

Spouse Employment

In April, I had the opportunity to participate in the MOAA Advocacy in Action in Washington DC. We trooped around the House and Senate buildings discussing five key priorities related to the military community with the various senators and congressional representatives.

One of these priorities focused on the Military Spouse Hiring Act. This act would add military spouses to the "Work Opportunity Tax Credit (WOTC) program that incentives employers to hire and employ individuals from certain [targeted groups](#) who have faced significant barriers to employment. As a director of human resources, this was an effective tool to support our HR recruitment programs.

Military spouses face many challenges in their efforts to seek employment. For those in this process, remember that y'all are not alone. Every person in the job market is facing multiple challenges as this market fluctuates. Stock markets are dramatically falling and rising on a daily basis. Employers are cautiously watching their business projections as they navigate this economic and political climate. You see notices of layoffs and restructuring coming from previously rock solid companies. Competition for jobs is tight.

Market your skills to your advantage. Focus discussions to what you can bring to the employer. Package your resume and other materials to reflect your "brand." Utilize the tools such as LinkedIn to spread the word as you job search. Remember to sell yourself based upon the employer's needs. They are spelled out in the job description.

Again, you are not alone. There are organizations out there that can help in the process. The Society of Human Resources Management (www.SHRM.org) is a great resource for understanding the needs from the employer's perspective. Other organizations such as Hiring Our Heroes from the US Chamber of Commerce, the Texas Veterans Commission, and your local Texas Workforce offices (Workforce Solutions Alamo) can also help by providing training and assistance.

Locally, the Alamo Chapter continues to provide assistance and information. Our website (www.alamomoaa.org) continues to build resources to assist in transition. Individual counseling over coffee, a phone call or via zoom is also available.

Checking these opportunities is up to you. We are here to help. Give us a call.

Best wishes,

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