

Hiring Our Heroes, in collaboration with the research experts at **Burning Glass** and the support of our partners at **Grow with Google** and **Google.org**, is proud to introduce a comprehensive look at “*Examining Entrepreneurship, Remote Work and Upskilling as Drivers of Economic Success for Military Spouses.*”

The study included a survey of more than 1,500 military spouses that yielded several key findings. The study provided new insight into the barriers, transition points, and successes military spouses face as they pursue further education, start their own businesses, and/or seek sustainable remote work opportunities.

Here are three ways caring stakeholders can help, and how Hiring Our Heroes can support you.



1. EXPAND REMOTE WORK OPPORTUNITIES AND THEN MATCH MILITARY SPOUSES WITH THOSE REMOTE WORK OPPORTUNITIES

Occupations such as recruiters, marketing managers and specialists, product managers, and project managers all provide higher than average opportunities for remote work. As an employer, prioritizing and highlighting military spouses as ideal candidates for these remote work opportunities brings you a talented, dedicated workforce, while providing military spouses with opportunities for career continuity and progression. In addition, consider expanding remote work opportunities in order to retain current military spouse employees who face a change of station.



Resource: Check out the **MilSpouse Roadmap** for information on various career journeys and the specific resources associated with each step along the way.



2. FACILITATE ONLINE COACHING AND MENTORING

Peer mentoring is a valuable tool that promotes workplace collaboration and builds professional networks for military spouses. The military spouse community values models that enables them to receive guidance from other military spouses, so supporting employment resources that provide or facilitate online coaching and mentoring can enable military spouses to enjoy a wider and more accessible set of coaching and mentoring relationships. Companies with the structural capability of creating affinity groups that offer military spouses and veterans internal support systems at work provide additional opportunities for valuable mentorships.



Resource: Join HOH for **AMPLIFY**, a professional development program that provides mentorship for military spouses or connect with a **Hiring Our Heroes Military Spouses Professional Network** at one of more than 60 locations.



3. OFFER FLEXIBLE WORK SUCH AS PART-TIME OPPORTUNITIES

When evaluating business needs, consider which positions require fewer in-person interactions and could be offered as part-time positions or with flexible hours. As military families relocate to new locations often, many military spouses look for part-time and seasonal positions, or other roles that allow them the flexibility to balance all of their commitments. As an employer, consider offering part-time and temporary job openings, especially in the remote realm, for military spouses.



Resource: Become a **Military Spouse Economic Empowerment Zone** employer partner. You will have the opportunity to highlight your job openings directly to military spouses in a more individualized, curated approach that matches great talent with great organizations.