spouses

There are an estimated 5,748 DoD civilian spouses at Fort Bragg and Pope AFB, with 1,842 expected to arrive in the next five years. The majority, 68 percent, of the spouses are female. It is estimated there are approximately 3,228 employed DoD civilian spouses currently, with an expected 1,041 spouses moving into the area over the next five years and being employed in the workforce. Currently, 286 DoD civilian spouses are seeking work; this is expected to increase to 378 unemployed spouses by 2013.

Approximately 1,880 federal government jobs in the area are filled by active-duty spouses, the majority of which are likely DoD civilian positions. Within the four-county region (Cumberland, Hoke, Moore, and Harnett) encompassing and immediately surrounding Fort Bragg/Pope AFB, the following occupations are common:

- For females, sales and office (34%) and management, professional, and related occupations (33%) are the most prevalent occupations.

- For males, production, transportation, and material moving occupations (24%), construction, extraction, and maintenance occupations (23%), and management, professional, and related occupations (23%) are the most prevalent occupations.

II. Introduction

This section contains an analysis of the military and Department of Defense (DoD) civilian spouse occupations, skills, and other demographic information, which is intended to aid in better understanding and facilitating the occupational opportunities for this population. This analysis focuses first on active-duty military spouses and then on the DoD civilian spouse population. Within each section, the methodology is described, followed by the analysis and results, other related issues and concerns, and, finally, resources available and recommendations for these populations.

III. Active-Duty Military Spouses

A. Methodology

There is very little data collected regarding the actual occupations and skills of military spouses within the Fort Bragg region. However, this population has been studied extensively across the DoD and the military services. These national Army demographic and employment figures will be applied to the estimated spouse populations at Fort Bragg and Pope AFB to provide a picture of the spouse populations in terms of education, labor force characteristics, occupations, and other demographic data. National data are used to characterize the Army spouse population; these characterizations were assumed to apply to the small Air Force spouse population as well. Currently, Fort Bragg comprises approximately 10 percent of the total active component forces of the Army, representing a considerable portion of this national sample proportion.

Additionally, to capture the local business flavor and spousal issues, two spouse focus groups and one industry focus group were held, and interviews were undertaken with a five Family Readiness Group (FRG) to better understand the spouse employment situation locally, identifying issues and challenges within the region.

B. Data Sources for National Demographic Analysis

To begin the analysis, the most recent military personnel figures from Fort Bragg and Pope AFB were obtained from the Fort Bragg BRAC Office.¹ Personnel numbers by pay grade were also obtained from the BRAC Office and transition personnel numbers were updated.² These active-duty personnel figures are shown in Table 4. Data on the pay grade for FY2008 military personnel was obtained from the Military Personnel Office at Fort Bragg. There was no data

¹ Mr. Van Borkulo from the Fort Bragg BRAC Office provided the file *Ft.Bragg COP Data (31 Jan 09 lock).xls*.

² The file name is *BRAC_Impact_03_10_2009 offsite contractors 1000.xls*.

available on Pope AFB transition numbers; therefore, the Pope AFB numbers are provided for FY2008 and are assumed to remain constant throughout the transition period. Table 4 shows the baseline and expected active-duty military personnel by pay grade between FY2008 and FY2013.

Table 4: Active Duty Personnel Transitions

Rank Group	Permanent Party Personnel							
	FY13		FY12	FY11	FY10	FY09	FY08	
	Bragg	Pope					Bragg	Pope
O7 & Above	33	0	32	26	31	29	26	0
O6	244	4	243	219	238	230	214	4
O5	841	33	852	733	824	784	694	33
O4	1,712	67	1,754	1,623	1,724	1,679	1,550	67
O3	2,593	198	2,782	2,733	2,770	2,754	2,533	198
O2	1,158	36	1,188	1,153	1,180	1,168	1,116	36
O1	1	0	1	1	1	1	1	0
Officers	6,582	338	6,852	6,489	6,767	6,645	6,134	338
W5	73	0	71	58	68	63	57	0
W4	228	0	224	202	219	211	201	0
W3	299	0	299	301	300	300	301	0
W2	653	0	653	653	653	653	653	0
W1	0	0	0	0	0	0	0	0
Warrants	1,253	0	1,247	1,213	1,239	1,228	1,212	0
E9	484	13	495	484	492	489	470	13
E8	1,732	29	1,754	1,714	1,744	1,731	1,683	29
E7	4,835	203	5,041	5,057	5,045	5,050	4,855	203
E6	6,253	359	6,609	6,594	6,605	6,600	6,234	359
E5	8,826	636	9,439	9,314	9,410	9,368	8,673	636
E4	12,371	390	12,732	12,575	12,695	12,643	12,178	390
E3	8,898	202	9,078	8,963	9,051	9,013	8,755	202
E2	32	0	32	32	32	32	32	0
E1	13	0	13	13	13	13	13	0
Enlisted	43,444	1,832	45,193	44,746	45,088	44,938	42,893	1,832
Totals	51,279	2,170	53,292	52,448	53,094	52,811	50,239	2,170
	53,449						52,409	

1. Ft. Bragg FY2013 total end strength was provided by Bragg BRAC office, Mr. Van Borkulo on 3/23/2008 in the file *Ft. Bragg COP Data (31 Jan 09 lock).xls*. It is based on SAMAS 20090109 and TAADS 20090116 including IMCOM, OACSIM, and G3 review.
2. Assumes no FY2009 to FY2013 transitions for Pope AFB (FY2013 strength equals FY2008 strength)
3. Bragg FY2013 percentage strength by rank was distributed based on rank profile that was in a file sent by Mr. Van Borkulo on 8/12/2008 named *Ft. Bragg - Total Full Time Military - by grade - FY13.xls*.
4. Transitions for FY2009 through FY2013 are based on TDA's spreadsheet *BRAC_Impact_03_10_2009 offsite contractors 1000.xls*, which was updated with 12/31/2008 changes received from John Harbison, BRAC RTF.
5. Ft. Bragg end of FY2008 military strength numbers were derived by taking FY2013 end strength and subtracting the transitions by year.

While full references for data sources are available in the references section of this report, the following list identifies other key sources from which data were collected and utilized:

- Defense Manpower Data Center (DMDC) (2007), *Survey of Active-Duty Spouses*, administered to 36,000 spouses covering such topics as demographics, labor force characteristics, financial status, child care, and many others
- U.S. Army Community and Family Support Center (CFSC), *Survey of Army Families V 2004/2005* (2006), conducted every 4 to 5 years
- DMDC, FY2005, *Active Duty Marital Status Report*
- RAND National Defense Research Institute (2004), *Working Around the Military: Challenges to Military Spouse Employment and Education*
- RAND National Defense Research Institute (2007), *Working Around the Military Revisited: Spouse Employment in the 2000 Census Data*
- ICF International (2007), *What We Know About Army Families: 2007 Update*
- RAND National Defense Research Institute (2002), *Married to the Military*
- RAND National Defense Research Center (2006), *Monitoring the Employment Conditions of Military Spouses*
- National Military Family Association (2007), *Education and the Military Spouse: The Long Road to Success*
- Focus groups with military spouses and local industry
- Interviews with Family Readiness Group coordinators.

C. Marriage Rates

Since 1995, there has been a decline in the number of active-duty soldiers who are married, with the steepest decline among the enlisted ranks³. Within both the enlisted ranks and the officer corps, marriage rates in the active-duty Army increase with pay grade. Table 5 shows these figures. The original source of these marriage percentages comes from FY2005 Active Duty Marital Status Report⁴. A significant portion of all Army spouses are married to junior enlisted personnel (26 percent in 2004). Thirty-one percent of junior enlisted personnel (E1 through E4) are married; this is more than twice the comparable population of civilians aged 18 through 24 that are married, which is only 13 percent.

Table 5: Active Duty Soldiers Married by Rank, 2005

Rank Group	Percent Married
Junior Enlisted (E1-E4)	31%
Mid-grade NCOs (E5-E6)	69%
Senior NCOs (E7-E9)	85%
Company Grade Officers (O1-O3)	55%
Field Grade Officers (O4-O6)	87%
Flag Officers (O7-O10)	97%

Source: FY2005 Active duty Marital Status Report, DMDC (2006)

Applying the above percentages from the DMDC Active Duty Marital Status Report, the number of military spouses for FY2008, transitions (FY2008 to FY2013), and FY2013 are summarized in

Table 6. Across all pay grades, the marriage rate will increase from 55 percent in 2008 to 56 percent in 2013. Transitioning RDS personnel are more likely to be married (65%) than existing FY2008 service members (55%); this is likely due to higher ranking units expected with the FORSCOM transition. Currently there are approximately 29,000 active duty-spouses with an estimated increase of 653 spouses over the next five years.

According to the Survey of Army Families (2004/2005), in December, 2005, 70.5 percent of Army families live together, 20 percent are separated because of deployment, and 9.4 percent of Army families do not live in the same location⁵. Therefore, for this analysis, it is assumed that 9.4 percent of these spouses do not reside in the Fort Bragg region (Alamance, Carteret, Craven, Bladen, Brunswick, Chatam, Columbus, Cumberland, Duplin, Durham, Harnett, Hoke, Jones, Johnston, Lee, Lenoir, Montgomery, Moore, New Hanover, Onslow, Organge, Pamlico, Pender, Randolph, Richmond, Robeson, Sampson, Scotland, Wake, Wayne). This percentage is applied across the pay grades to an estimated total FY2008 spouses of 26,328, transition spouses of 592, and total FY 2013 spouses of 26,920.

³ ICF International, Caliber (2007). Primary authors include: Bradford Booth, Mady Wechsler Segal, and D. Bruce Bell with James A. Martin, Morten G. Ender, David E. Rohall, and John Nelson, *What We Know About Army Families: 2007 Update*. Prepared for the Family and Morale, Welfare and Recreation Command.

⁴ Defense Manpower Data Center (2006). FY2005 Active-Duty Family/Sponsors and Eligible Dependents Report. Arlington, VA: author.

⁵ U.S. Army Community and Family Support Center (CFSC) (2006). *Survey of Army Families V 2004/2005, Highlights*, 5/9/2006.

Table 6: Estimated Fort Bragg and Pope AFB Number of Active Duty Spouses

Rank Group	FY2008			Transition			FY2013		
	Military Personnel	Percent Married	Number of Spouses	Military Personnel	Percent Married	Number of Spouse	Military Personnel	Percent Married	Number of Spouses
O7 & Above	26	97%	25	7	97%	7	33	97%	32
O6	218	87%	190	30	87%	26	248	87%	216
O5	727	87%	633	147	87%	127	874	87%	760
O4	1,617	87%	1,406	162	87%	141	1,779	87%	1,548
O3	2,731	55%	1,502	60	55%	33	2,791	55%	1,535
O2	1,152	55%	633	42	55%	23	1,194	55%	657
O1	1	55%	1	0	55%	—	1	55%	1
Officers	6,472		4,390	448		358	6,920		4,748
W5	57	87%	50	16	87%	14	73	87%	64
W4	201	87%	175	27	87%	24	228	87%	198
W3	301	87%	262	-2	87%	-1	299	87%	260
W2	653	55%	359	0	55%	—	653	55%	359
W1	—	55%	—	—	55%	—	—	55%	—
Warrants	1,212		845	41		36	1,253		881
E9	483	85%	411	14	85%	11	497	85%	422
E8	1,712	85%	1,455	49	85%	42	1,761	85%	1,497
E7	5,058	85%	4,299	-20	85%	-17	5,038	85%	4,282
E6	6,593	69%	4,549	19	69%	13	6,612	69%	4,562
E5	9,309	69%	6,423	153	69%	106	9,462	69%	6,529
E4	12,568	31%	3,896	193	31%	60	12,761	31%	3,956
E3	8,957	31%	2,777	143	31%	44	9,100	31%	2,821
E2	32	31%	10	0	31%	-	32	31%	10
E1	13	31%	4	0	31%	-	13	31%	4
Enlisted	44,725		23,824	551		259	45,276		24,084
Totals	52,409	55%	29,060	1,040	63%	653	53,449	56%	29,713

Note: Percent married are taken from the FY2005 DMDC Active-Duty Marital Status Report (DMDC, 2006)

D. Age and Gender

Active-duty spouses are typically female, with a small percentage that are male. A 2006 survey of active-duty spouses found that 92 percent of spouses were female. The Survey of Army Families 2004/2005 found that active-duty Army spouses are generally 3.7 percent male, and 96.3 percent female⁶. Soldiers are relatively younger than the other services, and therefore the

⁶ U.S. Army Community and Family Support Center (CFSC) (2006). *Survey of Army Families V 2004/2005, Highlights*, 5/9/2006.

Army spouses are younger as well⁷. In 2004, 53 percent of Army spouses were 30 years or younger.

Army spouses also tend to be younger and more likely to be rearing young children compared with their civilian counterparts⁸. On average, four to five out of ten Army spouses have at least one young child at home, compared with 29 percent of their civilian counterparts⁸. This may not be as applicable with the transitioning personnel as the incoming pay grades of USARC and FORSCOM are generally higher, and therefore represents an older population with associated higher marriage rates.

Some research has shown that the probability an Army spouse who works in a year declines with age, although it changes little with age in the civilian world⁹. Although Army spouses are more apt to be rearing children at a younger age, they are also more apt to be working at a younger age, and less likely to be working when compared with older Army spouses. The Army spouse population at Fort Bragg is predominantly female, with an estimated 91 to 96 percent male RDS population.

E. Education

The Survey of Active-Duty Spouses¹⁰ indicates that military spouses are highly educated, with 97 percent having completed at least high school education, compared with 2005 U.S. Census Bureau data that indicates 84 percent of all adults 25 years of age or older in the nation have a high school education. Seventy-eight to 95 percent of spouses indicate that furthering their education was a goal¹⁰. The relatively higher education levels of military spouses suggest that education is an unlikely source of employment disparity between military and civilian spouses. The types of occupations, however, can certainly be linked to differences in education levels. Education by labor force and occupations is examined in the following section.

⁷ ICF International, Caliber (2007). Primary authors include: Bradford Booth, Mady Wechsler Segal, and D. Bruce Bell with James A. Martin, Morten G. Ender, David E. Rohall, and John Nelson, *What We Know About Army Families: 2007 Update*. Prepared for the Family and Morale, Welfare and Recreation Command.

⁸ RAND National Defense Research Institute (2007). Primary authors include: Nelson Lim, Daniela Golinelli, and Michelle Cho, *“Working Around the Military” Revisited: Spouse Employment in the 2000 Census Data*, Prepared for Office of Secretary of Defense, Arlington, VA: author.

⁹ Hosek, James, Beth Asch, C. Christine Fair, Craig Martin, and Michael Mattock (2002). *Married to the Military: The Employment and Earnings of Military Wives Compared with Those of Civilian Wives*, Santa Monica, CA: RAND Corporation, MR-1565-OSD.

¹⁰ Defense Manpower Data Center (2008), *Survey Note, 2006 Status of Forces Survey of Active-Duty Spouses: Financial Well-Being and Spouse Employment*. DMDC Note No: 2008-005. Arlington, VA: author.

F. Labor Force Statistics

Most military spouses are in the labor *market*, indicating that they are either employed or looking for a job¹¹. However, military spouses are less likely to be in the labor *force*, less likely to work full-time, more likely to be unemployed, and tend to earn substantially less compared to their civilian counterparts. Military spouse unemployment rates have been found to be three times as high as those of civilian spouses¹². The lower average earnings and employment rates of military spouses are related foremost to frequent relocation¹³.

In 2004, 10 percent of married soldiers were in a dual-military marriage in which their spouse was in the Army or another active-duty service branch¹³. Additionally, 15.6 percent of Active-Duty spouses have worked or are working as civilians in the U.S. Armed Forces¹⁴.

Table 7 shows the 2006 Survey of Active-Duty Spouses¹⁵ labor force demographics of active-duty military spouses. Army percentages are shown in parentheses. These Army percentages were applied to the locally-residing spouse numbers by rank and are summarized in Table 8.

Table 7: Labor Market Percentages of Active-Duty Spouses

Pay Grade	Employed		Unemployed, But Looking		Not in Labor Force		Armed Forces Member	
E1-E4	40%	(35%)	9%	(11%)	41%	(46%)	10%	(8%)
E5-E6	45%	(46%)	7%	(8%)	40%	(41%)	7%	(5%)
E7-E9	55%	(36%)	8%	(6%)	32%	(48%)	5%	(10%)
O1-O6	41%	(41%)	5%	(7%)	47%	(48%)	7%	(4%)

Source: DMDC, 2006 Survey of Active-Duty Spouses

Interestingly, there are just as many spouses employed as there are those who choose not to be in the labor force. In 2013, approximately 8 percent or 2,264 spouses are estimated to be unemployed and looking for jobs. With the current economic downturn, it is likely that the unemployed percentages will be higher while employment percentages are likely lower than

¹¹ RAND National Defense Research Center (2006). Primary authors: Nelson Lim and Daniela Golinelli, *Monitoring the Employment Conditions of Military Spouses*. Arlington, VA: author.

¹² Unemployment rates are measured as percent of people not working and seeking employment as a percent of all those employed and unemployed. Those people who are not in the labor force and not seeking employment are not included in the figure. Hosek, James, Beth Asch, C. Christine Fair, Craig Martin, and Michael Mattock (2002). *Married to the Military: The Employment and Earnings of Military Wives Compared with Those of Civilian Wives*, Santa Monica, CA: RAND Corporation, MR-1565-OSD.

¹³ ICF International, Caliber (2007). Primary authors include: Bradford Booth, Mady Wechsler Segal, and D. Bruce Bell with James A. Martin, Morten G. Ender, David E. Rohall, and John Nelson, *What We Know About Army Families: 2007 Update*. Prepared for the Family and Morale, Welfare and Recreation Command.

¹⁴ U.S. Army Community and Family Support Center (CFSC) (2006). *Survey of Army Families V 2004/2005, Highlights*, 5/9/2006.

¹⁵ Defense Manpower Data Center (2008), *Survey Note, 2006 Status of Forces Survey of Active-Duty Spouses: Financial Well-Being and Spouse Employment*. DMDC Note No: 2008-005. Arlington, VA: author.

reported here. There are 11,336 spouses estimated to be employed currently, as either full-time or part-time workers in the civilian sectors of the economy.

These military spouse percentages can be compared with those of the 2004 Community Population Survey from the U.S. Census Bureau for civilian women aged 19 to 44 where 68 percent are employed, 4 percent are unemployed, and 27 percent are not in labor force¹⁶.

¹⁶ RAND National Defense Research Institute (2007). Primary authors include: Nelson Lim, Daniela Golinelli, and Michelle Cho, “*Working Around the Military*” Revisited: *Spouse Employment in the 2000 Census Data*, Prepared for Office of Secretary of Defense, Arlington, VA: author.

Table 8: Spouse Employment and Labor Market Figures

Rank Group	Employed			Unemployed			Not in Labor Force			Armed Forces		
	FY2008	Transitions	FY2013	FY2008	Transitions	FY2013	FY2008	Transitions	FY2013	FY2008	Transitions	FY2013
O7 & Above	9	2	12	2	0	2	11	3	14	1	0	1
O6	71	10	80	12	2	14	83	11	94	7	1	8
O5	235	47	282	40	8	48	275	55	331	23	5	28
O4	522	52	575	89	9	98	612	61	673	51	5	56
O3	490	11	501	82	2	83	653	14	668	136	3	139
O2	207	8	214	34	1	36	275	10	286	57	2	59
O1	0	—	0	0	—	0	0	—	0	0	—	0
<i>Officers</i>	<i>1,534</i>	<i>130</i>	<i>1,664</i>	<i>259</i>	<i>22</i>	<i>281</i>	<i>1,909</i>	<i>156</i>	<i>2,065</i>	<i>275</i>	<i>16</i>	<i>291</i>
W5	18	5	24	3	1	4	22	6	28	2	0	2
W4	65	9	74	11	1	13	76	10	86	6	1	7
W3	97	-1	97	17	0	16	114	-1	113	9	0	9
W2	117	—	117	20	—	20	156	—	156	33	—	33
W1	—	—	—	—	—	—	—	—	—	—	—	—
<i>Warrants</i>	<i>298</i>	<i>13</i>	<i>311</i>	<i>50</i>	<i>2</i>	<i>53</i>	<i>368</i>	<i>16</i>	<i>383</i>	<i>50</i>	<i>1</i>	<i>51</i>
E9	171	5	176	30	1	31	153	4	157	19	1	19
E8	606	17	624	105	3	108	541	15	556	66	2	68
E7	1,792	-7	1,785	312	-1	310	1,597	-6	1,591	195	-1	194
E6	1,896	6	1,901	330	1	331	1,690	5	1,695	206	1	207
E5	2,677	44	2,721	466	8	473	2,386	39	2,425	291	5	296
E4	1,235	19	1,254	388	6	394	1,624	25	1,649	282	4	287
E3	881	14	895	277	4	281	1,157	18	1,176	201	3	204
E2	3	—	3	1	—	1	4	—	4	1	—	1
E1	1	—	1	0	—	0	2	—	2	0	—	0
<i>Enlisted</i>	<i>9,263</i>	<i>98</i>	<i>9,360</i>	<i>1,909</i>	<i>22</i>	<i>1,930</i>	<i>9,153</i>	<i>101</i>	<i>9,254</i>	<i>1,261</i>	<i>15</i>	<i>1,276</i>
<i>Totals</i>	<i>11,094</i>	<i>241</i>	<i>11,336</i>	<i>2,218</i>	<i>46</i>	<i>2,264</i>	<i>11,430</i>	<i>272</i>	<i>11,702</i>	<i>1,586</i>	<i>32</i>	<i>1,618</i>

The 2006 Survey of Active-Duty Spouses also provides these percentages by level of education, as shown in Table 9¹⁷. To understand this table, it is best to look at one of the education levels. Of all those spouses with graduate degrees, 59 percent are employed, while 27 percent are not in the workforce. To determine the education level of the employed workforce, it is necessary to assess additional education data from the 2006 Survey¹⁷, as shown in Table 10. According to the survey data, approximately 50 percent of employed spouses have some college (which includes a two-year associates degree), while 24 percent of employed spouses have a four-year degree, 16 percent have no college, and 10 percent have a graduate degree. The education demographics of the unemployed (and seeking work) and the “not in labor force” population are very similar. The majority have some college, followed by no college (24 to 25%), four-year college (18 to 19%), and graduate or professional degree (5 to 6%).

Table 9: Education Levels by Labor Force

Labor Force Status	No College	Some College	4-Year College	Graduate/ Professional Degree
Employed	36%	44%	50%	59%
Unemployed	9%	7%	6%	5%
Not in Labor Force	50%	41%	37%	27%
Armed Forces Member	5%	8%	7%	9%

Source: DMDC, 2006 Survey of Active Duty Spouses (DMDC, 2007A)

Note: Percentages to not total 100 due to rounding in the calculations.

Table 10: Army Spouse Labor Force by Education Levels

Labor Force Status	No College	Some College	4-Year College	Graduate/ Professional Degree
Employed	16%	50%	24%	10%
Full-time	14%	50%	24%	12%
Part-time	16%	52%	24%	8%
Unemployed	25%	51%	18%	6%
Not in Labor Force	24%	51%	19%	5%
Armed Forces Member	13%	57%	19%	10%

Source: DMDC, 2006 Survey of Active Duty Spouses (DMDC, 2007)

Note: Percentages to not total 100 due to rounding in the calculations.

The education percentages in Table 10 are applied to the military spouse labor force numbers to estimate the Army spouse labor force by education level, as shown in Table 11.

¹⁷ Defense Manpower Data Center (2007a), *2006 Status of Forces Survey of Active-Duty Spouses: Tabulation of Responses*. DMDC Report No: 2006-033. Arlington, VA: author.

Table 11: Estimated Fort Bragg and Pope AFB Spouse Labor Force by Education Level, 2008

Labor Force Status	No College	Some College	4-Year College	Graduate/ Professional Degree	Total
Employed	1,775	5,547	2,663	1,109	11,094
Unemployed	554	1,131	399	133	2,218
Not in Labor Force	2,743	5,829	2,172	571	11,315

Of those military spouses who are employed, there is considerable part-time employment. The highest part-time employment incidences are in E1 to E4 and O1 to O3 pay grades, while E5 to E9 pay grades have the lowest part-time employment and highest occurrence of full-time employment (Table 12).

Table 12: Full-time and Part-Time Employment Percentages among Army Active-Duty Spouses by Rank

Pay Grade	Part-time (30 hours or less)				Full-time (over 30 hours)		
	Less Than 10 Hours	10 to 20 Hours	21 to 30 Hours	Total	31 to 40 Hours	Over 40 Hours	Total
E1-E4	5%	22%	16%	43%	44%	12%	56%
E5-E9	3%	5%	13%	21%	63%	17%	80%
O1-O3	9%	22%	13%	44%	33%	23%	56%
O4-O9	13%	16%	9%	38%	43%	18%	61%

Source: DMDC, 2006 Survey of Active Duty Spouses (DMDC, 2007a).

Note: Sample only includes civilian employed spouses.

Of those spouses who worked part time, almost half indicated they work part-time due to:

- Child care responsibilities (47%)
- Not wanting to work 35 hours or more (47%)
- Needing flexibility when spouse is deployed (47%)

Twenty-eight percent of part-time employed spouses reported they could find only part-time work, 22 percent indicated they need schooling and/or certification, and 20 percent were in school at the time¹⁸.

Fifty-six percent of employed spouses indicate their qualifications match the work they do; 42 percent indicate they are overqualified; and 2 percent indicate they are under-qualified¹⁸. Sixty-eight to 76 percent of enlisted spouses indicate that their family needs a second income to achieve the standard of living they want, while 45 percent of officers' spouses felt that way¹⁸.

Social and economic features of the local labor market can influence military spouses' ability to obtain work in their field. For example, spouses near urban centers are more likely to be in the

¹⁸ Defense Manpower Data Center (2008), *Survey Note, 2006 Status of Forces Survey of Active-Duty Spouses: Financial Well-Being and Spouse Employment*. DMDC Note No: 2008-005. Arlington, VA: author.

labor force and be employed¹⁹. Fort Bragg resides near Fayetteville, creating more opportunities than other remote installations. More recently, the national economic downturn and regional economy fluctuations are certainly affecting current employment options and opportunity for spouses at Fort Bragg and Pope AFB^{20 21}.

G. Occupations

1. General Types of Occupations

As stated previously, there is very little data on the actual occupations of military spouses. However, from the 2006 Active-Duty Spouses Survey, there is information on the general types of employment spouses have currently or have had in the past. These percentages of current or past employment of military spouses are shown in Table 13. The private sector represents the largest employer of Army spouses nationally, with the highest rates in the junior enlisted spouses and the lowest rates in the senior officer spouses. A considerable number of spouses are also self-employed, with the highest rates among senior officer spouses (15%) and lowest rates among mid to senior enlisted spouses (5%). The last three rows break out the spouse employment types by the current labor force designation. For example, of the total unemployed spouse population, 65 percent were at one time employed in a company or business, while 3 percent were self-employed. Of currently employed spouses, 58 percent work in the private sector, while 17 percent work for the federal government, and 10 percent are self-employed.

Table 13: Army Spouse Current or Previous Employment by Type (Percentage)

Pay Grade	Public or Private Business	Federal Government	State Government	Local Government	Self-Employed	Other
E1-E4	62%	14%	4%	2%	7%	11%
E5-E9	54%	24%	6%	6%	5%	5%
O1-O3	49%	18%	5%	8%	10%	10%
O4-O9	44%	21%	7%	6%	15%	7%
Employed	58%	17%	4%	5%	10%	6%
Unemployed	65%	14%	6%	5%	3%	7%
Not in Labor Force	62%	14%	4%	5%	7%	8%

Source: DMDC, 2006 Survey of Active-Duty Spouses (DMDC, 2007a).

The survey data also show that 33 percent of unemployed (and looking) spouses have worked in the past, while 29 percent of those “not in the labor force” have worked in the past. If these percentages are applied to relevant figures in Table 4, it is possible to estimate the numbers of Ft. Bragg and Pope AFB active-duty spouses who either are currently or have worked in various types of employment. These figures are summarized for current spouses in Table 14.

¹⁹ National Military Family Association (2007). *Education and the Military Spouse: the Long Road to Success*.

²⁰ Madrid, Shanon (2009). Personal Communication with Shanon Madrid, Fort Bragg FRG Coordinator, 4/6/2009.

²¹ Brown, Shelby (2009). Personal Communication with Shelby Brown, Fort Bragg FRG Coordinator, 4/6/2009.

Table 14: Estimated Army Spouse Current or Previous Employment by Type for FY2008

Pay Grade	Public or Private Business	Federal Government	State Government	Local Government	Self-Employed
Enlisted	7,027	2,696	690	627	690
Warrants	194	83	26	29	55
Officers	1,006	426	132	150	276

Additional information can be derived from the labor force figures, providing potentially interesting information about the spouse employment situation at Fort Bragg and Pope AFB. For example of those spouses who are unemployed and seeking work but have worked before—an estimated 33percent of 2,218 in 2008 or 732 (see Table 4)—approximately 65 percent or 476 spouses have worked in the private sector previously.

2. Specific Military Spouse Occupations

Research by a number of people at RAND has investigated the occupational choices and statistics of military spouses nationally and in a number of specific locations. The following three tables are taken from the RAND report, *Working Around the Military*²² and show the types of spouse occupations that are most prevalent among the military nationally. Additionally, the Office of Deputy Under Secretary of Defense, Military Community and Family Policy (MCFP) submitted a report to the House Armed Services Committee on Military Spouse Education and Employment in January, 2008 identifying five high-demand and high-growth career fields for spouses that are suitable for the mobile military lifestyle²³. Please see Appendix A: Employment Readiness Program Fort Bragg Resources for a description of these occupations.

Table 15 shows the ten most common occupations for military, Army, and civilian spouses nationwide. These figures are derived from the 1990 census data and therefore are somewhat dated. However, the sample size was considerable with 11,959 Army personnel and 36,508 military personnel. In 1990, the top ten Army spouse occupations were:

1. Administrative (less well paid)
2. Retail sales
3. Administrative (better paid)
4. School teacher
5. Restaurant

²² RAND National Defense Research Institute (2004). Primary authors: Margaret C. Harrell, Nelson Lim, Laura Werber Castaneda, and Daniela Golinelli, *Working Around the Military: Challenges to Military Spouse Employment and Education*, Prepared for the Office of Secretary of Defense, Arlington, VA: author.

²³ U.S. DoD, Office of Deputy Under Secretary of Defense, Military Community and Family Policy (2008), *Report on Military Spouse Education and Employment*, January, 2008.

6. Child care
7. Blue collar (majority male)
8. Registered nurse
9. Health service aide
10. Manager

Table 15: Ten Most Common Military and Civilian Spouse Occupations Nationwide²⁴

Occupation	Overall Ranking		Ranking by Service			
	Military	Civilian	Army	Navy	Air Force	Marine Corps
Administrative (less well paid)	1	1	1	1	1	1
Administrative (better paid)	3	2	3	3	3	3
Retail Sales	2	5	2	2	2	2
School Teacher	4	4	4	4	5	4
Restaurant	5	7	5	5	4	5
Child Care	6	—	6	6	6	6
Registered Nurse	8	8	8	8	8	9
Health Service Aide	9	10	9	9	9	8
Blue Collar (majority male)	7	3	7	7	7	7
Managers	—	9	10	10	—	—
Sales Supervisor & Proprietor	10	—	—	—	10	10
Blue Collar (majority female)	—	6	—	—	—	—

Source: 1990 Census.

Source: RAND (2004).

Table 16 shows much more recent data from RAND spouse interviews in 2003, although the sample size was considerably less with 1,102 interviews across the services, 280 of which were Army spouse interviews at Fort Bliss and Fort Lewis²⁵.

²⁴ These data are descriptive and do not control for spouse characteristics. Blue-collar work that is predominantly female tends to include any factory work involving fabric (e.g., sewing clothes, upholstery) as well as small assembly and factory inspection work.

²⁵ RAND National Defense Research Institute (2004). Primary authors: Margaret C. Harrell, Nelson Lim, Laura Werber Castaneda, and Daniela Golinelli, *Working Around the Military: Challenges to Military Spouse Employment and Education*, Prepared for the Office of Secretary of Defense, Arlington, VA: author.

Table 16: Top Five Spouse Occupations by Service Member's Pay Grade²⁶

Occupation	Ranking				
	Junior Enlisted Spouses	Mid-Grade Enlisted Spouses	Senior Enlisted Spouses	Junior Officer Spouses	Senior Officer Spouses
Administrative & Office	2	1	1	1	—
Retail Sales	1	2	3	5	4
Hotel & Restaurant	3	4	4	—	—
Healthcare	4	2	2	3	3
Child Care	5	5	—	—	—
School Teacher	—	—	4	2	1
Entrepreneur	—	—	—	4	2

Source: RAND Military Spouse Interviews, 2003.

Source: RAND (2004).

Among the interviewed spouses, administrative office jobs were the most common type of employment for the 597 employed spouses from all four services. Retail sales jobs were common for interviewed spouses of all services, but not across all pay grades. More than one-quarter of employed junior enlisted spouses worked in retail jobs, but only 5 to 10 percent of officer or senior officer spouses did so. Healthcare jobs were the third most common category of employment, representing about one-eighth of employed spouses—excluding junior enlisted spouses of which fewer than 10 percent worked in healthcare. Hotel and restaurant jobs were common among employed spouses, specifically with junior enlisted spouses and spouses lacking a college degree. Teaching school was the most prominent career choice among senior officer spouses—more than 25 percent of employed senior officer spouses taught school. Child development and entrepreneurial ventures were the next most common work cited, with roughly 5 percent of employed spouses working in child development, often in their own homes. Almost 5 percent of interviewed employed spouses pursued some entrepreneurial venture, generally from their homes²⁷.

The authors note that the choice of occupations that spouses pursue depends tremendously on the spouses' characteristics, such as education level. It should also be noted that senior officer spouses are not well-captured by discussion of the overall most common occupations (RAND, 2004)²⁷. Occupations by education level are provided in Table 17. Spouses with graduate degrees are more apt to be employed as school teachers, lawyers and professionals, and healthcare workers. Spouses with a two or four year degree tend to be employed in administrative occupations, followed by healthcare, school teacher, and retail sales. Spouses with only a high school degree are generally occupied in administrative and office jobs, followed by retail sales, restaurant and lodging, healthcare, and child care jobs.

²⁶ Occupations provided by similar numbers of spouses are classified as a tie and have the same ranking. Small numbers preclude the identification of a fifth-ranked occupation for senior officer spouses.

²⁷ RAND National Defense Research Institute (2004). Primary authors: Margaret C. Harrell, Nelson Lim, Laura Werber Castaneda, and Daniela Golinelli, *Working Around the Military: Challenges to Military Spouse Employment and Education*, Prepared for the Office of Secretary of Defense, Arlington, VA: author.

Table 17: Top Five Interviewed Spouse Occupations by Education Level²⁸

Occupation	Ranking		
	High School Diploma or GED	College Degree	Graduate Degree
Administrative & Office	1	1	—
Retail sales	2	4	—
Hotel & Restaurant	3	—	—
Healthcare	4	2	3
Child care	5	—	—
School Teacher	—	3	1
Entrepreneur	—	5	—
Financial	—	5	4
Lawyers & Professionals	—	—	2

Source: RAND Military Spouse Interviews, 2003.

Source: RAND (2004).

To provide an analysis of the spouse occupations at Fort Bragg and Pope AFB, the ranking provided in Table 16 was translated into percentages and applied to the employed spouse estimates in Table 8. It was assumed that the following ranks translate to the associated percentages of the population:

- Rank 1 represents 25 percent
- Rank 2 represents 20 percent
- Rank 3 represents 15 percent
- Rank 4 represents 10 percent
- Rank 5 represents 5 percent

In total, these ranks sum to 75 percent of the employed spouse population. In reality, it is likely that these occupation percentages are less than those reported here; therefore, these figures represent an overestimation of the numbers of occupations that likely exist in the spouse population in the region. Also, there are obviously additional occupations that are not represented within this analysis, such as financial, lawyers, managers, information technology, other professionals, and many others.

Table 18 presents these estimates of spouse employment for 2008, transition (employment 2008 to 2012), and 2013.

²⁸ “College degree” category includes those with two- and four-year degrees. “Graduate degree” category includes those who have completed advanced or professional degrees. Occupations provided by similar numbers of spouses are classified as a tie and have the same ranking. Small numbers preclude the identification of a 5th-ranked occupation for spouses with graduate degrees.

Table 18: Estimate of Employed Spouses at Fort Bragg and Pope AFB by Occupation and Period

Occupation by Period		Junior Enlisted	Mid-Level Enlisted	Senior Enlisted	Junior Officers	Senior Officers	Total Employed	Percent of Total Employed
Employed 2008	Administration	177	1,452	642	358	—	2,630	24%
	Retail Sales	221	1,162	385	72	40	1,840	17%
	Hotel & Restaurant	133	581	257	—	—	971	9%
	Healthcare	88	1,162	514	215	60	1,979	18%
	Child Care	44	290	—	—	—	335	3%
	School Teacher	—	—	257	287	100	544	5%
	Entrepreneur	—	—	—	143	80	143	1%
	Other Occupations	221	1,162	514	358	120	2,654	24%
Total Employed 2008		885	5,808	2,569	1,433	398	11,094	100%
Transitions	Administration	3	17	4	18	—	41	17%
	Retail Sales	4	14	2	4	7	23	10%
	Hotel & Restaurant	2	7	2	—	—	10	4%
	Healthcare	1	14	3	11	11	29	12%
	Child Care	1	3	—	—	—	4	2%
	School Teacher	—	—	2	14	18	16	6%
	Entrepreneur	—	—	—	7	15	7	3%
	Other Occupations	4	14	3	18	22	111	46%
Total Transitions		14	69	15	70	73	241	100%
Employed 2013	Administration	180	1,469	646	376	—	2,671	24%
	Retail Sales	225	1,175	388	75	47	1,863	16%
	Hotel & Restaurant	135	588	258	—	—	981	9%
	Healthcare	90	1,175	517	226	71	2,008	18%
	Child Care	45	294	—	—	—	339	3%
	School Teacher	—	—	258	301	118	559	5%
	Entrepreneur	—	—	—	150	94	150	1%
	Other Occupations	225	1,175	517	376	142	2,765	24%
Total Employed 2013		899	5,877	2,585	1,504	472	11,336	100%

H. Comparison of Spouse Occupations with Occupations within the Defense and Homeland Security Industry Cluster

The general spouse occupations were cross-walked with the SOC codes within the Defense and Homeland Security (D&HS) Industry Cluster (Jan, 2009) through information by the U.S. Bureau of Labor Statistics (BLS), Occupational Employment Statistics (OES). The occupations listed in the previous section were aligned with the following SOC codes, as listed in Table 19.

Table 19: Occupations Aligned with SOC Codes

Occupations	SOC Name	SOC Codes
Administration	Office and administrative support occupations	43-0000
Retail Sales	Retail sales workers	41-2000
Hotels & Restaurants	Food preparation and servicing related	35-0000
Healthcare	Healthcare practitioners and technical occupations	29-0000
Child Care	Other personal care and service workers	39-9000
School Teacher	Educational, training, and library occupations	25-0000
Entrepreneur	NA	NA

The related-SOC code occupations as noted in Table 19 were cross walked with those within the 15 industries of greatest interest noted in the D&HS Industry Cluster Analysis (2009) as shown in Table 20. Estimated military spouse employment is shown in the first row for reference. The remaining rows show the 15 D&HS NAICS code descriptions and the percentage of employment associated with the specified occupation. For example, of all jobs in the non-residential building construction industry, 4.94 percent are administrative, while 0.05 percent are healthcare related. The largest affected military spouse occupations by these industries are administration and to a lesser degree hotels and restaurants and healthcare. Retail sales, child care, and teacher occupations will not be directly influenced by the emergence of these D&HS industries.

Table 20: Percent of NAICS Industry Jobs Associated with Associated SOC Codes

NAICS Code Description	Administrative	Retail Sales	Hotel & Restaurant	Healthcare	Child Care	School Teacher
<i>Estimated 2013 Employed Spouses</i>	<i>2,671</i>	<i>1,863</i>	<i>981</i>	<i>2,008</i>	<i>339</i>	<i>559</i>
Non-residential building construction	4.94%	0%	0%	0.05%	0%	0%
Utility system construction	4.12%	0%	0%	0.04%	0%	0%
Power and communication line and related structure	4.24%	0%	0%	0.05%	0%	0%
Computer and peripheral equipment manufacturing	4.88%	0%	0%	0%	0%	0%
Navigational, measuring, and electro-medical and control instruments manufacturing	6.16%	0%	0%	0.08%	0%	0%
Electrical equipment manufacturing	6.28%	0%	0%	0%	0%	0%
Aerospace products and parts manufacturing	5.09%	0%	0%	0.18%	0%	0%
Warehouse and storage	19.9%	0%	0%	0.11%	0%	0%
Computer system design and related services	5.33%	0%	0%	0.05%	0%	0%
Management, scientific, and technical consulting services	9.75%	0%	0.03%	0.92%	0%	0%
Research and development in the physical, engineering, and life sciences	4.34%	0%	0.03%	1.21%	0%	0%
Colleges, universities, and professional schools	8.53%	0%	0.27%	2.29%	0%	0%
Business schools and computer and management training	8.32%	0%	0%	0%	0%	0%
Special food services	2.65%	0%	12.34%	0%	0%	0%
Electronic and precision equipment repair and maintenance	10.11%	0%	0%	0%	0%	0%

I. Employment Barriers

There are many factors contributing to the employment situation of active-duty spouses, many of which have been studied nationally^{29 30 31}. Some of these factors can be influenced with policies

²⁹ RAND National Defense Research Institute (2004). Primary authors: Margaret C. Harrell, Nelson Lim, Laura Werber Castaneda, and Daniela Golinelli, *Working Around the Military: Challenges to Military Spouse Employment and Education*, Prepared for the Office of Secretary of Defense, Arlington, VA: author.

³⁰ RAND National Defense Research Institute (2007). Primary authors include: Nelson Lim, Daniela Golinelli, and Michelle Cho, *“Working Around the Military” Revisited: Spouse Employment in the 2000 Census Data*, Prepared for Office of Secretary of Defense, Arlington, VA: author.

and actions by local, regional, and national stakeholders, while others are either a result of the military lifestyle or characteristics that are not easily influenced or observed. RAND researchers provide some recommendations and policy options for DoD, local and regional stakeholders, to overcome these employment and educational challenges for military spouses, as described in Appendix C: RAND Recommendations to Improve Military Spouse Employment and Educational Opportunities.

One considerable factor affecting military spouse unemployment rates is military mobility. Relocations and the considerable distance of the relocations contribute to only 10 percent of spouses staying in the same home for five years, and most moving to a different state with different career licensing and certification requirements. This causes delays in obtaining employment and increased expenses³². The moves, especially the “do-it-yourself” moves rely heavily on the spouses’ time to accomplish the move and thereby prevent them from looking for work just before and after the move³¹.

Another related issue of frequent relocations is the spouse employment preference of companies and industries. Many spouses feel that civilian employers will not hire military spouses due to the possible temporary nature of the employment situation³³. However, other Employment Readiness Groups (Army Community Service) and Family Readiness Group (FRG) coordinators feel that the local industry employment and coordination with military spouses has been open and positive toward employment of military spouses^{34 35 36}. Additionally, the Army Spouse Employment Partnership is another resource where local companies provide employment for spouses (See Spouse Employment Resources for more details).

Two focus group sessions were held with local industry representatives and stakeholders to discuss regional employment and overall business issues. It was generally stated that military

³¹ Hosek, James, Beth Asch, C. Christine Fair, Craig Martin, and Michael Mattock (2002). *Married to the Military: The Employment and Earnings of Military Wives Compared with Those of Civilian Wives*, Santa Monica, CA: RAND Corporation, MR-1565-OSD.

³² RAND National Defense Research Institute (2007). Primary authors include: Nelson Lim, Daniela Golinelli, and Michelle Cho, “*Working Around the Military*” *Revisited: Spouse Employment in the 2000 Census Data*, Prepared for Office of Secretary of Defense, Arlington, VA: author.

³³ Military Spouse Focus Groups. 2/5/2009 and 2/26/2009.

³⁴ Adamczyk, Agnes (2009). Personal Communication with Agnes Adamczyk, Fort Bragg FRG Coordinator for Joint Special Operations Command.

³⁵ Bean, Sally (2009). Personal Communication with Sally Bean, FRG Support Assistant, Special Troops Battalion, 3/19/2009.

³⁶ Thompson, Cherry (2009). Personal Communication with Cherry Thompson, Director of Army Community Service, Employment Readiness Program, 2/5/2009.

spouses were welcome as employees, but that no special outreach programs were in place to recruit from these talent pools³⁷.

Military spouses have also indicated that with frequent relocations, there is often no facility, friends, or connections to facilitate employment opportunities, and therefore it takes time to build a network³⁸. Some spouses believe it is necessary to spend considerable time volunteering and making contacts so that when a position become available, the spouse is already known by the potential employer (and perhaps there is less of a need for training).

Young children in the household is certainly a factor for military spouses and reduces the probability of work in a year; this is the case with civilian spouses as well³⁹. Since military spouses are younger and more apt to have children at a younger age, they may not be able to obtain work experience as early as civilian spouses.

Military spouses need flexibility in their schedules to accommodate the often demanding and uncertain military lifestyle. Lower paying jobs in retail or restaurants do not allow for enough income to pay for the often-needed child care expenses. Lower-cost child care is typically available on post, but is often not convenient to employment positions off-post³⁸. Spouses may choose not to utilize lower-cost child care if it is perceived to be lower quality than other options. It is very difficult to find child care for infants³⁸. However, the “More at Four” program provides scholarship opportunities for child care, and there are additional resources for child care expenses for military families.

With the recent economic downturn, one FRG coordinator estimated that almost 25 percent of spouses in her unit were currently seeking work and not having much success⁴⁰, while another FRG coordinator indicated that 10 to 12 percent were seeking employment⁴¹. Other input from the Military Spouse Focus Groups³⁸ includes:

- Often, the spouses need to take a job to have income, although it is not in the spouse’s field or expertise.
- Spouses often out-price themselves because they don’t understand the lower wage regional economy in the area.

³⁷ Industry Focus Group. 3/17/2009.

³⁸ Military Spouse Focus Groups. 2/5/2009 and 2/26/2009.

³⁹ Hosek, James, Beth Asch, C. Christine Fair, Craig Martin, and Michael Mattock (2002). *Married to the Military: The Employment and Earnings of Military Wives Compared with Those of Civilian Wives*, Santa Monica, CA: RAND Corporation, MR-1565-OSD.

⁴⁰ Brown, Shelby (2009). Personal Communication with Shelby Brown, Fort Bragg FRG Coordinator, 4/6/2009.

⁴¹ Madrid, Shanon (2009). Personal Communication with Shanon Madrid, Fort Bragg FRG Coordinator, 4/6/2009.

- Some of the employers of military spouses (who are spouses themselves) indicate that spouses need cultivation in terms of marketing themselves, presenting a professional resume, demeanor, etc.
- There is often competition for civil service jobs between spouses, separating veterans, and retirees, and since the latter two have preference over spouses, they have a significant advantage over spouses for Federal civilian positions.

Civil Service or Ft. Bragg jobs are desired by many spouses, but there are a considerable number of spouses that would prefer to work off-post away from the military.

On a positive note, military spouses often do not require benefits and are therefore less expensive to employ⁴².

J. Barriers to Education

Costs of education and training are the main barrier to active duty military spouses not enrolling in high-growth, highly mobile career fields. One study indicates that there are two main areas of concern regarding spouse education⁴³, with percentages of spouses citing the following barriers to attainment of their educational goals:

1. Hardship of frequent moves
 - Delayed schooling due to moving or deployment (25%)
 - Can't finish because of frequent moves (7%)
 - Switched schools numerous times (2%)
 - Took longer to finish (2%)
2. Limited choices and alternative options
 - Chose more portable degree (18%)
 - Military service influenced what field to choose (12%)
 - Chose high demand field (4%)

⁴² Military Spouse Focus Groups. 2/5/2009 and 2/26/2009.

⁴³ National Military Family Association (2007). *Education and the Military Spouse: the Long Road to Success*.

- Chose online degree (9%)
- Chose an accelerated program (6%)
- Degree desired not available where stationed (9%)
- Couldn't go to desired school (4%)

A number of programs have been put in place to help spouses obtain education, including the Career Advancement Accounts (CAA) and DoD Spouses to Teachers Program, among others. Currently, there are 700 spouses enrolled in the CAA program in the Fort Bragg region, which contributes a total of \$6,000 per spouse over two years for their education. Additional information is provided in the Resources for Spouses section.

K. Regional Spouse Industry Situation

FRG coordinators indicate there are a wide variety of spouse occupations in the Fort Bragg region. With the commands that comprise considerable officers, spouses are entrepreneurs, lawyers, doctors, financial analysts, school teachers, and many other professionals. More diverse commands have a wide range of spouse occupations with considerable employment in restaurants, retail sales, and healthcare. Retail sales, teaching, restaurants and hotels, healthcare, administrative, management, and DoD civilian positions have all been listed as common occupations of military spouses in the Fort Bragg region; human resources and legal fields positions are not as available^{44 45 46}. There do not appear to be many spouses employed in the information technology (IT) industries^{47 45}. Job opportunities in general are perceived to be better in Raleigh/Durham⁴⁶.

Both FRG coordinators and spouses have indicated that federal civil servant jobs on post are very difficult to obtain^{46 44}) due to competition with veterans and the nature of the skills and education needed for these positions.

For convenience and to minimizing traveling expenses, local spouses often seek employment near their place or residence. Currently, it has been estimated that one-quarter to one-third of military families live on-post^{44 45}, while the remaining live off the installation. Some spouses prefer to work on-post for the relatively higher paying jobs provided by the federal government (although more difficult to obtain). Alternatively, some spouses prefer the break from the military lifestyle and seek work off the installation.

⁴⁴ Brown, Shelby (2009). Personal Communication with Shelby Brown, Fort Bragg FRG Coordinator, 4/6/2009.

⁴⁵ Madrid, Shanon (2009). Personal Communication with Shanon Madrid, Fort Bragg FRG Coordinator, 4/6/2009.

⁴⁶ Military Spouse Focus Groups. 2/5/2009 and 2/26/2009.

⁴⁷ Dugan, Barry (2009). Personal Communication with Barry Dugan, Corps Coordinator of FRG Coordinators, 4/3/2009.

It has been noted by both military spouses and FRG coordinators that the regional economy within the Fort Bragg area generally provides a relatively lower standard of living and associated lower wages. As mentioned previously, incoming spouses mistakenly believe that they can secure higher paying jobs than are actually available within this region due to higher prevailing wages at previous duty assignments. As a result, there is frustration with these lower salaries, and some spouses feel that the income is not worth their time and resources^{48 49}.

L. Resources for Spouses

There are considerable information sources and resources to facilitate educational and employment opportunities for active-duty spouses. This following list provides limited information on these resources and is certainly not considered to be a comprehensive listing.

- The Employment Readiness Program (ERP) at the Fort Bragg MWR office has considerable listings of resources and employment opportunities, which are shown in Appendix A. According to a Survey of Army Families in 2004/2005, only 14 percent of civilian spouses of active duty members have used ERP in last 2 years⁵⁰. Website: www.fortbraggmwr.com/erp.php.
- The Army Spouse Employment Partnership (ASEP), a mutually beneficial partnership between the Army and corporate America, provides Army spouses the opportunity to continue careers as they move with their active duty service members, and gives employers access to a talented and diverse workforce. ASEP currently serves 95 installations around the world. The Army will continue to support Soldiers and their families, with a goal of expanding ASEP partnerships to 50 companies. With the launch of the Military Spouse Job Search database, spouses can now search for jobs and submit resumes to the site, and employers can post job vacancies. ASEP partners can mine the resumes and offer employment directly to spouses. By tapping into a diverse and talented labor pool, ASEP partners save on recruitment, training and retention costs, and fulfill a civic duty. Spouses can view job opportunities and submit their resume at one of two Web sites www.myarmylifetoo.com or www.msjs.org. The National Military Family Association (NMFA) also provides extensive links to education and job opportunities at (www.militaryfamily.org) (Kinitser, 2008). Local companies include: Kelly Services, The TJ Maxx Companies, Toys “R” Us, Lockheed, and Starbucks. As of Jan, 2008, there were 30 companies nationally within this partnership.
- DoD Spouses to Teachers Programs is a pilot project designed to assist spouses of active duty and reserve component members to become public school teachers. This program is

⁴⁸ Brown, Shelby (2009). Personal Communication with Shelby Brown, Fort Bragg FRG Coordinator, 4/6/2009.

⁴⁹ Military Spouse Focus Groups. 2/5/2009 and 2/26/2009.

⁵⁰ U.S. Army Community and Family Support Center (CFSC) (2006). *Survey of Army Families V 2004/2005, Highlights*, 5/9/2006.

available in: California, Colorado, Florida, Georgia, Kansas, Louisiana, Nebraska, Nevada, New Mexico, North Carolina, South Carolina, Texas, Utah, and Virginia. The program is designed to assess the needs of spouses relative to becoming a teacher and provide support to eligible spouses in pursuit of a K-12 teaching position. Limited funding will be provided to eligible spouses to reimburse the cost of tests required for state teacher licensure or certification. Maximum available financial assistance is \$600 per person. For more information visit the website at www.spousestoteachers.com.

- Military Spouse Career Center Website, www.military.com/spouse.
- National Military Family Associations, Spouse Employment website: (www.militaryfamily.org).
- MilSpouse.org (www.milspouse.org) is a joint program between DoD and Department of Labor (DOL). In 2003, a memorandum of understanding was signed between DoD and DOL to collaborate on providing workforce opportunities for military spouses. In July, 2007 DoD and DoL collaborated with a goal of establishing military spouses in portable, high growth careers. DoD and DOL began a pilot program to provide Career Advancement Accounts (CAA) to military spouses in eight states at eighteen military installations. This is a \$35M program⁵¹. Partnerships between federal agencies and the states provide military spouses with an ability to pursue community college, technical training and/or career credentials and licenses. Fort Bragg is an active participant in this program. The CAA are for two years and are flexible, self-managed education and training accounts. Accounts must be used to pay for expenses directly related to post-secondary education and training, including tuition, fees, books, and credentialing/licensing fees. These activities must result in attainment of a degree, license, or industry-recognized credential. Current CAA contributions are \$3,000 per year for a total of two years, or \$6,000 per military spouse. There are approximately 700 spouses currently enrolled in the Fort Bragg region. More information available at: <http://caa.milspouse.org/>
- Allied's Military Family Scholarship Program, is an in-house military spouse scholarship program designed to give military spouses and dependents more opportunities to get the career training they need. This Allied-created scholarships for military spouse program allows military spouses (or dependents) to prepare for a new career without the worry of paying for tuition or stressing about in-state versus out-of-state residency requirements. More information at: www.education4military.com/advantage-tuition-military-spouse.asp.
- Office of Personnel Management issued draft rules that would implement an executive order issued by President Bush to allow federal agencies to noncompetitively appoint military spouses to positions in the competitive civil service. These apply to spouses of

⁵¹ Defense Manpower Data Center (2008), *Survey Note, 2006 Status of Forces Survey of Active-Duty Spouses: Financial Well-Being and Spouse Employment*. DMDC Note No: 2008-005. Arlington, VA: author.

soldiers who are disabled or killed as a result of active duty as well as spouses who receive permanent change of station orders.

- DoD Priority Placement Program (PPP) for spouses for appropriated federal jobs. The Military Spouse Preference Program applies to spouses of active duty military members of the U.S. Armed Forces, including the U.S. Coast Guard and full-time National Guard, who desire priority consideration for competitive service positions at DoD activities in the U.S. and its territories and possessions. Chapter 14 of the PPP Operations Manual contains specific information on registration in this program. See: www.cpms.osd.mil/ASSETS/FD22B698C55D41F892950E0AEF2B976D/pppfacts_3.pdf.

IV. Department of Defense Civilian Spouses

Currently, there are 8,732 DoD civilians at Fort Bragg, with an estimated end-state of 11,548 DoD civilians projected in 2013.⁵² Therefore, the transitioning DoD civilians are estimated to be 2,816 during this time period. These estimates include both Department of Army and DoD civilian employment through both federally-appropriated and non-appropriated funding sources. DoD civilian occupations vary considerably and are generally broken in to white collar and blue collar jobs. Occupations include healthcare, administration, office work, accounting, finance, engineering, legal, schools, public works, Garrison command support, and many others. Jobs with Army Air Force Exchange Service (AAFES), the Commissary, DoD Education Activity, child care, and other Morale, Welfare, and Recreation positions are generally supported with non-appropriated funds⁵³.

Department of the Army Civilians are approximately 62 percent male, while 38 percent are female⁵⁴. It is likely that a large percentage of military spouses are DoD civilians; the Survey of Army Families estimates that almost 16 percent of military spouses are DoD civilians. Additionally, 49 percent of the Army civilians nationally are veterans⁵⁵. Figure 1 illustrates the Army Civilian employees nationally by pay grade and gender. Generally, for Army civilian jobs, there is an inverse relationship between grade of position and gender. For occupations in the GS-13-15 pay grade, females comprise 29 percent, while males comprise 79 percent.

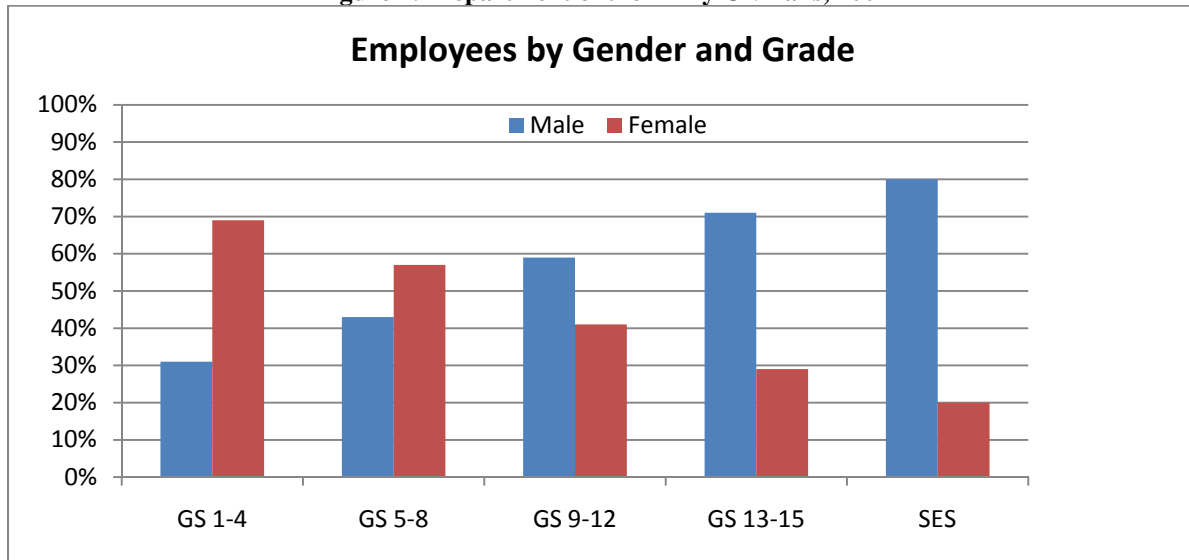
⁵² Ft. Bragg FY2013 total end strength was provided by Bragg BRAC office, Mr. Van Borkulo on 3/23/2008 in the file, *Ft. Bragg COP Data (31 Jan 09 lock).xls*. It is based on SAMAS 20090109 and TAADS 20090116 including IMCOM, OACSIM, and G3 review.

⁵³ Herndon, Irene (2009). Personal Communication Irene Herndon, Deputy Director of the Civilian Personnel Office at Fort Bragg, 2/5/2009.

⁵⁴ These survey results are population estimates and based on 22,661 surveys responses from Army civilians. Defense Manpower Data Center (2008), *Survey Note, 2006 Status of Forces Survey of Active-Duty Spouses: Financial Well-Being and Spouse Employment*. DMDC Note No: 2008-005. Arlington, VA: author.

⁵⁵ Defense Manpower Data Center (2007b), *2006 Status of Forces Survey of DoD Civilian Employees: Tabulation of Responses*. DMDC Report No: 2007-035. Arlington, VA: author.

Figure 1: Department of the Army Civilians, 2007



Source: U.S. Army, Office of Demographics, Changing Profile of the Army, FY2007

Although the demographic, workforce, and occupational data is available for DoD civilians, there is relatively little data and research available on DoD civilian spouses. With this caveat, this section further characterizes the DoD civilian spouse population in terms of labor force and occupations.

A. Methodology

Although ranks for DoD civilians for the FORSCOM transition were available, baseline ranks or pay grades for current DoD civilians could not be obtained. Additionally, marriage rates among this DoD civilian population have not been well-researched, even at the national level. For these reasons, the numbers of spouses were estimated by taking the U.S. Census Bureau's estimate of marriage rates for the four-county area that includes Fort Bragg and Pope AFB or is within close proximity to the installation. The four counties include: Cumberland, Hoke, Moore, and Harnett. The census data was also utilized to estimate marriage rates, labor force characteristics, and prevalent occupations for this region.

B. Marriage Rates

Before applying the marriage rates, the DoD civilian population was divided by gender based on the information provided by the 2008 Survey of DoD Civilians⁵⁶. This study included national data on both DoD civilians and specific Army civilian personnel. The study estimated that the DoD civilian population is approximately 62 percent male and 38 percent female.

⁵⁶ Defense Manpower Data Center (2007b), *2006 Status of Forces Survey of DoD Civilian Employees: Tabulation of Responses*. DMDC Report No: 2007-035. Arlington, VA: author.

As described in the previous section, the marriage percentages for the populations in the four-county region surrounding Ft. Bragg were used to estimate the number of spouses. From the survey data on active-duty spouses, it is estimated that approximately 17 percent of employed active-duty spouses (or 1,886) are employed by the federal government (see Table 13).

Table 21: Fort Bragg DoD Civilian Personnel and Spouse Estimates

Population	2008	2013
DoD Civilians – Total ⁵⁷	8,732	11,548
DoD Civilians – Male (62%) ⁵⁸	5,414	7,160
DoD Civilians – Female (38%) ⁵⁸	3,318	4,388
Male Percent Married ⁵⁹	68%	68%
Female Percent Married ⁵⁹	62%	62%
Number of Female Spouses (Male DoD Civilian)	3,681	4,869
Number of Male Spouses (Female DoD Civilian)	2,057	2,721
Total Spouses	5,748	7,590

C. Labor Force

To determine the labor force characteristics of the DoD civilian spouses, two sources were used from the U.S. Census Bureau. One sample utilized a RAND⁶⁰ analysis comparing military with civilian spouses. The second sample queried labor force characteristics by gender for the four-county area surrounding Fort Bragg and Pope AFB. According to the U.S. Census Bureau in 2000, civilian spouses, both husbands and wives, have the labor force characteristics, as shown in Table 22⁶⁰. Unfortunately, this sample of civilian spouses included all spouses except non-active duty or veteran spouses, which includes private sector spouses as well. Since this sample excluded spouses of veterans, and it has been shown that almost 50 percent of Army civilians are veterans, this sample may not include a representative population of DoD civilian spouses.

Table 22: 2000 Labor Force Characteristics of Civilian Spouses and Population by Gender

Labor Force	Four-County ²	RAND ¹	Four-County ²	RAND ¹
	Females	Wives	Males	Husbands
Employed	52%	65%	64%	85%
Unemployed	5%	2%	5%	2%
Not in labor force	43%	32%	31%	14%

Source: ¹Rand (2007)

Source: ²U.S. Census Bureau Detailed Tables for Cumberland, Hoke, Moore, and Harnett

⁵⁷ Estimates from the Ft. Bragg FY2013 total end-strength was provided by Bragg BRAC office, Mr. Van Borkulo on 3/23/2008 in the file Ft. Bragg COP Data (31 Jan 09 lock).xls.

⁵⁸ DoD age break-out is provided by the 2007 Survey of Army Civilians.

⁵⁹ Based on the marriage rate of males and females over 15 years of age for the four-county region surrounding Ft. Bragg in 2000 (U.S. Census Bureau).

⁶⁰ RAND National Defense Research Institute (2007). Primary authors include: Nelson Lim, Daniela Golinelli, and Michelle Cho, "Working Around the Military" Revisited: Spouse Employment in the 2000 Census Data, Prepared for Office of Secretary of Defense, Arlington, VA: author.

 Counties

The U.S. Census Bureau statistics indicate that in 2000, 64 percent of males were employed and 52 percent of females were employed. This sample excludes members of the Armed Forces. These labor force characteristics do not incorporate marriage characteristics or families with children, and therefore the employment figures reported here are likely higher than in actuality. Additionally, with the recent economic downturn, it is possible actual employment figures are lower and unemployment is higher than these percentages that are associated with 2000 labor force characteristics. National statistics indicate that unemployment rates are rising and are now close to 9 percent⁶¹. Table 23 applies these U.S. Census Bureau labor force statistics to estimate the civilian spouse population at Fort Bragg and Pope AFB.

Table 23: Estimated Labor Force Figures of DoD Civilian Spouses at Fort Bragg and Pope AFB

Labor Force		Males Spouses	Female Spouses	Total Spouses
Employed	2008	1,318	1,909	<i>3,228</i>
	2013	1,744	2,525	<i>4,269</i>
Unemployed	2008	96	190	<i>286</i>
	2013	127	251	<i>378</i>
Not in Labor Force	2008	643	1,582	<i>2,225</i>
	2013	850	2,092	<i>2,942</i>

Source: U.S. Census Bureau Detailed Tables for Cumberland, Hoke, Moore, and Harnett Counties in 2000.

It is estimated that there are approximately 3,228 employed DoD civilian spouses currently, with another 1,041 that are expected to move into the workforce over the next five years and be employed in the area. There are 286 seeking employment, with an expected increase of 92 to 378 in 2013.

D. Occupations

Although there is considerable data available on the occupations of federal civilians, there is no Fort Bragg data on these spouses and federal data is difficult to access on the occupations of spouses of these DoD civilians. To better understand prevalent occupations in the four-county region, the U.S. Census Bureau occupational information was queried in 2000 by gender. Table 24 summarizes these occupation percentages.

⁶¹ The unemployment rate does not consider the population that is not in the labor force.

Table 24: 2000 Occupations by Gender in the Four-County Region

Occupations	Male	Female
Management, professional, and related occupations	23%	33%
Service occupations	13%	19%
Sales and office occupations	16%	34%
Farming, fishing, and forestry occupations	1%	0%
Construction, extraction, and maintenance occupations	23%	1%
Production, transportation, and material moving occupations	24%	12%
Total	100%	100%

Source: U.S. Census Bureau Detailed Tables for Cumberland, Hoke, Moore, and Harnett Counties

For females, sales and office (34%) and management, professional, and related occupations (33%) are the most prevalent occupations. For males, production, transportation, and material moving occupations (24%), construction, extraction, and maintenance occupations (23%), management, professional, and related occupations (23%) are the most prevalent occupations.

V. Conclusion

This report provides an initial analysis of active-duty and DoD civilian spouses with regard to employment, education, age, gender, and types of occupations. These populations are demographically quite diverse as the data indicates, and therefore these characterizations are certainly neither simple nor straight forward. The research and literature on this topic is prolific.

Although national survey data is available on many of these demographic characteristics of military spouses, spouse employment data at the installation level with regional economic and labor force dynamics is not. Additionally, the Survey of Active Duty Spouses queried spouses on occupations, but this data has not been made available, likely due to the numerous types and numbers of responses to the open-ended occupation questions. DoD civilian spouse data is not readily available at any level of analysis.

This analysis indicates that military spouses can fill some of the emerging labor demands within the Defense and Homeland Security cluster, most specifically in the administrative fields throughout these industries. Other occupations such as hotels and restaurants and healthcare will also be needed, although to a much lesser degree. It is not at all clear what positions DoD civilian spouses will fill, although there are an estimated 1,041 spouses transitioning to the region who will likely be employed in the labor force. Overall, this topic requires considerably more research to better understand, plan for, and engage these military and civilian spouses at Fort Bragg and Pope AFB.

Appendix A: Employment Readiness Program Fort Bragg Resources

Website Name	Website Address	Description
Fort Bragg		
Army & Air Force Exchange System (AAFES)	www.aafes.com/	General & Job Information
Careers in National Defense	www.go-defense.com	Government Job Listings
Commissary System	www.commissaries.com/inside_deca/HR/employment_opportunities.htm	General & Job Information
Employment Readiness Program	www.fortbraggmwr.com/child_family/ACS/erp.php	FMEAP Resources
Federal Job Listings	www.usajobs.opm.gov	Civil Service Job Listings
Fort Bragg Civilian Personnel Office	www.cpol.army.mil	Fort Bragg Job Opportunities
Military Spouse Corporate Career Network	www.msccn.org	Non-profit Corporate Direct Hire Program
NAF Human Resource Office	www.bragg.army.mil/nafhrc/	Job Listing
North Carolina Employment Security Commission	www.ncesc.com	Employment Agency
United States Postal Service	www.usps.com/employment	Postal Jobs/Exams
Veterans Affairs Medical Center	www.vacareers.com	Veterans Affairs Job Opportunities
Pope Air Force Base		
Air Force Civilian Personnel Office	www.usafa.af.mil/10abw/10msg/mss/dpc/?catname=dpc	Pope AFB Job Opportunities
Air Force NAFsite	www.afnafcareers.com	Pope AFB Job Opportunities
Military Spouse Employment		
Army Spouse Employment Partnership	www.myarmylifetoo.com	Job Listings
CSC	http://careers.csc.com	Job Listings
MatchForce	www.matchforce.org	Post Resume
Military Spouse Career Center	www.military.com/spouse	Job Listings
Military Spouse Job Search	www.msjs.org	Job Listings
Military Spouse Resource Center	www.milspouse.org	Job Listings
National Military Families Association	http://www.nmfa.org	Job Listings
PipelineNC	www.pipelinenc.com	Job connection platform
Spouse to Teacher	www.spousetoteacher.com	Job Listings
Women For Hire	www.womenforhire.com	Informational Website for Women
Government Contractors		
Mantech	www.mantech.com/careers/careers.asp	Job Listings
Oberon Associates Inc.	www.oberonassociates.com	Job Listings
Serco	www.serco-na.com	Job Listings
Spectrum HealthCare Resources	www.shrusa.com/	Job Listings
SRI International	www.SRI.com	Job Listings
Pharmacies		
CVS Pharmacy	www.careers-cvs.com/cvs/jobboard/default.htm	Career
Walgreens	www.walgreens.com	Career

Website Name	Website Address	Description
Walmart	www.walmart.com	Career
Staffing Agencies		
Adecco	www.adecco.com	Employment Service Job Listings
Express Personnel	www.expresspersonnel.com/fayetteville/	Employment Service Job Listings
Kelly Services	www.kelly.com	Employment Service Job Listings
Manpower	www.manpower.com	Employment Service Job Listings
Net-Temps	www.net-temp.com	Employment Service Job Listings
Cumberland County		
Carolina Power & Light	www.progress-energy.com/aboutus/employment/postings/jobs.cfm	Job Listings
Cumberland County Action Program	www.ccap_inc.org	County Job Listings
Cumberland County Employment	www.co.cumberland.nc.us	County Job Listings
Cumberland County Library	www.cumberland.lib.nc.us/employ_jobs.htm	Job Listings
Public Works Commission	www.faypwc.com/quick_jobs.htm	Job Listings
Sprint	www.sprint.com	Job Listings
YMCA	www.fayettevilleyymca.org	Job Listings
Newspapers & Classified Advertising		
Fayetteville Observer Classifieds	www.fayettevillenc.com	Locally Advertised Jobs
News & Observer Classifieds	www.capefearemployment.com	Classified Ads
Now Hiring	www.nowhiring.com	Job Listings
Raeford News Journal Classifieds	www.thenews-journal.com	Fayetteville surrounding area jobs
The Pilot Classifieds (Southern Pines)	www.thepilot.com	Fayetteville surrounding area jobs
Schools & Universities		
Academic Employment Network	www.academploy.com	Job Listings
Campbell University	www.campbell.edu/admn/hr/index.html	Job Listings
Cumberland County Schools	www.ccs.k12.nc.us	Job Listings
Department of Defense Schools	www.dodea.edu/pers/	On-Post School Job Opportunities
Educational Placement Service	www.educatorjobs.com	Job Listings
Fayetteville State University	www.unctsu.edu/humres/vacancies.htm	Job Listings
Fayetteville Technical Community College	http://faytechecc.edu	Job Listings
Job Source	www.jobsource.com	Careers for College Students
Job Web	www.jobweb.com	Job Listings
Methodist University	www.methodist.edu/FacStaff/facstaff_positions.shtml	Job Listings
Monster Trak	www.jobtrak.com	Job Listings
Sandhills College	http://normandy.sandhills.edu/dhr/eohtml.html	Job Listings
University North Carolina, Pembroke	www.uncp.edu/hr/jobs/index.htm	Job Listings

Website Name	Website Address	Description
<i>Computers & Technology</i>		
Bell South	www.bellsouth.com	Computer Technology Job Listings
Carolina Computer Jobs Store	www.carolina.computerjobs.com	Computer Technology Job Listings
Eagar McAllister and Associates	www.emainc.com	Computer Technology Job Listings
Progress Energy	www.progress-energy.com	Computer Technology Job Listings
Tek Systems	www.teksystems.com	Computer Technology Job Listings
<i>Job Search Engines</i>		
84 Lumber	www.84lumber.com/About84/Career_Opportunities/index.asp	Company Information/Job Listings
A Cool Job	www.acooljob.com	Job Listings
All Retail Jobs	www.allretailjobs.com	Retail Jobs
AT&T	www.att.com/hr/	Company Information/Job Listings
Best Jobs in the USA Today	www.bestjobsusa.com	Volunteer Opportunities
Career City	www.careercity.com	Entry Level Job Listings
Career Fair	www.careerfair.com	Company Information/Job Listings
Career Magazine	www.careermag.com	Job Listings
CareerBuilder	www.careerbuilder.com	Job Listings
Cingular Wireless	www.cingular.com	Job Listings
Cisco	www.cisco.com/en/US./about/ac40/about_cisco_careers_home.html	Organization/Employment Information
City of Fayetteville	www.cityoffayetteville.org	Job Listings
College Graduate Job Hunter	www.collegegrad.com	Job Listings
Cool job	www.acooljob.com	Career Information
ECPI	www.ecpi.edu	Job Listings
Employment Guide	www.employmentguide.com	Job Search
Food Lion	www.foodlion.com/ProjectixFL/JobBoard/default.asp	Job Listings
Habitat for Humanity	www.fayettevillenc.com/fayettevillehabitat/	Volunteer Opportunities
Home Fair	www.homefair.com	Job Listings
Indeed	www.indeed.com	Job Listings
Job Bank USA	www.jobbankusa.com	Job Listings
Job Hunt	www.job-hunt.org	Job Listings
LatPro	www.latpro.com	Job Listings/Spanish website
March of Dimes	www.marchofdimes.com/aboutus/8088.asp	Company Information/Job Listings
Nationwide Insurance	www.nationwide.com/about_us/careers/index.htm	Company Information/Job Listings
Newspapers	www.newspapers.com	Job Listings
North Carolina Job Link Career Center	www.fayettevillejoblink.org	Career Information
Raleigh Online Triangle Area Guides	www.webs4you.com/raleigh/guides.htm	Job Listings
Snag-a-Job	www.snagajob.com	Job Listings
The Monster Board	www.monster.com	Job Listings
Thingamajob	www.thingamajob.com	Job Listings

Website Name	Website Address	Description
Triangle Jobs	www.trianglejobs.com	Job Listings/Career Fairs
USA Jobs	www.usajobs.org	Job Listings
Waffle House	www.wafflehouse.com	Company Information/Job Listings
Wetfeet	www.wetfeet.com	Job Listings
Women For Hire	www.womenforhire.com	Job Listings and Career Information
Banks		
Bank of America	www.bankofamerica.com/careers/	Company Information/Job Listings
First Citizen Bank	www.firstcitizens.com	Job Listings
First Union Bank	www.firstunion.com/careers/	Company Information/Job Listings
Fort Bragg Federal Credit Union	www.fortbraggfcu.org	Job Listings
Pentagon Federal Credit Union	www.penfed.org	Job Listings
Wachovia Century	www.wachovia.com	Job Listings/Careers
Medical & Healthcare		
Army Medicine	www.armymedicine.army.mil/default2/hm	Army Medical Positions
Cape Fear Valley Health System	www.capefearcareers.com	Job Listings
Central Carolina Hospital	www.centralcarolinahosp.com	Job Listings
CRA	http://crassoc.hodesiq.com/CRA/job_start.asp	Job Listings
Cumberland County Mental Health	www.combentalhealth.org	County Mental Health Jobs
First Health of the Carolinas	www.firsthealth.org	Moore County
Highsmith-Rainey Memorial Hospital	www.capefearvalley.com/cfcareers/	Employment News
Liberty HomeCare	www.libertyhomecare.com	Job Listings
Scotland Healthcare System/Hospital	www.scotlandhealth.org	Laurinburg
Southeastern Regional Medical Center	www.srmc.org	Lumberton, Robeson
Southeastern Regional MMH/DD/SA	www.srmhc.org	Lumberton, Robeson
Spectrum HealthCare Resources	www.shrusa.com	Job Listings
St Joseph of the Pines Health System	www.sjp.org	Job Listings
Fayetteville Airport		
Delta Airlines	www.delta.com/search/index.jsp	Company Information/Job Listings
US Airways	www.usairways.com/awa/content/aboutus/employment/default.aspx	Company Information/Job Listings
Informational Pages		
Fedworld Beta	www.fedworld.gov	Government Job Listings
Military Spouse Resource Center	www.milspouse.org	Government Job Listings
My Army Life Too	www.myarmylifetoo.com	Government Job Listings
Volunteer Opportunities		
American Red Cross	www.bragg.army.mil/redcross/volunteer.htm	Volunteer positions
Army Community Service/Installation Volunteer Services	www.fortbraggmwr.com/acs.php	Volunteer positions
Volunteer Match	www.volunteermatch.org	Volunteer position website

Appendix B: Highly Mobile Types of Careers

Office of Deputy Under Secretary of Defense, Military Community and Family Policy (MCFP) submitted a report to the House Armed Services Committee on Military Spouse Education and Employment in January, 2008. Within this Report, the MCFP identifies five high demand and high-growth career fields for spouses that are suitable for the mobile military lifestyle⁶²:

1. Healthcare – careers in nursing, health technicians, pharmacology, dental hygiene, and medical record management.
2. Financial services – careers in banking, mortgages, insurance, investments, real estate, and financial counseling, etc.
3. Information Technology – careers in computer networking, systems, administration, web development, software design, and help desk administration, etc.
4. Education – careers as teachers and/or teacher aides in elementary, secondary and post-secondary schools, early childhood educations, curriculum development, and administration, etc.
5. Construction trades – careers in labor occupations such as electrician, plumber, brick mason, and carpenter, etc.

⁶² U.S. DoD, Office of Deputy Under Secretary of Defense, Military Community and Family Policy (2008), *Report on Military Spouse Education and Employment*, January, 2008.

Appendix C: RAND Recommendations to Improve Military Spouse Employment and Educational Opportunities

From RAND website on military spouse research (see link: http://www.rand.org/pubs/research_briefs/RB9056/index1.html).

When asked what the military might do to improve their employment and educational opportunities, the spouses' most common recommendation was that the Department of Defense (DoD) increase the affordability and accessibility of both education and military child care programs.

Given these and other spouse suggestions and this study's findings, RAND researchers generated the following recommendations for DoD to consider in addressing and improving military spouse employment:

- Design employment programs or policies that recognize that different groups of spouses work for different reasons.
- Continue to address military child care availability and affordability, including extended-hours and part-time child care.
- Pursue relationships with local employers and large, nationally prevalent employers to improve hiring conditions for military spouses.
- Consider incentives or requirements for military contractors to prioritize hiring military spouses.
- Reexamine the priority system for civil service jobs, including whether military spouses should receive higher priority than non-retiree veterans.
- Address licensing and certification hurdles to help relocating spouses continue their careers.
- Raise awareness about existing spouse employment programs.
- Become a more family-friendly employer, including better informing families about their service member's schedule and creating more ways for service members to help their spouses with the "crises" of parenthood.

Moreover, the researchers recommended that DoD determine its official position on military spouse education and develop a policy statement to reflect this position. The policy statement should be the basis of how, and establish the extent to which, DoD should encourage, support, or even invest in military spouse education. Depending on the extent of DoD support for military spouse education, the department could address spouse education through such means as:

- Encouraging education providers to maximize the number of classes offered on military bases and ease the administrative difficulty of transferring courses
- Pursuing in-state tuition rates for military spouses
- Creating online or distance-learning opportunities