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*Jenna Richardson – Employment and Training Specialist
Army Families Federation*

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“A ‘one-stop-shop,’ bridging the gap between military families and forces’ friendly employers and training providers.”

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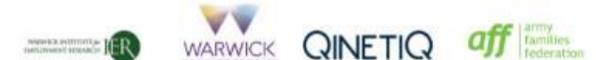
Military spousal/partner Employment: Identifying the barriers and support required

63% of spouses/partners said they had changed career path because of the military lifestyle (only 7% said they wanted to do so).

45% of partners recorded perceived employer discrimination in applying for jobs, with the main reasons being:

- the possibility of postings and deployment in the future (35%)
- employment history (such as changing jobs frequently) (24%)
- employer perceptions that spouses/partners are not committed (20%).

54% of spouses were unaware of support for them to find work.





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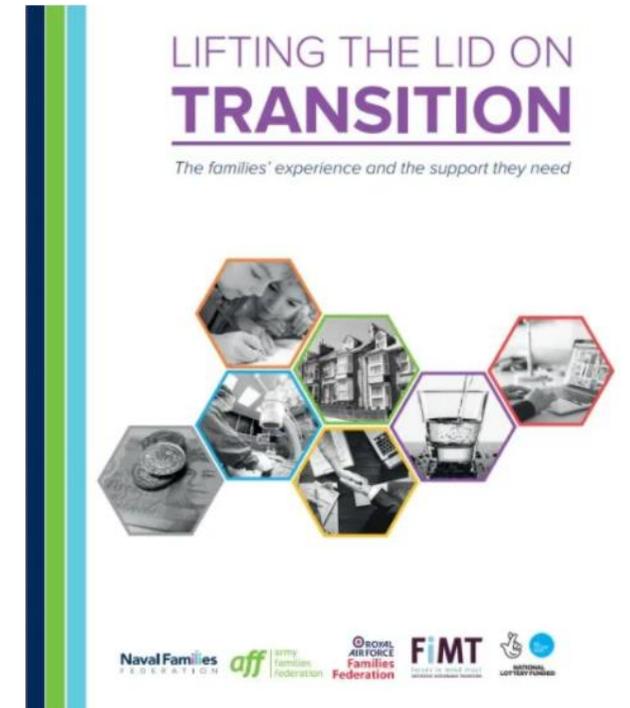
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Lifting the Lid on Transition: the families' experience and the support they need

The report recognises that transition is a **holistic process**. Transition is not just about the employment of the Service Leaver, but instead about all aspects of transition and the **important role that families have** to play.

The report found that spouses and partners often **increase their working hours** or **move to a higher paid** role during transition, **acting as a buffer** for the potential loss of earnings of the Service Leaver.



Questions/Enquiries:

help@forcesfamiliesjobs.co.uk

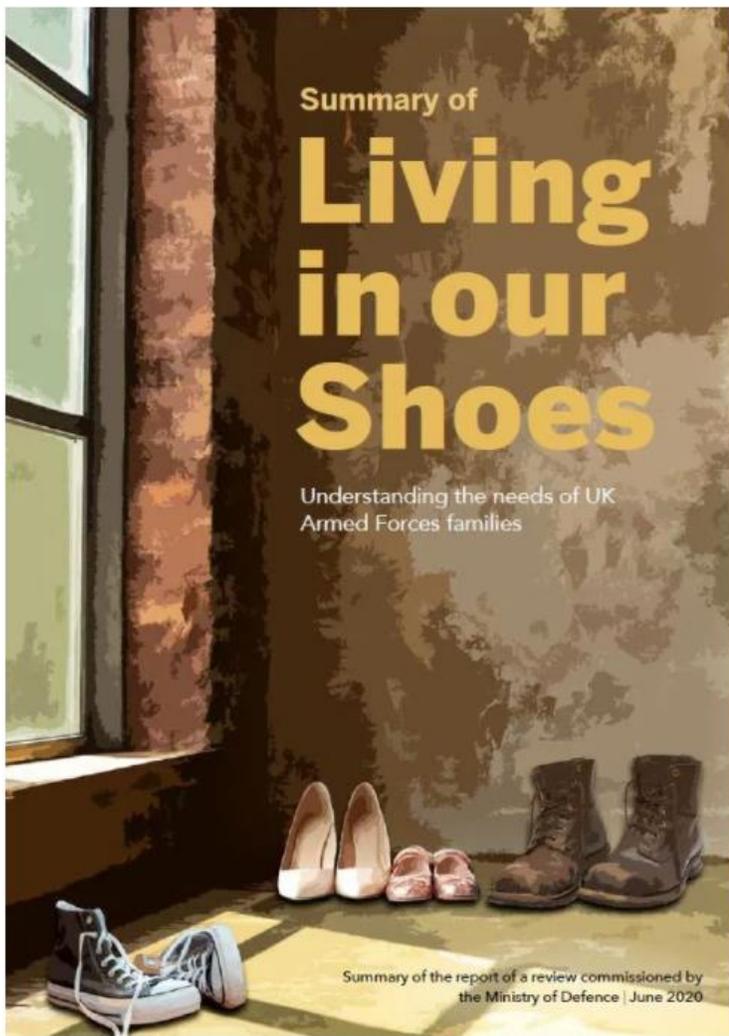
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‘Living in Our Shoes’ was commissioned by the MOD and launched in January 2021. It recognises and acknowledges several key points relating to spousal employment:

- The military model, based upon a serving father and a stay-at-home mother, is not a realistic reflection of modern family life
- Military spouses and partners are no longer 'dependent' on their serving person, and so are keen to carve out their own careers
- It is mainly highly educated spouses with professional qualifications, that are experiencing unfair difficulties in developing their careers
- How important spousal employment is to a spouse's wellbeing, self-confidence and financial independence

<https://www.vfrhub.com/>

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FAMILIES CONTINUOUS ATTITUDE SURVEY (FAMCAS) 2020

In relation to the employment of Service spouses FAMCAS found:

- 79% are employed
- 40% looked for a new job during the year
- 48% are in full time employment
- 26% are in part time employment
- 46% are educated to undergraduate level or above
- 25% experienced difficulties finding suitable employment

The top three barriers to employment that spouses stated were :

- Serving partner unable to assist with childcare responsibilities
- Service spouse often away
- Extended family too far away to support with childcare needs



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