

A Better Benning 2021

ACS / Spouse Employment Working Group / CPAC 2nd Quarter

	What is the Problem?	ACS	Spouse Employment Working Group	CPAC	Status
1	<p>Improving Application and Hiring Practices for Military Spouses on Fort Benning. (A Better Benning Issue)</p> <p>Problem: The current application and hiring process is difficult to navigate. There is a lack of clear information, subject matter experts and centralized organization to assist spouses with resources to help navigate the job search process.</p> <p>Impact: There are well qualified spouses who cannot get hired impacting family life and post services (long-term quality of life).</p>	<p>ACS has developed classes for civilian and USAJOBS resume writing to assist in the hiring process for Spouses to be as prepared as possible.</p> <p>An institutional change for ACS is a Spouse only Job Fair to be held quarterly. There have been two job fairs to this point. Next job fair planned for late November.</p> <p>ACS has been authorized an over-hire for an Employment Readiness Program Specialist. The request is working its way through the system to be announced on USAJOBS. Once hired, this specialist will then resume the roles of the employment program that was previously cut. Currently waiting on CPAC to locally classify this PD and hiring will be expedited at that point.</p>		<p>CPAC staff is in the process of revising an information sheet tailored specifically for the spouses, so that is forthcoming. Copies of this information will be available at ACS and the CPAC and may be posted wherever else that may be available (the ACS website perhaps?)</p> <p>There is assistance available in terms of the application process (where the jobs are located as well as navigation tips) at the CPAC. The assistance is for all and is made specific to the audience with questions. There are no separate programs for spouses as the application process for them has changed. There is no upfront registration of military spouses. Instead, they apply as other candidates. Spouses upload various documents (marriage license, sponsor's orders, transcripts if required, etc.) along with the resume. This process is identical for all applicants. Spouses' selections are mandated and occur if they are deemed best qualified.</p>	Ongoing

A Better Benning 2021

ACS / Spouse Employment Working Group / CPAC 2nd Quarter

2	<p>1) There does not seem to be any support networks or systems in place to help spouses find meaningful employment outside of nursing, teaching or being a stay at home parent. This attitude is inherently sexist and discouraging for those spouses who want to build a professional career while also allowing their Soldier to continue in their own career.</p>	<p>Closeout: ACS is developing resume writing classes to be implemented in May for both civilian style resumes and USAJOBS resumes which is required for ALL GS and many NAF jobs. Additionally there is a job fair in the aforementioned paragraph.</p>	<p>The Spouse Employment Working Group is dedicated to looking into all aspects of Spouse employment issues. This includes licensure reciprocity, advertisement for all available positions, and assistance in writing civilian and USAJOBS resumes.</p>	<p>The Federal government cannot incentivize managers to hire spouses; however, there is already in place Federal law that dictates when spouses are best qualified, their selection, with very few exceptions is mandated. Management may opine to recruit positions and permit employees to work at remote locations or telework. This is entirely at Management's discretion. With that understanding, the heads of Agencies could require their staff to hire a certain percentage of employees this way. There are requirements surrounding telework that preclude telework strictly for the benefit of child or elder care.</p>	<p>Closed Combined with like issues.</p>
3	<p>My husband has been active duty for 25 years. I've always had an issue with gaining employment on all military posts. I've only been selected for 1 job on post about 12 years ago at a different duty station. I have used PPP and I have 2 Bachelors and a Master's degree and still can't get a job on post. I was even turned down for a position at the commissary. It's very frustrating because off post agencies don't like to hire spouses because we move and I'm not able to obtain on-post employment either. It's very frustrating.</p>	<p>Closeout: Obtained ACS established a Benning Spouse only job fair. It took place 18 May from 0900-1300 at the Benning Club (Supper Club). All hiring agencies on post were in attendance to include CPAC (both APF and NAF), FMWR, The Villages, and DPW etc. There were also a number of off post hiring officials as well. Additionally, ACS started (in May) a civilian resume writing class as well as a USAJOBS resume writing class.</p>	<p>The working group has developed lists of employers looking to hire spouses. This is located on the PAO FB page. Last checked there were over 19 employers advertising positions. Additionally there are comprehensive lists of resources to assist in finding jobs as well as professional development. These lists are on the FT Benning website (BetteratBenning). The working group is working to determine which legislative actions are taking place and what has already been done with regards to professional licensure for Spouses.</p>	<p>The number of military spouses cannot be dictated or mandated as their selection depends on a rating of best qualified. If deemed so, these selections, with very few exceptions are mandated. CPAC staff members will attend job fairs as required to provide information and respond to questions. Finally, current handouts are being updated to reflect changes to the Executive Order. Once complete this information will be available through several venues among them ACS and the CPAC.</p>	<p>Closed Combined with like issues.</p>

A Better Benning 2021

ACS / Spouse Employment Working Group / CPAC 2nd Quarter

4	<p>I'm a military spouse and a veteran and can't employed in this area.</p> <p>I have applied numerous times to different positions and always get told no and it's very discouraging.</p>	<p>Closeout: ACS implemented classes on resume writing to assist in this process. Also ACS is holding a job fair 18 May for Spouses only.</p>	<p>Not actionable. There is no information on who this individual is and therefore cannot reach out to them directly.</p>	<p>The "fix" for this dilemma rests with the applicants; however, the information as to how to fix it needs to be socialized/publicized. When applicants are advised they are not qualified for a position, they need to inquire. The inquiry address is on ALL vacancy announcements. That address is: https://portal.chra.army.mil/hr_public?id=app_inq</p>	<p>Closed Combined with like issues.</p>
---	--	---	---	---	--