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Effective Strategies to Assist Spouses of Junior Enlisted Members with Employment



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**EFFECTIVE STRATEGIES TO ASSIST
SPOUSES OF JUNIOR ENLISTED MEMBERS
WITH EMPLOYMENT:**

**ANALYSIS OF THE
1997 SURVEY OF SPOUSES OF
ENLISTED PERSONNEL**

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EFFECTIVE STRATEGIES TO ASSIST SPOUSES OF JUNIOR ENLISTED MEMBERS WITH EMPLOYMENT

Executive Summary

This study was conducted at the request of the Office of the Deputy Assistant Secretary of Defense for Personnel Support, Families and Education (ODASD/PSF&E). This office asked the Defense Manpower Data Center (DMDC) to conduct a survey of non-military spouses of military members in paygrades E5 and below to identify effective strategies to assist these spouses as they pursue employment.

The specific objectives of this study were to provide 1) a demographic and employment-related profile of spouses of junior enlisted members and 2) an evaluation of spouse Employment Assistance Program (EAP) services, policies, and procedures. The Army, Navy, Marine Corps, and Air Force each offer separate yet similar spouse employment programs. Such programs aim to enhance retention of married military personnel by lessening some of the difficulties caused by frequent moves between duty stations.

The 1997 Survey of Spouses of Enlisted Personnel was designed to explore junior enlisted spouses' perceptions of employment-related issues. Spouse focus groups and EAP project manager interviews were conducted to identify specific subject areas for inclusion in the survey instrument. A sample of 23,162 spouses was selected from a list of 355,629 married active-duty service members in paygrades E1 through E5 worldwide. The response rate was 44%.

Demographic Overview of Spouses

The vast majority (95%) of the spouses said that they had at least a high school diploma or an equivalent certificate. About half (49%) lived in military housing. Just over half (53%) were married to military members ranked E5. A large majority (82%) of spouses lived in the contiguous states or the District of Columbia. Only 5% of spouses were male.

About three quarters of spouses had children living at home with them. One half (50%) of spouses with children at home spent money on child care, and close to one-half (46%) of these spent from \$51 to \$100 per week. Two out of three spouses (67%) at least occasionally experienced "some difficulty" making ends meet. About two fifths (41%) of spouses married to members ranked E3 or below characterized their financial situation as "tough to make ends meet" or "in over my head," as did one third (33%) of E4 spouses and over one fourth (28%) of E5 spouses.

Employment-Related Characteristics

Spouses were active in the employment market. Only 9% of spouses did not express a desire to work and had neither worked nor sought work in the last year. Of the remaining 91% who were in the labor force in the past year or who wanted or needed employment, 39% were currently employed full-time, 24% were currently employed part-time, another 24% were not

employed but seeking employment, and 13% were neither employed nor seeking employment currently. One third of the spouses who were working wanted to work more hours per week.

Spouses who said they had been employed or had looked for employment during the past year, or who said they wanted or needed to work for pay, were asked why. Most of these spouses indicated they wanted or needed to work to save money for the future (83%) or to get money for basic expenses (81%).

One third of all spouses said they had done volunteer work during the previous year. Spouses employed part-time (36%) and those not employed but seeking employment (34%) were more likely than others were to have volunteered in the last 12 months.

About half (52%) of working spouses thought their qualifications matched the work they did in their current jobs. Of the spouses' current jobs, 31% were clerical, 15% were professional, managerial or administrative, and 14% fit the service category (e.g., waiter/waitress, practical nurse, or private household worker).

Job Search Attitudes, Behavior, and Needs

Of the spouses who sought work at their current location, a majority began their job search either before they moved there (19%) or less than one month after their move (34%). Nearly half (46%) of employed spouses reported finding their primary job less than one month after they started their job search.

Of the jobs spouses held when they filled out the survey, 36% were found by directly contacting employers, 28% through information provided by friends or relatives, and 21% from answering help wanted advertisements. Only 7% were found through the Employment Assistance Program (EAP).

Spouses faced barriers in their efforts to enter or remain in the job market. Three fifths (61%) had a major problem finding affordable child care. Almost one fourth (23%) of spouses said that conflicts between work and parental or family responsibilities were a major problem. One in six (17%) said lack of skills or training for available jobs was a major problem.

Spouses were also asked to agree or disagree with statements related to difficulties they might face in seeking work. Almost half either agreed (15%) or agreed strongly (30%) that the relocation to a new area with their military spouses had interfered with their job advancement. About three out of ten spouses (29%) indicated that they did not know how to prepare a good résumé. Only 14% of spouses indicated that they did not know how to find job openings.

Utilization and Assessment of Employment Assistance Programs

Assessment of the EAP was greatly hampered by the findings that, of those spouses who were working, wanting to work or looking for work, 60% did not know about EAP services in the area in which they lived, and only 10% had used an EAP service in the previous year. EAP use was even lower among spouses who had neither completed high school nor earned an

equivalent certificate. The service most widely used, by far, was the job-openings list. Of the 10% who reported using EAP services, 72% used the job-openings list.

Of the spouses who had used the job-openings list, 66% rated it as useful, 28% rated it as not useful, and 6% were not sure. The top-ranked EAP service was the use of word processing equipment for such tasks as résumé preparation and job applications. This equipment was described as useful by 87% of the spouses who had used it. Other services that could quickly yield concrete outcomes were also generally described as useful by those who had received the service. These services included advice on how to dress for a job interview (86%), training in how to interview for a job (85%), help in completing job application forms (83%), and training in job skills such as word processing (82%). When spouses who had used EAP services were asked how satisfied they were with the EAP program they had used most recently, however, only 37% were satisfied or very satisfied and 31% were dissatisfied or very dissatisfied.

Overall, users of an EAP most often learned about it from their military spouses (34%) and welcome packets (29%). However, 39% of spouses in Japan, Korea, Germany, the United Kingdom and Italy learned about the EAP from military television.

Use of Skills and Training

Spouses who were employed full- or part-time were asked if their current primary job made use of their skills and training. Just over half (53%) of these jobs made use of the spouses' skills and training to a large extent, and 33% did so to a minor extent. Among employed spouses, those most likely to use their skills and training to a large extent were married to E5 personnel (56%), or had at least a four-year college degree (60%).

Conclusions

This study found that two thirds of spouses of military members in paygrades E5 and below at least occasionally experienced difficulty making ends meet. Most of these spouses wanted or needed to work, usually at least in part to save money for the future and to get money for basic expenses. Thus motivated, many spouses quickly sought and found employment at their new locations despite such barriers as difficulty finding affordable child care. However, the majority of spouses in the employment market did not find a job that made much use of their skills and training.

Very few spouses used any EAP service. Accordingly, very few spouses found their jobs through the EAP. Among spouses who were working, wanting to work, or seeking employment, a majority did not know of EAP services in the area in which they currently lived. Thus, lack of knowledge hampered the use and the assessment of EAP services. There is, therefore, a need to expand spouses' awareness of the Employment Assistance Programs. There is also a need to determine why almost one third of those who did use the EAP were dissatisfied or very dissatisfied with the program.

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EFFECTIVE STRATEGIES TO ASSIST SPOUSES OF JUNIOR ENLISTED MEMBERS WITH EMPLOYMENT

1. Introduction

The U.S. military has evolved from a combat force of predominantly single men into an organization with a large number of married personnel. Therefore, the satisfaction with military life of not only military members but also their families is an important factor in the challenge that the military faces in retaining good service members. Consequently, informal, ad hoc, local arrangements for helping military families have become institutionalized into a comprehensive, federal system overseen by the Office of the Deputy Assistant Secretary of Defense for Personnel Support, Families and Education (ODASD/PSF&E) (Albano, 1994). Spouse Employment Assistance Programs (EAPs) are an important component in this continuum of services.

A current issue of particular concern to ODASD/PSF&E is employment opportunities for spouses of junior enlisted military members (i.e., members in paygrades E5 or below). This research study was conducted to specifically address the need to identify effective strategies to assist junior enlisted spouses as they pursue employment. The two major objectives of the study were to provide DoD with:

- 1) a demographic and employment-related profile of spouses of junior enlisted members; and
- 2) a program evaluation of spouse Employment Assistance Program (EAP) services, policies, and procedures.

The planning stages of the study entailed a literature review of employment assistance programs and their evaluations (Guterman & Gribben, 1996), focus groups with junior enlisted spouses, and interviews with EAP managers (Bureika, Stawarski, Gribben, & Maxfield, 1997). Findings from each of these activities were used in the development of the *1997 Survey of Spouses of Enlisted Personnel*. (A copy of the survey is included as Appendix A.) This chapter summarizes background information collected during the planning stages of this study and the survey methodology. Detailed results of the survey are provided in chapters 2, 3, 4, 5 and 6 of this report. Chapter 7 highlights key findings and recommends a number of approaches DoD could explore to strengthen the EAP.

Employment Assistance Programs for Military Spouses

DoD supports the Services' family programs through the Office of Family Policy, which was established by the Military Family Act of 1985. The mission of the Office of Family Policy is "to maintain and to improve family support services in the military" (Office of the Assistant Secretary of Defense, Personnel and Readiness (OASD [P&R], 1993).

Spouse employment assistance is one of the core services offered by the family support programs at each installation with 500 or more assigned military personnel (OASD [P&R], 1993).¹ The Army, the first of the Services to provide family support programs, established the Army Community Services Program in 1965. The Navy opened its first Family Service Center following a conference on family support issues held in 1978. The Marine Corps and Air Force followed suit in the early 1980s (OASD [P&R], 1993).

Employment Assistance Programs are designed to help spouses overcome employment problems due to frequent transfers. Such transfers result in breaks in employment, education, and training that frequently force spouses to start job searches and career development from scratch.

DoD spouse employment assistance programs are staffed by trained counselors who assist military spouses and other family members in finding employment. Program offerings include:

- job search workshops on résumé writing, interviewing skills, and networking,
- industry workshops providing information on careers in medicine, banking, small business, sales, et cetera,
- career counseling,
- networking groups encompassing community and business leaders, and other spouses,
- self-employment skills,
- job referrals from job banks, local position announcements, and Federal government Civilian Personnel Office (CPO) announcements, and
- job skills training.

In addition, program employees work closely with employees from other family support programs such as relocation assistance, personal financial management, and family life education. Spouses who use the employment program may be referred to these and/or other programs (e.g., Child Development Program, Service Relief Societies, and volunteer and support groups), as needed (OASD [P&R], 1993; S. Paige, personal communication, November 29, 1995; Perrine, 1990).

Army Family Member Employment Assistance Program (FMEAP)

Of the 112 Army Community Service (ACS) centers located worldwide, 86 offer a Family Member Employment Assistance Program (FMEAP) (N. Whitsett, personal communication, May 9, 1996). The FMEAP serves spouses, teenagers, and other family members, as well as soldiers, retirees, and civilian employees of the Department of the Army. FMEAP managers provide individualized job search assistance and counseling, using diverse employment resources and job banks. FMEAP clients may enroll in a variety of workshops

¹ According to the DoD Instruction on Family Centers (DoDI 1342.22), the core programs include: (1) Employment Assistance, (2) Information and Referral, (3) Relocation Assistance, (4) Personal Financial Management, (5) Mobility/Deployment Assistance, (6) Outreach, (7) Family Life Education, (8) Crisis Assistance, and (9) Volunteer Coordination.

offering job search assistance and personal skills development training. In addition, the FMEAP manager establishes contacts with local employers to provide a source of job listings/referrals (N. Whitsett, personal communication, May 9, 1996).

Navy Spouse Employment Assistance Program (SEAP)

Spouse employment assistance is 1 of 13 core programs offered at the 73 Navy Family Service Centers at Navy installations worldwide (B. Riffle, personal communication, April 9, 1996). Spouse Employment Program Coordinators provide employment assistance services to Navy spouses, family members, and retirees and their dependents. Spouses and family members of other Service members (i.e., Army, Air Force, and Marine Corps) may also use the Navy's programs. The SEAP provides information and job referral, education and training, and counseling services. Specific services include: information on employment, educational resources, and opportunities; computerized job listings; volunteer referrals; networking; skills building workshops; résumé and SF 171 assistance; and career and job counseling (*U.S. Navy SEAP brochure*). To assist foreign-born spouses, some Navy Family Service Centers offer a basic housekeeping class to acquaint the spouses with American appliances and home fixtures (OASD [P&R], 1993).

Air Force Employment Assistance Center

The 86 Air Force Family Support Centers located at Air Force installations worldwide provide employment assistance through their Career Focus Managers (S. Paige, personal communication, May 8, 1996). Spouses as well as family members, retirees, federal employees, and spouses of federal employees may use the Air Force Employment Assistance Center. Career Focus Managers provide career planning, employment workshops, and seminars. Clients may learn résumé writing, interviewing, salary negotiation, entrepreneurship, job searching, and dressing for success. The Air Force encourages separate classes for specific groups such as young spouses, foreign-born spouses, senior leadership (i.e., paygrades E9 and O6 and above), and teenagers (S. Paige, personal communication, May 8, 1996). Some Air Force Family Support Centers offer courses for foreign-born spouses, including American cooking, English language, and preparation for the written driver's license test (S. Paige, personal correspondence, November 29, 1995).

Marine Corps Career Resource Management Center (CRMC)

Spouse employment support is 1 of 12 services provided by the 19 CRMCs operating within the Marine Corps Family Service Centers. The CRMC provides guidance, counseling, and assistance in exploring civilian employment for military personnel and their adult family members. These services include: spouse employment support, transition assistance program, pre-separation briefing, Defense Outplacement Referral System (DORS), Transition Bulletin Board (TBB), résumé writing workshops, computer support, federal employment workshops, interview techniques workshops, hidden job market workshops, career resource library, and career assistance (Camp Lejeune flyer).

Spouse employment support assists customers through career development workshops and information on local area businesses and local resources (Camp Lejeune flyer). Although spouses are eligible to use all services, the spouse employment support program focuses specifically on the spouse. Other services focus primarily on the separating/retiring military member. Some Family Service Centers offer a foreign-born spouse program that provides information, companionship/friendship, sponsorship, English classes, translators, cultural events and trips, immigration information, cooking classes, craft classes, CPR classes, and potlucks/picnics (Camp Lejeune flyer).

DoD-Wide Programs

Several programs serve spouses of all Service members. These include military spouse hiring preference in Federal agencies, telecommunication, and educational opportunities.

Hiring Preference for Government Positions

Spouses interested in pursuing Federal government positions may receive help in locating government job vacancies and completing the required application materials through the Service spouse employment assistance programs. In addition, spouses and other family members may receive military spouse preference for civilian positions in the Federal government (OASD [P&R], 1993). According to the DoD pamphlet, *Military Spouse Preference in the Department of Defense*:

Military spouse preference provides priority in the employment selection process for military spouses who are relocating as a result of their military spouse's [Permanent Change of Station] Spouse preference is not limited . . . to only those who have previously worked for the Federal government. Spouses must be found best qualified for the position and may exercise preference no more than one time per permanent relocation of the sponsor.

Preference *does not* mean that positions will be created or made available especially for military spouses or that spouses will be given any special appointing authority. Preference *does not* provide any guarantee of employment.

Executive Order No. 13721 (1990) permits military family members who meet certain requirements, including an appropriate period of satisfactory service as a Federal employee in a competitive or excepted position overseas, to be appointed non-competitively to a Civil Service job in the United States (including Guam, Puerto Rico, and the Virgin Islands). In 1985, the Military Family Act established hiring preference for all spouses of military personnel, not just those with Federal government experience (OASD [P&R], 1993). According to the DoD information brochure, *Military Spouse Preference in the Department of Defense*: "Preference applies worldwide to most DoD appropriated fund (APF) positions at GS-15 and below (or equivalent wage grade positions) in the competitive or excepted service. Certain positions are excluded, for example, positions in intelligence-related activities and those that require mandatory mobility agreements Military spouse preference also applies to . . . nonappropriated fund [positions]."

While the legislation and programs establishing military spouse hiring preference are beneficial to spouses and attempt to reduce the burden of military relocations, recent government downsizing has reduced the total number of Federal government positions. Consequently, there are fewer positions for which military spouse preference applies.

Telecommunications

In October 1996, the DoD Office of Family Policy (OFP) activated the Military Assistance Program (MAP)/Family Center Intranet, a password-protected Web site for family center employees. The first version of the MAP/Family Center Intranet included a Center Connections e-mail/mail directory, bulletin boards for major program areas (including employment), and a library of family program resources. At the same time, OFP activated the Standard Installation Topic Exchange Service (SITES), a comprehensive relocation database on military installations worldwide, as a public Web site.

A year later, MAPsite joined the suite of OFP Web sites. A public site available to all, MAPsite provided information and links on relocation and personal financial management issues.

Education

Spouses may advance their education with undergraduate and graduate courses offered by universities at most military installations, as well as colleges, universities, and other schools within commuting distance of the installation. Tuition assistance, usually in the form of loans or grants, is available to all spouses with demonstrated need through university financial aid offices. The Navy-Marine Corps Relief Society and the Air Force Aid Society award scholarships, grants, and loans for tuition assistance. The Spouse Tuition Aid Program of the Navy-Marine Corps Relief Society provides up to 50 percent of tuition costs to spouses living with their active duty members at locations outside the continental United States (OCONUS). Air Force spouses may receive assistance through four different programs: General Henry H. Arnold Educational Grant Program (CONUS, Alaska, and Hawaii only), General George S. Brown Tuition Assistance Program (OCONUS only), Spouse Loan Test Program, and the Vocational Technical Program. However, spouse tuition assistance is not guaranteed. Qualified spouses may have to compete with other military dependents (e.g., college-age children), show financial need, and pay for a portion of their educational costs to receive tuition assistance under most of the programs administered by the aid/relief societies. The Army aid society, Army Emergency Relief, does not provide tuition assistance or educational loans to spouses (Office of Family Policy, Support & Services, 1996; OASD [P&R], 1993).

Civilian Spouse Employment Assistance Programs

According to a survey by Wesman and Bowden (as cited in Employee Relocation Council, 1998), 34% of employers have formal spouse employment assistance programs. To better understand what civilian employment assistance programs provide, we first describe some programs offered outside the military by government agencies and private organizations and then summarize the range of components offered within these civilian programs.

Examples of Programs

A review of the literature and contacts with human resource officers produced a great deal of information about such programs. For example, Mobil has a program that offers spouses of relocating employees career counseling and résumé help from a subcontractor. The U.S. Department of Education also operates a career assistance clinic that is open to all government employees.

The Bette Malone Relocation Service of the United Van Lines, a private sector program, (T.J. Lindenberger, personal communication, August 16, 1995) assists spouses of corporate executives who are being relocated. It has four components: (1) a pre-move employment prospectus, which consists primarily of job leads tailored to the spouse's job interests and qualifications, (2) help with preparing résumés and cover letters, (3) a 200-page self instruction manual, which deals with topics such as evaluating skills and interests, writing résumés, interviewing, and negotiating a salary, and (4) job search consultation, which includes weekly counseling for up to six months, a list of job recruiters, a list of new or growing businesses and industries in the destination community, and information about state licensing. Usually paid for by corporations, the fees for such services are high (e.g., the pre-move employment prospectus alone costs \$600 and the self-instruction manual costs \$125).

To assess the impact of the program, the Relocation Service surveys clients who have received their services (T.J. Lindenberger, telephone interview, April 19, 1996). These surveys are administered by mail, with repeated telephone follow-ups. Clients are asked to rate various aspects of the job search program (e.g., the needs assessment of each client, the responsiveness of the program's staff to each client, and the outcome of the services).

Another example of a private-sector employment assistance program is the Corporate Career Center at Johnson and Johnson (R. Huseh, personal communication, August 8, 1995). This center is open both to company personnel displaced from their jobs and to their spouses. Its purpose is to help its clients "in conducting an effective job search and in making decisions regarding [their] next career move." Among its services are workshops that deal with topics such as résumé preparation, job interviewing, and the job search process. In addition, the Center provides office space with telephones, access to computers, counseling, lists of job openings, and a reference library.

Components of Programs

The most commonly found component in the reviewed employment assistance programs is job search training and assistance. The training deals with topics such as the identification of job-related interests and skills, the preparation of résumés and cover letters, grooming, job stress management, interviewing, and networking and other methods of developing job leads. In addition to the training, this program component usually involves support and assistance to job seekers. This may take the form of material facilities, such as telephones, word processing equipment, and photocopying machines. Participants also may attend sessions in which they review each other's job seeking efforts and discuss problems connected with job searches.

Other program components involve training in job skills such as clerical skills, bookkeeping, and the use of computer software packages. One such component is classroom training obtained through enrollment in community college courses. This training may be given under a performance-based contract, whereby payment may depend on the number of trainees completing a course and the number of trainees placed in jobs after the course is completed.

Another training component is on-the-job training. This typically involves subsidies to employers who hire individuals and provide them with on-the-job training. After a set period of time, the employer assumes the full cost of keeping the employee on the payroll.

Remedial education is another program in which education takes place in a classroom, but its purpose is not to train individuals in specialized skills. Instead, the purpose is to teach basic competencies needed for a wide range of occupations. These fundamental skills include reading, writing, and arithmetic.

A final program component is support services. These include subsidies for child care and for transportation to enable a person to attend the employment program.

Evaluation Studies of Employment Assistance Programs

Our literature review did not find any experimentally-based evaluations of employment assistance programs in the military. In view of this absence, a decision was made to review evaluations of similar programs from the civilian sector.

Two populations were selected that had some similarities to the wives of junior enlisted personnel. One was recipients of Aid to Families with Dependent Children (AFDC), which consisted of females who usually had lower levels of schooling and were single mothers. The other group consisted of unemployed individuals who were actively seeking jobs and included both males and females who were older and had higher levels of education than did junior enlisted spouses.

Evaluation studies on three program components were reviewed: job search training and assistance, classroom training in occupational skills, and on-the-job training. These studies evaluated the effects of employment programs on outcomes such as the percentage of subjects who are employed within a certain period of time and the participants' average earnings.

The review of these evaluation-research studies lead to three conclusions:

- 1) Studies have repeatedly shown that job search training and assistance are effective in helping unemployed persons and AFDC recipients get jobs, although the degree of effectiveness varies greatly.
- 2) Job search training and assistance are also associated with slight increases in earnings.
- 3) Thus far the studies do not indicate that occupational skills training alone produces large gains in employment or earnings.

The reviews of descriptive materials provided by DoD and interviews with the managers of DoD-sponsored employment assistance programs for spouses indicate that currently such programs focus on helping spouses search for jobs. The programs typically offer services such as training in résumé preparation, career counseling, and providing announcements of job openings. The civilian sector program reviews suggest that such services can be helpful.

In 1997, DoD began pilot-testing programs that offer small amounts of occupational skills training under the Spouse Employment Demonstration Project. This training takes the form of tutorials or short courses in keyboarding or in the use of computer software packages (e.g., word-processing and spreadsheet packages). The evaluation studies we reviewed of such training in the civilian sector do not suggest that expanding DoD's job training programs would make it easier for spouses to find jobs.

Spouse Focus Groups and Program Manager Interviews

In order to gain a comprehensive understanding of the junior enlisted spouse employment issues, local managers of spouse employment assistance programs were interviewed and 27 focus group discussions were conducted with spouses (and several one-on-one interviews with spouses who were interested but not able to attend the focus groups) at 15 military installations—5 Air Force, 4 Navy, 4 Army, and 2 Marine Corps bases. The visits took place between February and June of 1996.

An analysis of these discussions provided the basis for the issues to be addressed in the survey instrument:

- current employment and education status,
- part-time or full-time working status,
- length of time of job search,
- job earnings,
- type of job,
- extent to which current job uses the spouse's skills and training,
- reasons for wanting employment,
- impact of volunteering,

- usefulness of the military spouse employment preference, and
- desire for occupational training, and opportunities for further education.

Findings also indicated that it was important to capture information on barriers faced by spouses in finding and keeping a job--such as affordable child care, transportation, job availability, and employers' reluctance to hire military spouses. Two other important issues that emerged were (1) information on the types of services used and seen as useful by spouses and (2) information on the ways spouses find out about the spouse employment program. Demographic information, such as Service, race, gender, age, number and ages of children, and educational level achieved, was also sought in order to put the results in context.

Survey Methodology

The *1997 Survey of Spouses of Enlisted Personnel* was developed to enable senior DoD personnel to evaluate the strengths and weaknesses of the services' Employment Assistance Programs (EAPs). It was designed to explore the perceptions of the junior enlisted spouses regarding employment, their expectations, and experience with EAP services. Beyond documenting the responses of a sample of these spouses based in the United States and internationally, the survey was also designed to provide a demographic and employment related profile of this population.

Survey Population

The population of interest for this study was defined as all non-military spouses of military members in grades E1 to E5. The members of the target population were located in both CONUS and OCONUS locations. Since there was no available list of these spouses in DMDC databases, the sampling frame was created from a list of junior enlisted military personnel who were married to non-military spouses. The list of married junior enlisted military members consisted of 355,629 individuals as of March 1997.

Sample Selection

The members in the population frame were stratified by location, paygrade, and race. Strata were formed by crossing the five categories of duty location, the three levels of paygrades, and the three categories of race totaling 45 strata. Individuals for whom one or more stratum dimension information was missing in the frame database were grouped into a stratum termed "unknown." Thus, the total number of strata was 46. Table 1-1 lists the level values of each of three stratification dimensions used in this survey.

Table 1-1.
Dimensions and Levels of Stratification of the Frame

Dimensions	Levels
Duty location	CONUS Other US UK, Germany, Italy (UKGEIT) Japan and Korea (JAKO) Rest of the World (RofW)
Paygrade	E1-E3 E4 E5
Race	White Black Other

Individuals were selected with equal probabilities within a stratum, and without replacement. Parameters of interest are proportions of respondents belonging to a specified domain (a subpopulation). Stratum-level sample sizes were determined according to precision requirements imposed on key parameter estimates. The total sample size was 23,162 spouses of junior enlisted members.

Data Collection Instrument

The survey questionnaire was divided into six sections. The first section asked respondents to provide *family information*, such as the military member's Service, paygrade, and residence location. In addition, a screener question asked whether the respondent was currently married to an active-duty Service member in paygrade E5 or below. The second section contained *demographic* questions such as race/ethnicity, age, and educational level. The third section contained *economic* questions about the respondents' financial condition. The fourth section contained *employment* related questions such as current employment status, how respondents found their current jobs, and to what extent their current job used their skills and training. The fifth section asked questions about the respondents' *use and satisfaction with a range of employment assistance programs*. The final section obtained *suggestions* for what DoD could do that would be most helpful to them. Appendix A contains a copy of the survey questionnaire.

The questionnaire was pretested with junior enlisted spouses in September and October of 1996 at three military installations in the Washington, D.C. area.

Survey Administration Procedures

The survey administration process began in September 1997 with the mailing of notification letters to spouses of sampled members. Four weeks later, sampled spouses (minus ineligible) received a survey with a cover letter. Four weeks after the survey mailing, reminder/thank you letters were sent to all sampled spouses (minus ineligible). Two weeks after the reminder/thank you letter mailing, a second survey with a new cover letter was mailed to each sampled spouse who had neither returned a survey nor been deemed ineligible for survey participation. Five weeks after the second survey mailing, a third survey with a new cover letter was mailed to each sampled spouse who had neither returned a survey nor been deemed ineligible for survey participation. The survey field was closed on 2 February 1998.

Determining Response Status. Table 1-2 shows the number of sample members selected for the survey, the number who reported they were ineligible, the number not located, and the number of nonrespondents. Table 1-2 also shows population estimates based on these counts. The first row of the table shows that a worldwide sample of 23,162 spouses was selected from a population of 355,629 non-military spouses of active-duty DoD members in paygrades E1 through E5. With the exception of the frame-based population total of 355,629, numbers in the population columns are estimated from the sample. The percentages shown for the population are the weighted estimates of the counts that would have occurred if the entire population had been selected for the sample—they differ from the percentages shown for the sample because the sample was not drawn in proportion to the population.

Table 1-2.
Frequency Counts and Percents of the Final Sample Relative to the Drawn Sample

1997 Survey of Spouses of Enlisted Personnel				
	Sample		Weighted estimates of population	
	Count	% of count	Total	% of total
Drawn sample & population	23,162		355,629	
Ineligible	-1,128	4.9%	-20,687	5.8%
Eligible sample	22,034	95.1%	334,942	94.2%
Not located	-696	3.0%	-9,136	2.6%
Located sample	21,338	92.1%	325,806	91.6%
Nonresponse				
Requested removal from survey mailings	-20		-343	
Did not return a survey	-12,932		-189,210	
Total: Nonresponse	-12,952	55.92%	-189,553	53.30%
Usable responses	8,386	36.21%	136,253	38.31%

Note: The eligible sample and located sample counts are CASRO adjusted below for use in location, completion, and response rates calculation (see Tables 1-3 and 1-4). The count column in this table contains actual sample data.

Losses from the sample are displayed hierarchically in Table 1-2. When personnel fit into more than one loss category, sample members were assigned to the loss category appearing first in the table. For example, if an individual indicated he/she was ineligible because his or her spouse was no longer in the Service and asked to be removed from the mailing list, this sample member was assigned to the “Self-reported ineligible” category rather than to the “Requested removal from survey mailings” category.

Because of ineligibility, 1,128 (4.9%) of the members were lost from the sample. These ineligibility losses occurred both when people either called or returned a questionnaire to indicate they were ineligible and when they were adjudged to be ineligible through a Synectics/DMDC procedure. This resulted in decreasing the eligible sample to 95.1% (n = 22,034) of the drawn sample size.

Three percent (n = 696 of 23,162) of the drawn sample was lost because the sampled members could not be located. Personnel records for this 3% percent of the sample had either an incomplete or out-of-date address, and other steps designed to obtain addresses were not fruitful. Sending surveys to military personnel and their families is complicated because military personnel are very mobile. Relative to their counterparts in most civilian organizations, military personnel move much more frequently, often to or from foreign locations. This fact coupled with the size of the military (approximately 1.5 million active-duty members) makes it difficult to maintain up-to-date addresses. As a result, an elaborate address-update procedure was developed to minimize the number of people who would be lost from the survey because of outdated addresses.

Twenty sample members contacted the operations contractor (by mail, fax, or telephone) and asked to have their names removed from the survey mailing list. All sampled members who were not assigned to any earlier loss categories or failed to return a survey were placed in the category “Did not return a survey.” This nonresponse group (n = 12,932) was composed of those individuals who had been sent at least one survey without it being returned and for whom no information (on ineligibility or a completed survey) had been obtained.

At the conclusion of the survey fielding, 8,386 eligible spouses had returned usable questionnaires.

Data Imputation and Weighting. In any mail survey, not all questionnaires are returned, and returned questionnaires are not always complete. Nonresponse is basically of two types: (1) item nonresponse and (2) unit nonresponse. Item nonresponse occurs when the respondent fails to answer a question that should have been answered. Unit nonresponse occurs when a survey questionnaire is not returned. Adjustments were made for item nonresponse and unit nonresponse.

Item nonresponse was imputed in only three items in the questionnaire—Service, paygrade, and gender. The frame information (March 1997 Active Duty Master File) contains information on these three items. Thus, if any of these three items were missing in the returned questionnaires, they were imputed from the frame data.

Adjustments for unit nonresponse were implemented at the weighting stage. For developing unbiased estimates in a stratified sampling design, the weight in a stratum for an individual respondent is calculated as follows:

$$W=N/n_r=N_e/n_{er}$$

where N: is the Total Population in the stratum
n_r: is the Total Respondents in the stratum
N_e: is the Eligible Population in the stratum
n_{er}: is the Eligible Respondents in the stratum

Assumption: The proportion of eligibles in a stratum is the same for the respondents, the nonrespondents, and the not located.

Weighted Location, Completion, and Response Rates. Varying operational definitions of response rates can lead to problems when interpreting the results of a survey. To lessen this problem, the Council of American Survey Research Organizations (CASRO, 1982) recommended guidelines for standardizing the operational definitions of response rates. Beginning in 1995, the Defense Manpower Data Center (DMDC) standardized its methods for calculating response rate and completion rate, using procedures closely patterned after those advocated by CASRO. Specifically, the DMDC procedures most closely follow CASRO's Sample Type II design.

As discussed by CASRO, the overall response rate has two components: the rate at which individuals can be located (*location rate*) and the rate at which located individuals complete the survey (*completion rate*). CASRO recommended that those not located and nonrespondents for whom eligibility has not been determined be distributed to eligibility and ineligibility status using the eligibility rate among those for whom a determination could be made. Based on the 1,128 self-reported ineligibles (who appeared in personnel records), we estimate that 11.831% of the 696 non-locatables and of the 12,932 who did not return a survey were ineligible. Consequently, there were 82 additional ineligible sample members in those sample members who were not located and 1,530 among the nonrespondents. CASRO-adjusted located and adjusted eligible sample counts are shown in Table 1-3, and the CASRO-compliant location, completion, and response rates are defined as shown in Table 1-4.

Table 1-3.
CASRO-Adjusted Located and Eligible Sample Counts

1997 Survey of Spouses of Enlisted Personnel		
	Sample count	Weighted estimates of population
<i>CASRO adjustments to eligible count</i>		
Eligible sample	22,034	334,942
Estimated ineligible of those not located	-82	-1,202
Estimated ineligible of those who did not return a survey	-1,530	-24,886
<i>Adjusted eligible sample</i>	20,422	308,854
<i>CASRO adjustments to located count</i>		
Located	21,338	325,806
Estimated ineligible of those who did not return a survey	-1,530	-24,886
<i>Adjusted located sample</i>	19,808	300,920

Note: The adjustments follow the CASRO approach of projecting the observed ineligibility rate onto sample members who are not located or are non-respondents.

Table 1-4.
Eligible Sample Location Rates, Response Rates, and Completion Rates

1997 Survey of Spouses of Enlisted Personnel			
Type of rate	Computation	Observed rate	Weighted rates
Location	Adjusted located sample / Adjusted eligible sample	97.0%	97.4%
Completion	Usable responses / Adjusted local sample	42.3%	45.3%
Response	Usable responses / Adjusted eligible sample	41.1%	44.1%

Note: The rates in this table are computed from the information in Tables 1-1 and 1-2.

Unweighted (observed) response rates are useful for some purposes; however, to gauge the rate of participation among the target population more accurately, weighted response rates are needed. Weighted response rates also have the advantage of being comparable among surveys that use different sampling methods. Because weighted response rates adjust for each sample member's probability of selection, they yield rates that apply to a simple random sample. Biasing effects of nonproportional sampling strategies (e.g., oversampling and cluster sampling) are removed when weighted response rates are used. For these reasons, weighted response rates are typically preferable to unweighted response rates. The response rates presented in Table 1-4 are weighted. The weighted response rate estimate for this survey is estimated at 44.1%.

Survey Results

Detailed weighted results of the survey are provided in the following chapters. In addition to overall descriptive statistics for the range of questions asked on the survey, a number of group comparisons are reported as well.

The survey was designed to permit an analysis of potential differences among subpopulations with respect to employment-related variables. For example, do Black and Hispanic spouses differ from Whites with respect to earnings or with respect to the proportion receiving employment services? Answers to such questions will suggest whether DoD needs to make greater efforts to reach racial/ethnic minorities with employment services. Other subpopulations of interest are spouses with different levels of schooling, different residence locations, and those married to members in different paygrade levels. Thus, the following four types of subpopulations were systematically analyzed, and results are reported only when significant differences were found:

- Three **paygrade** subpopulations of spouses
- Five **location** subpopulations of spouses
- Five **racial/ethnic** subpopulations of spouses
- Five **education level** subpopulations of spouses

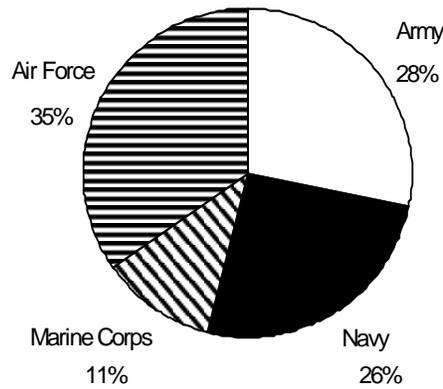
Exact levels of statistical significance are not reported here, but all differences were tested at a probability level of $\alpha=0.05$. All the data reported in this study are significant at the 0.05 level.

2. Demographic Overview of Spouses

Service of Military Member

Respondents (n = 310,272) were spouses married to military members in each of the four Services. More than one third (35%) of the military members were in the Air Force, 28% in the Army, 26% in the Navy, and 11% in the Marine Corps.

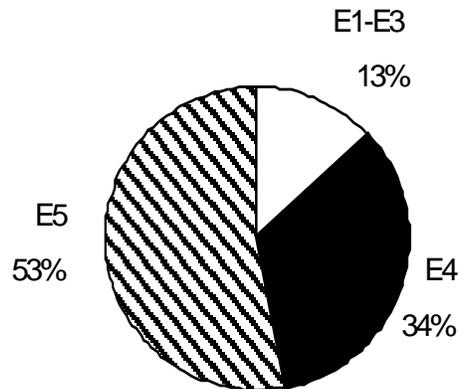
Figure 2-1.
Service of Military Member



Paygrade of Military Member

More than half (53%) of the spouses were married to military members ranked E5. The next largest category was E4 with 34%, followed by E3 (11%), E2 (2%), and E1 (less than 1%). (For purposes of sampling and analysis, paygrades E1-E3 were considered together.)

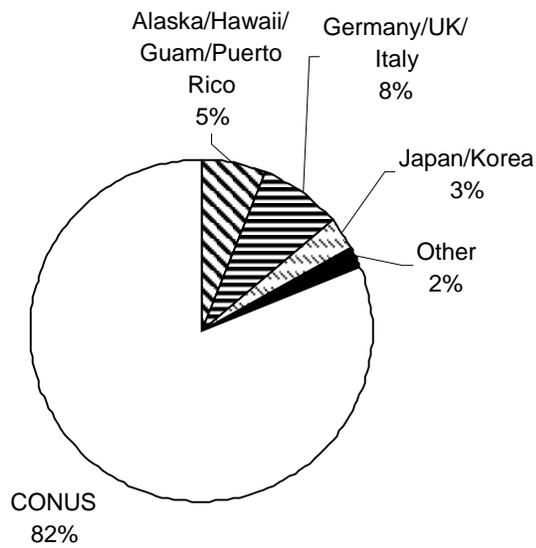
Figure 2-2.
Paygrade of Military Member



Place of Residence

The overwhelming majority of spouses (82%) lived in the Continental United States (CONUS). An additional 5% lived in either Alaska/Hawaii (5%) or Guam/Puerto Rico (less than 1%). Eight percent lived in Germany (6%), the United Kingdom (1%), or Italy (1%), while 3% lived in either Japan (3%) or Korea (less than 1%), and 2% said they lived in an “Other” location. Not surprisingly, Asians made up a greater percentage of spouses in Japan/Korea (36%) than in other parts of the world.

Figure 2-3.
Place of Residence

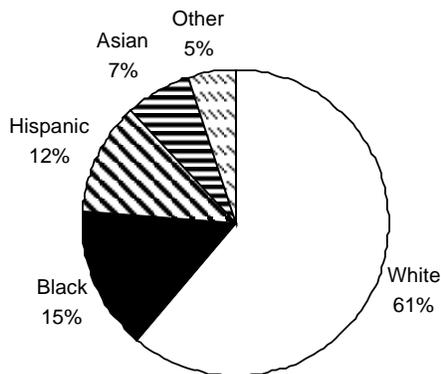


Race/Ethnicity

The majority of spouses identified themselves as White (65%), while 16% were Black/African American, 8% were Asian/Pacific Islander, 1% were American Indian/Eskimo/Aleut, and an additional 10% identified themselves as “Other.” Answering a separate question about Hispanic origin, 12% of spouses also identified themselves as having Spanish/Hispanic origin or descent.

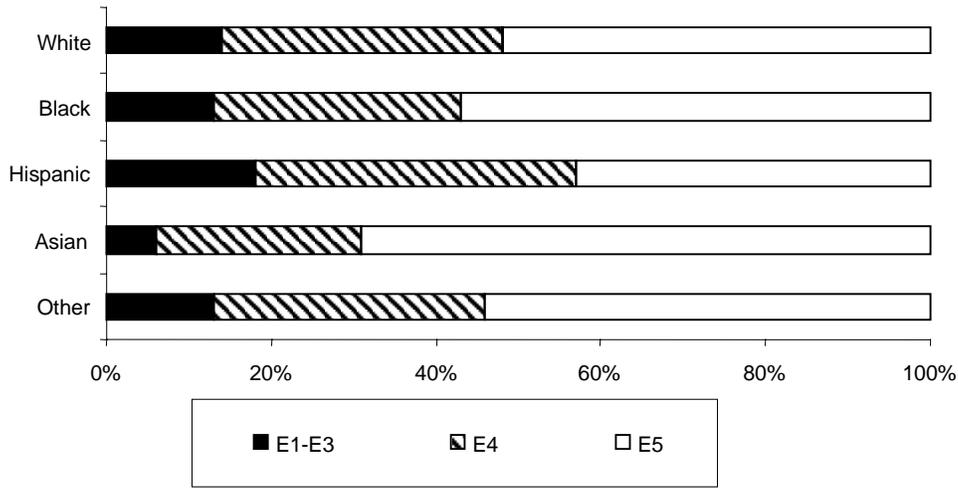
For analytical purposes, we created racial/ethnic categories by combining the race and Hispanic origin responses. Within the new racial/ethnic categories, the majority of spouses identified themselves as White, non-Hispanic (61%), followed by Black/African American, non-Hispanic (15%), Hispanic (12%), Asian/Pacific Islander, non-Hispanic (7%), and “Other,” non-Hispanic (5%), which includes American Indian/Eskimo/Aleut. For purposes of this report, the racial/ethnic categories will be referred to as White, Black, Hispanic, Asian, and “Other.”

Figure 2-4.
Race/Ethnicity



A larger percentage of Asian spouses (69%) were married to E5 members than were spouses of other racial/ethnic groups: Black (57%), “Other” (54%), White (52%), Hispanic (43%). A larger percentage of Hispanic spouses were married to E1-E3 military members (18%) than were White (14%), Black (13%), “Other” (13%), and Asian (6%) spouses.

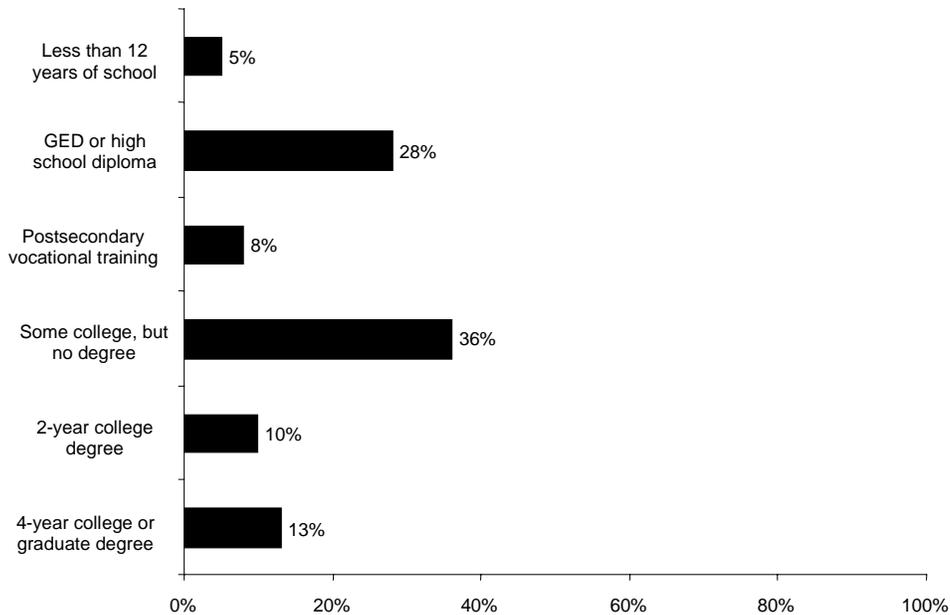
Figure 2-5.
Race/Ethnicity, by Paygrade



Educational Attainment

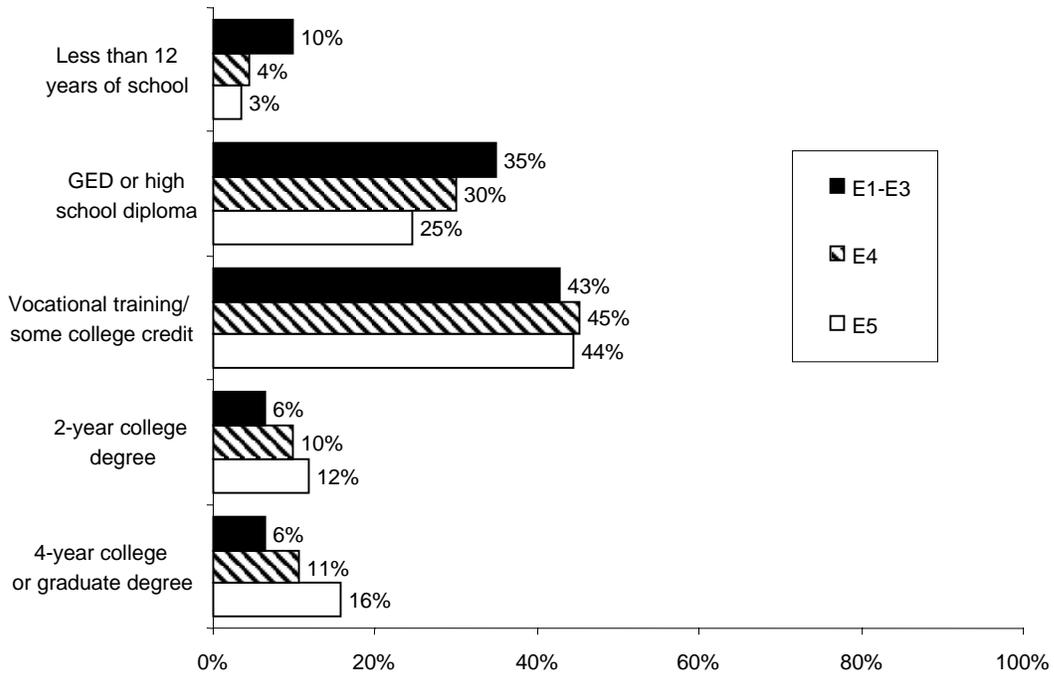
Overall, about 95% of spouses had at least a high school diploma or an equivalent certificate (such as a GED), with 28% holding only a GED or high school diploma, and 5% having less than 12 years of school. Forty-four percent had some college credit or vocational training, 10% had 2-year college degrees, and 13% had 4-year college or graduate degrees.

Figure 2-6.
Educational Attainment



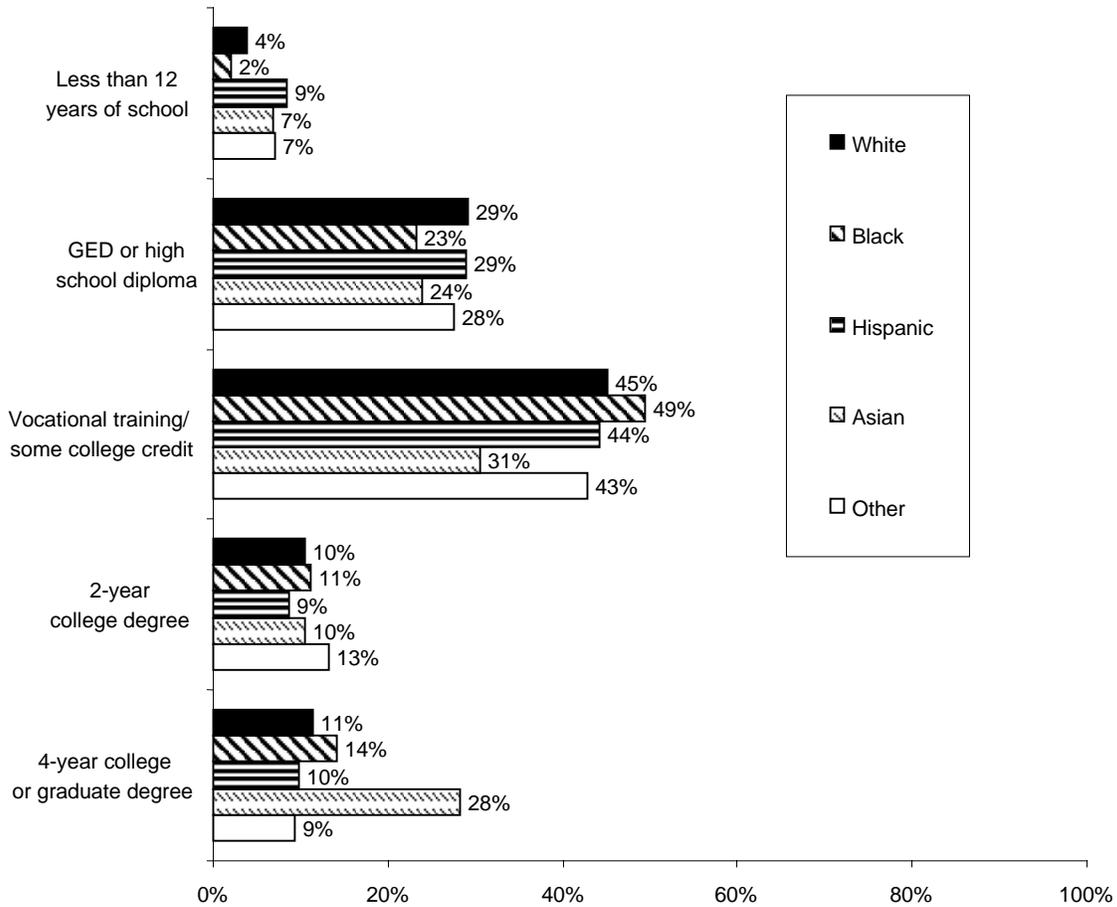
As expected, a higher percentage of E1-E3 spouses (10%) did not complete high school in contrast to E4 spouses (4%) and E5 spouses (3%). Conversely, a higher number of E5 spouses had completed 4-year college or graduate degrees (16%) than E4 (11%) or E1-E3 (6%) spouses.

Figure 2-7.
Educational Attainment, by Paygrade



When looking at spouses' educational attainment by racial/ethnic categories, Asian spouses far surpass other spouses in level of education: 28% of Asian spouses had 4-year college degrees or higher in comparison with Black (14%), White (11%), Hispanic (10%), and "Other" (9%) spouses.

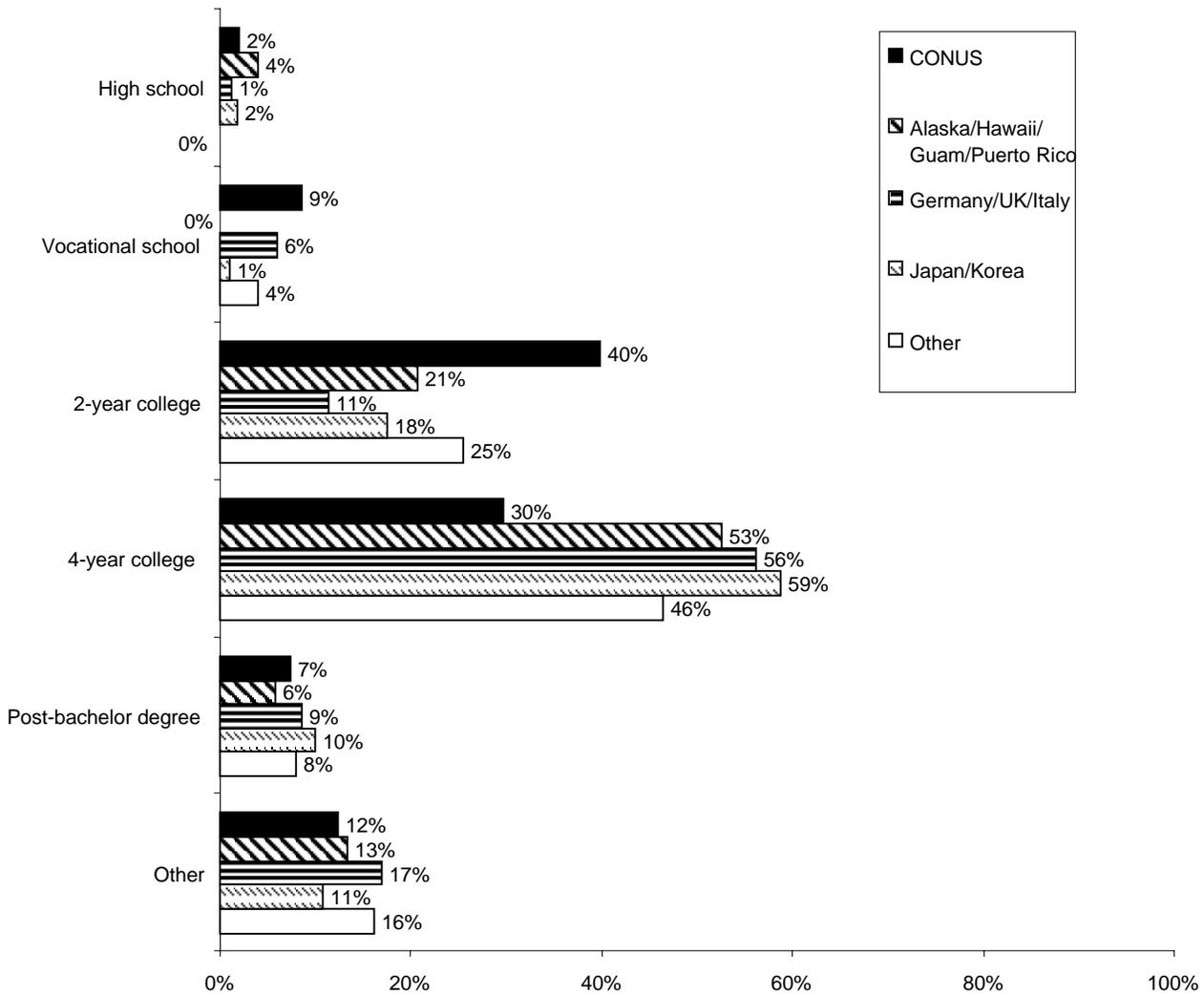
Figure 2-8.
Educational Attainment, by Race/Ethnicity



Current Educational Enrollment

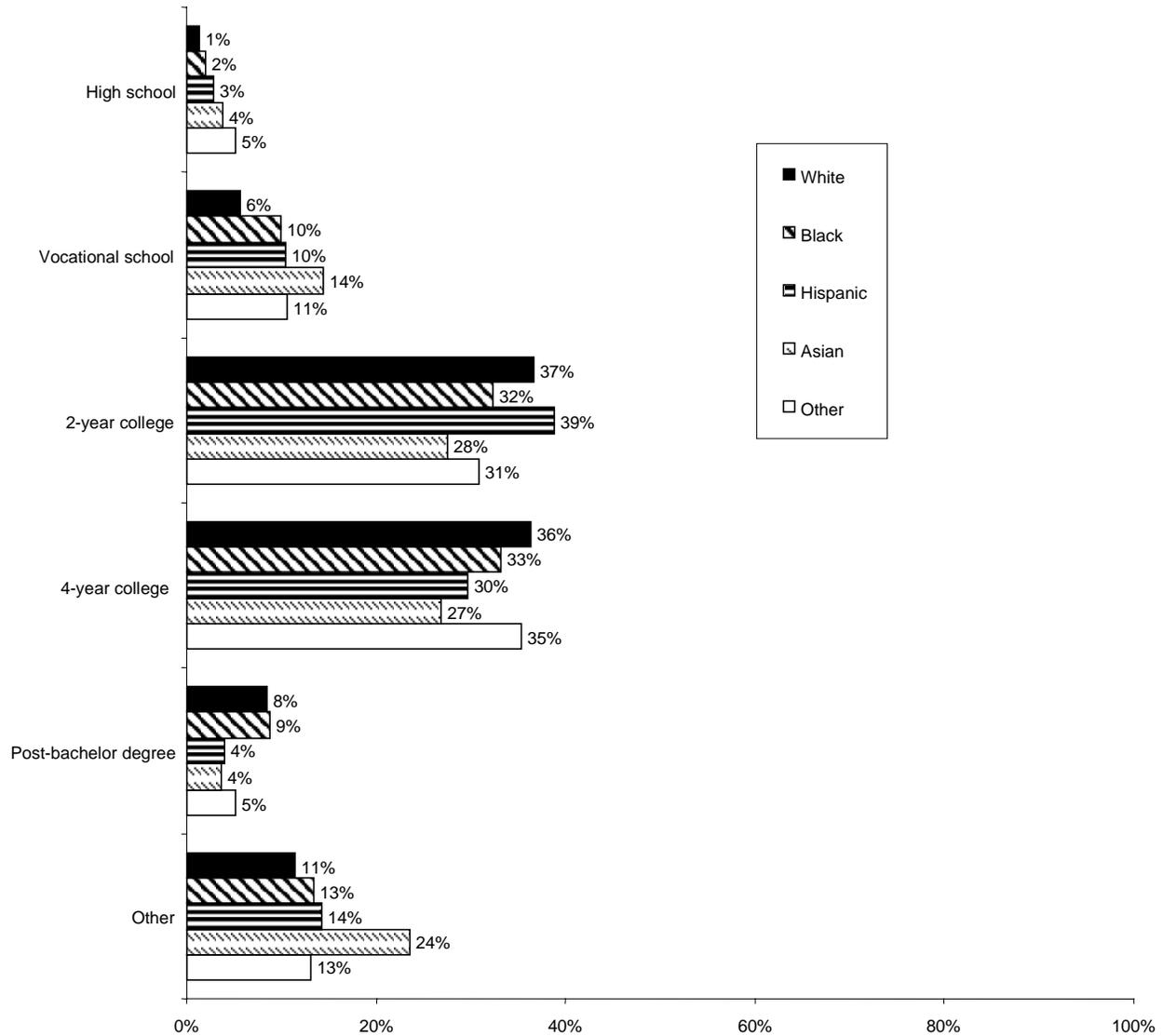
A higher percentage of spouses in CONUS were enrolled in a 2-year college program (40%) than in any other location. Spouses in Japan/Korea (59%), Germany/UK/Italy (56%), and Alaska/Hawaii/Guam/Puerto Rico (53%) were more likely to be in an undergraduate program at a 4-year college than were spouses in CONUS or in “Other” locations.

Figure 2-9.
Current Enrollment in an Educational Program, by Location



A higher percentage of Hispanic (39%) and White (37%) spouses were currently enrolled in 2-year programs than Black (32%), Asian (28%), and “Other” (31%) spouses. More Asian spouses (24%) were enrolled in an “Other” program than were White (11%), Black (13%), Hispanic (14%), and “Other” (13%) spouses.

Figure 2-10.
Current Enrollment in an Educational Program, by Race/Ethnicity

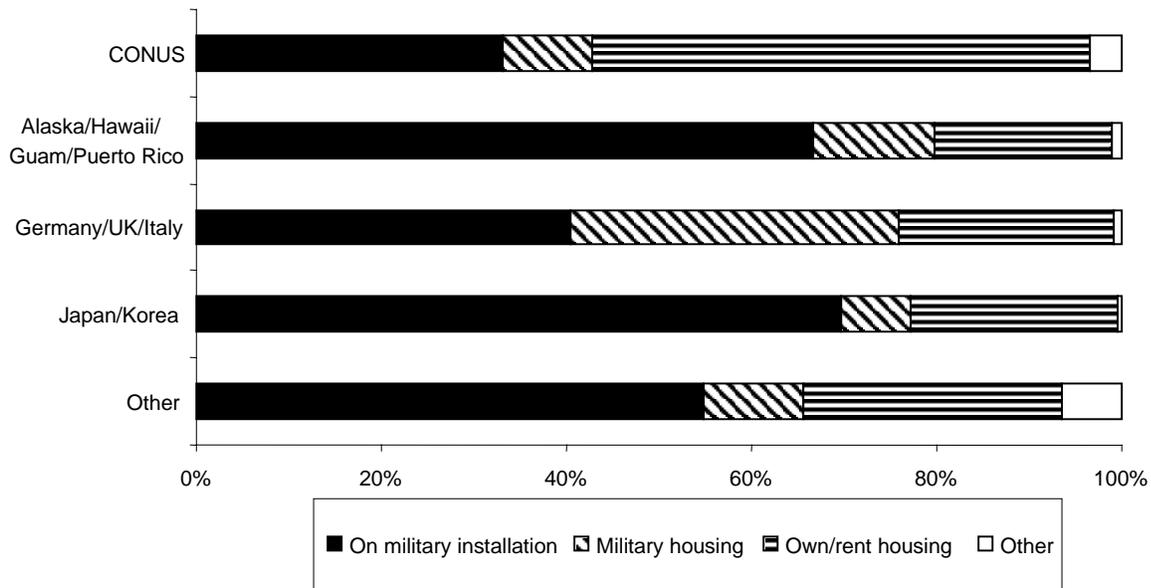


Housing

Just under half of the spouses lived in military housing either on a military installation (37%) or in military-provided housing off a military installation (12%). The other half either owned or rented housing off a military installation (48%) or had other housing arrangements (3%).

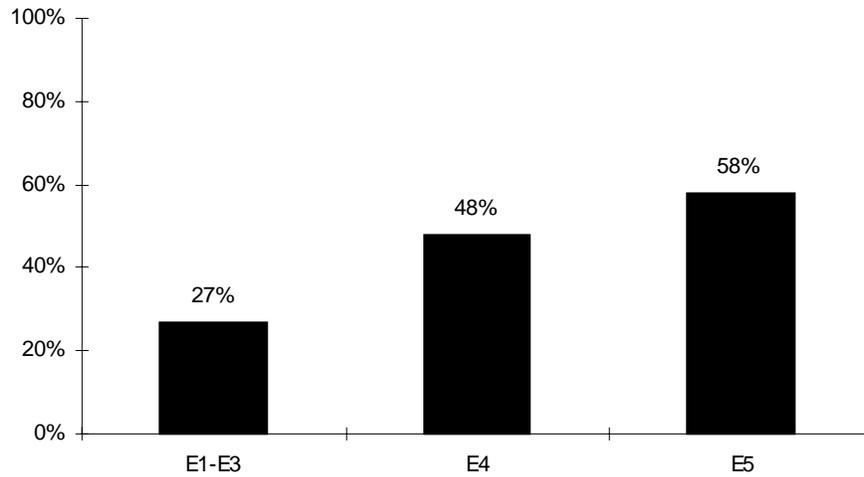
A higher percentage of spouses in Japan/Korea (70%) and Alaska/Hawaii/Guam/Puerto Rico (67%) lived on a military installation than spouses in CONUS (33%), UK/Germany/Italy (41%), or “Other” locations (55%). A higher percentage of spouses in Germany/UK/Italy (36%) lived in military housing in contrast to other locations (8-13%), whereas spouses in CONUS were more likely to own or rent (54%) than were spouses in other locations (19-28%).

Figure 2-11.
Type of Housing, by Location



Half (50%) of the spouses lived in their current residence for more than one year. E1-E3 seems to be the most transient group--only 27% of E1-E3 spouses indicated that they had lived in their current residence for more than one year, in contrast to E4 (48%) and E5 (58%) spouses.

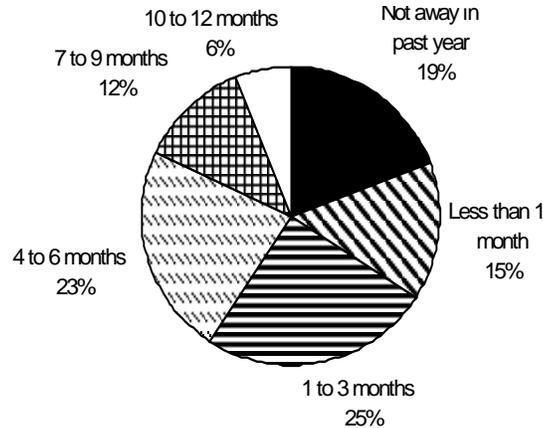
Figure 2-12.
Lived at Current Residence for More than One Year, by Paygrade



Military Member Away on Military Duties

Overall, 81% of military members had been away on military duty sometime during the last 12 months. Almost two thirds (63%) had been away 6 months or less, 12% for 7 to 9 months, and 6% for 10 to 12 months.

Figure 2-13.
Length of Time Military Member Away From Home



Appendix Table B-1 contains the Service and CONUS/OCONUS breakouts for the length of time the military member had been away from home during the last 12 months.

Gender

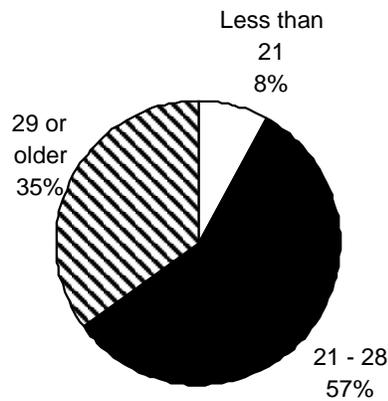
Only 5% of all spouses were male. A greater proportion of Black spouses was male (10%) than that of any other racial/ ethnic category: “Other” (7%), White (4%), Hispanic (4%), and Asian (2%).

Age

Overall, 91% of the spouses were 35 years of age or younger. The overall median age of spouses was 26. More than half (57%) were 21 to 28 years old. Eight percent were under age 21, and 35% were over age 28.

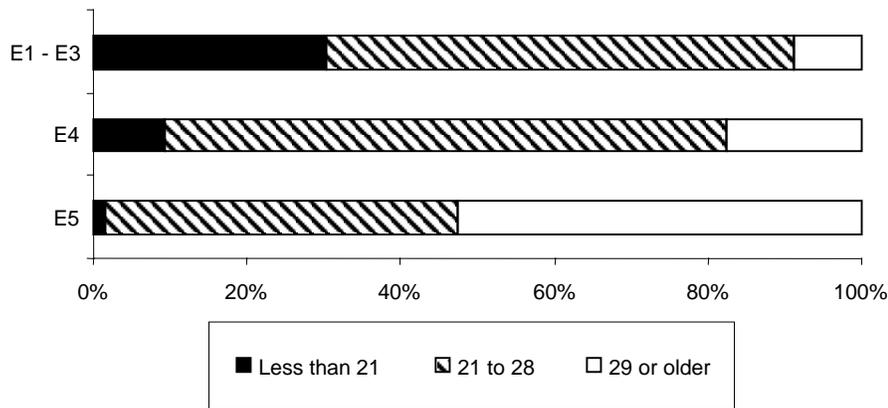
Figure 2-14.

Age



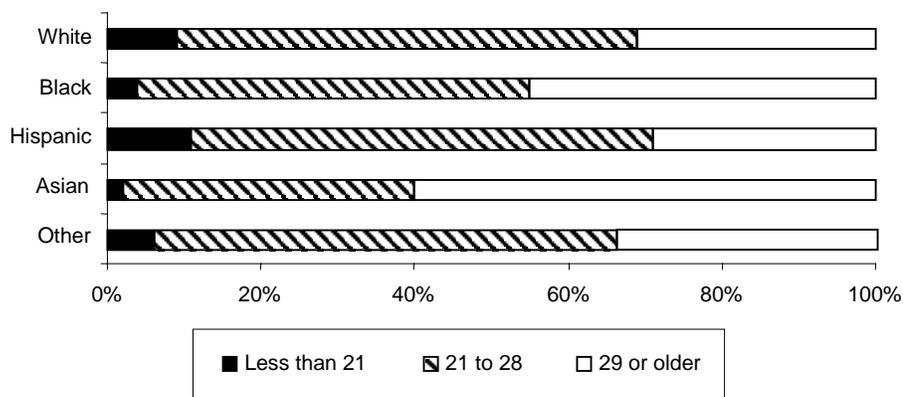
As expected, the median age rose with paygrade. The median age was 22 for E1-E3 spouses, 24 for E4 spouses, and 29 for E5 spouses. While 30% of E1-E3 spouses were under the age of 21, only 9% of E4 and 1% of E5 spouses were under age 21. In contrast, more than half (53%) of E5 spouses were 29 or older, while only 18% of E4 spouses and 9% of E1-E3 spouses were in this age category.

Figure 2-15.
Age, by Paygrade



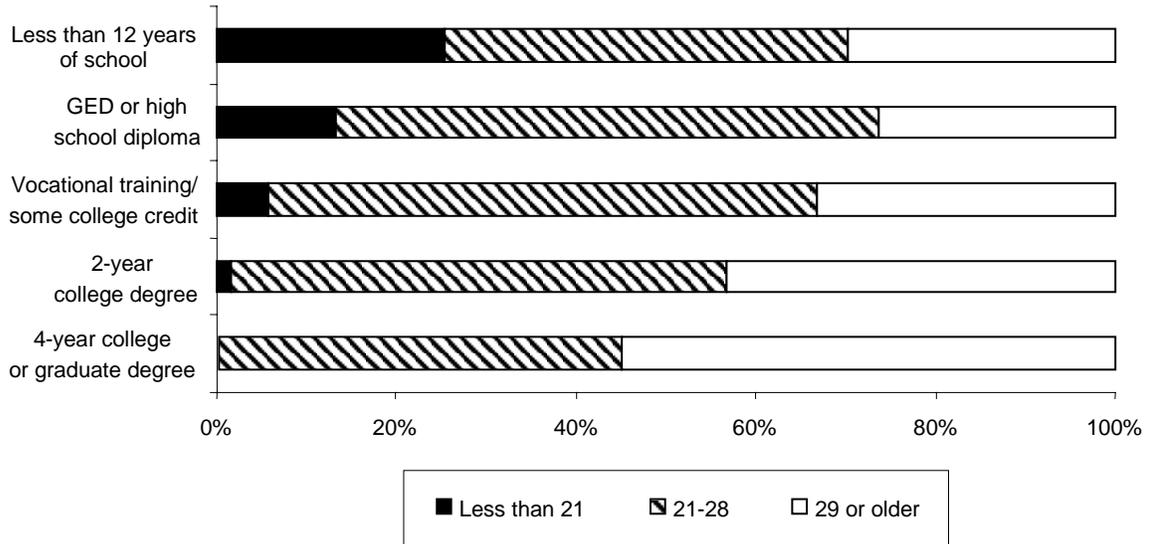
Among the racial/ethnic categories, a larger percentage of the oldest respondents (29 or older) were Asian (60%) or Black (45%), in contrast to “Other” (36%), White (31%), and Hispanic (30%) spouses. A larger percentage of the youngest spouses (under the age of 21) were Hispanic (11%) or White (9%), in contrast to “Other” (6%), Black (4%), and Asian (2%).

Figure 2-16.
Age, by Race/Ethnicity



A higher percentage of spouses 29 years of age and older (55%) completed a 4-year college or graduate degree than did younger spouses.

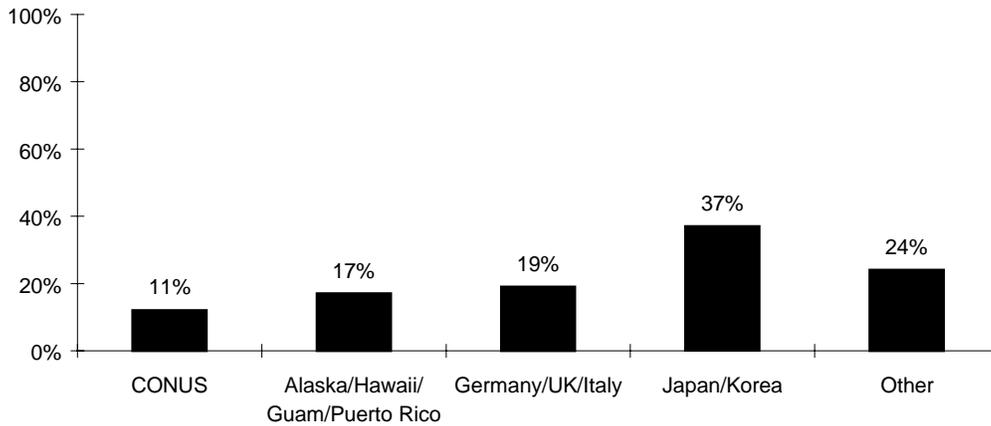
Figure 2-17.
Age, by Education



English as a Second Language (ESL)

English was not the first language for 14% of the spouses. The racial/ethnic spouse groups that reported English as their second language most often were Asians (73%), followed by Hispanics (43%), “Other” (19%), White (4%), and Black (2%) spouses. In terms of location, Japan/Korea had the highest number of ESL spouses (37%).

Figure 2-18.
English as a Second Language, by Location

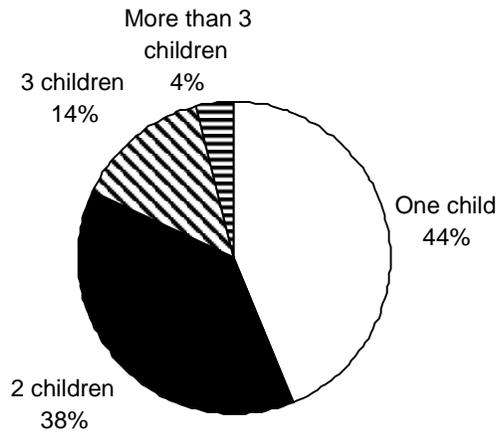


Spouses for whom English was a second language made up a higher percentage of the educational extremes—having less than 12 years of school (29%) or a 4-year college degree or higher (21%) compared to a range of 10-13% for other levels of degree attainment.

Family Size

Approximately one quarter (26%) of spouses did not have children living at home with them. Of those that did, somewhat less than one half (44%) had one child, more than one third (38%) had two, and more than one tenth (14%) had three children. The majority of the children were either under the age of 2 or from the ages of 2 to 5.

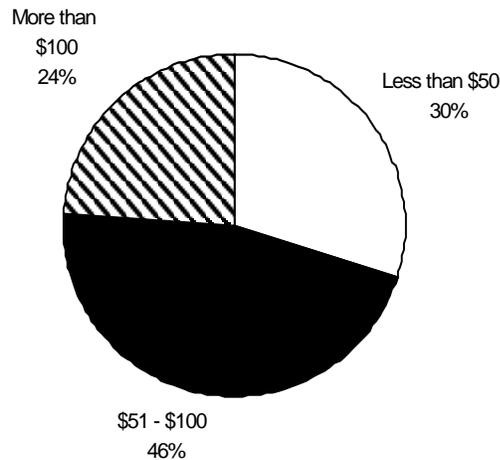
Figure 2-19.
Number of Children (n = 229,669)



Child Care

One half of the spouses who had children did not spend any money on child care for the children who lived at home with them. Of the spouses who did spend money on child care, close to one half (46%) spent from \$51 to \$100 per week and close to one third (30%) spent less than \$50 per week. (Child care issues are discussed in more detail in chapter 4.)

Figure 2-20.
Weekly Child Care Costs, Where Applicable (n=114,834)



Appendix Table B-2 contains the Service and CONUS/OCONUS breakouts for weekly child care costs, where applicable.

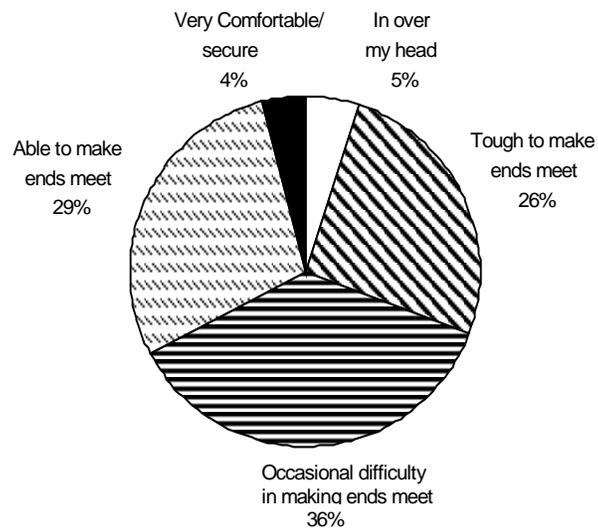
For about two thirds (65%) of those with child care expenditures, the weekly cost covered one child. For 30% of the spouses, the cost covered two children. One fifth (20%) of all the children participated in military-provided day care.

Spouses with some college/vocational training (21%) or college degrees (25% for 2-year degree and 24% for 4-year degree or higher) were more likely to have their children in military-sponsored child care programs than spouses with a high school degree/GED (15%) or less than 12 years of school (14%). A higher percentage of Black spouses (26%) had their children in military-sponsored day care than did White (18%), Hispanic (20%), Asian (16%), or "Other" (16%) spouses.

Financial Condition

Approximately two thirds (67%) of spouses reported experiencing some financial difficulty. Over one third (36%) of spouses said that they were experiencing occasional difficulty in making ends meet, more than one quarter (26%) said that it was tough to make ends meet but that they were keeping their heads above water, and 5% were in over their heads. Less than one third (29%) of spouses said they were able to make ends meet without much difficulty, and only 4% felt they were very comfortable and secure.

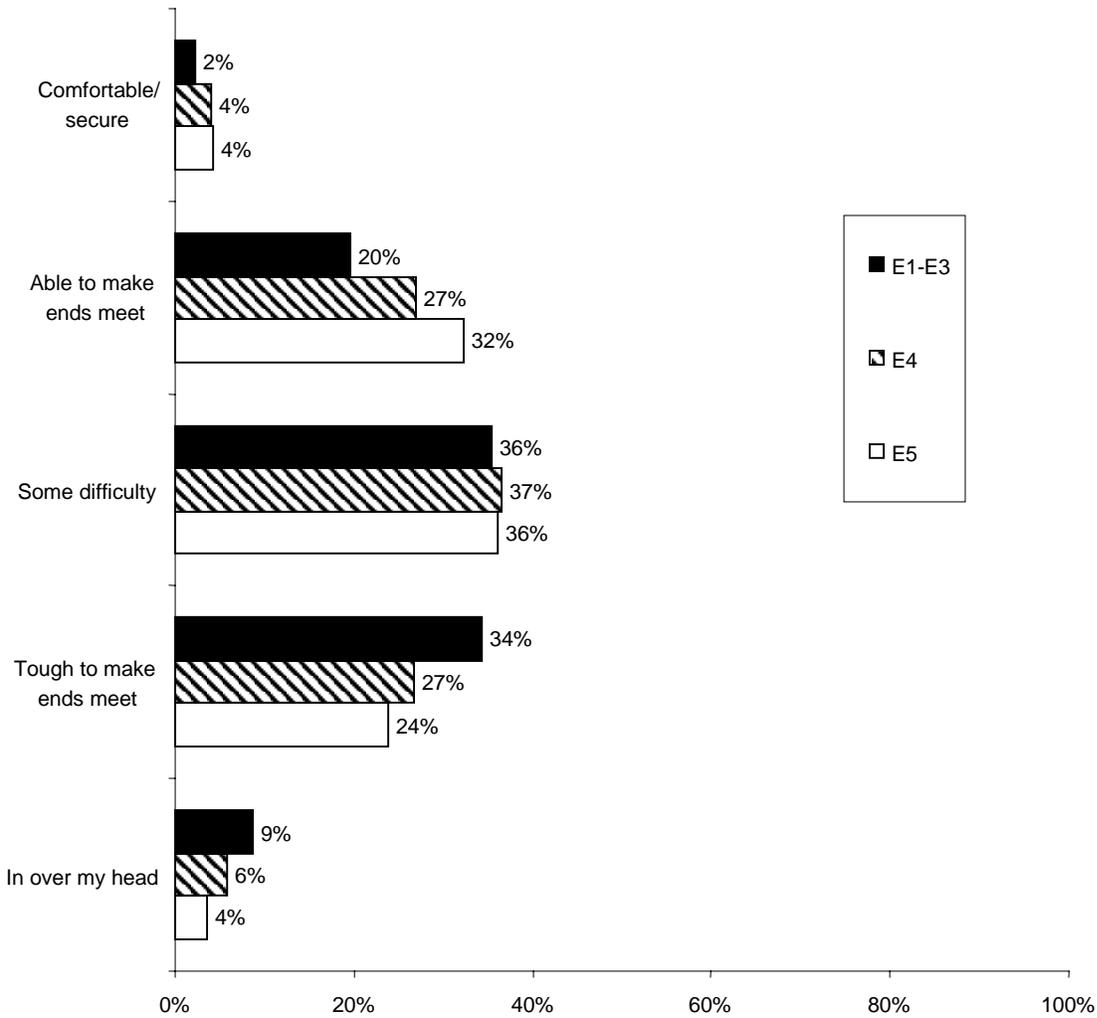
Figure 2-21.
Financial Situation



Appendix Table B-3 contains the Service and CONUS/OCONUS breakouts for financial situation.

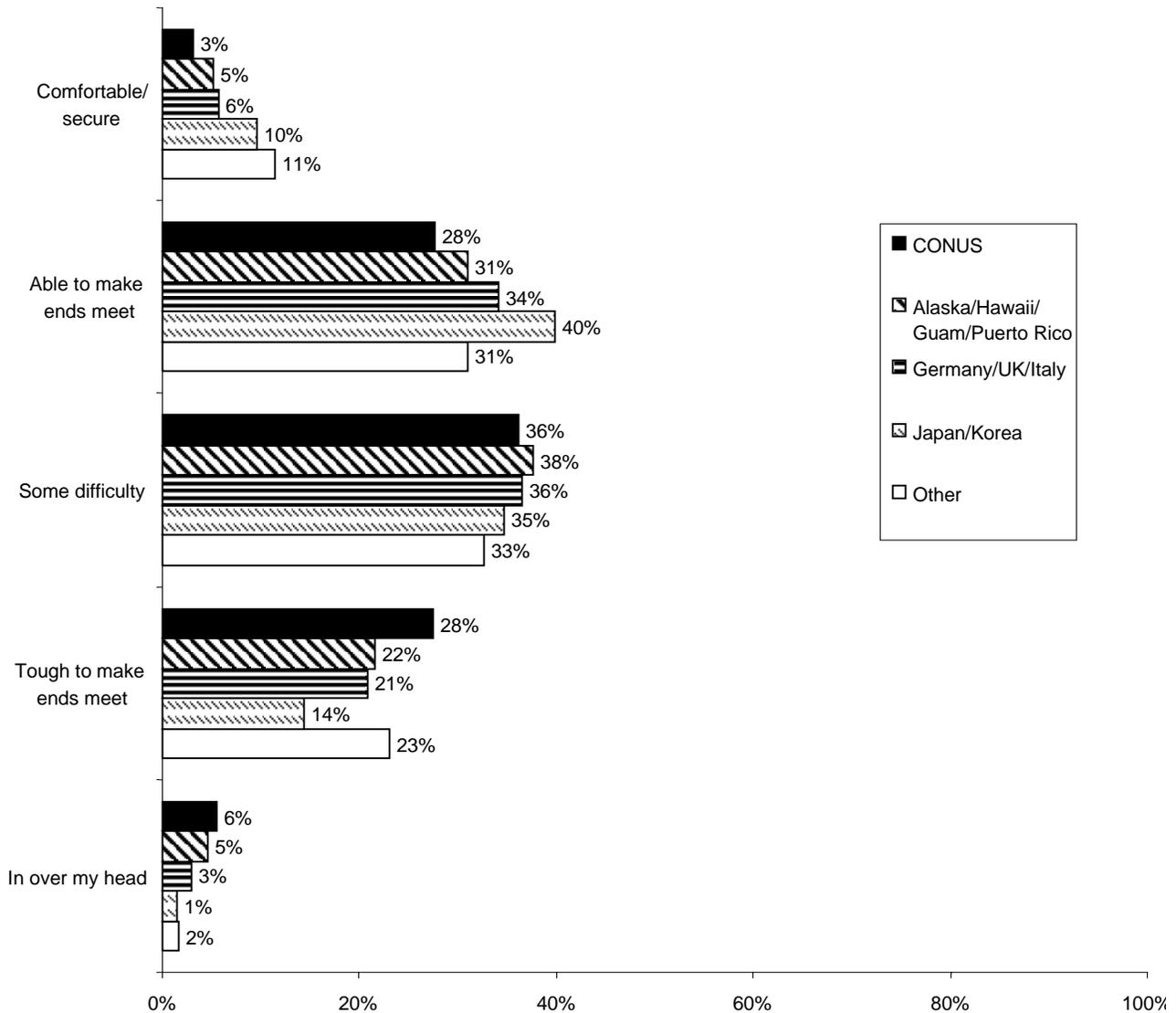
Although E1-E3, E4, and E5 spouses reported that they experienced occasional difficulty at close to equal rates (36%, 37%, and 36% respectively), E1-E3 spouses were more likely to report that they were “in over my head” (9%) than were E4 (6%) and E5 (4%) spouses. A higher percentage of E1-E3 spouses also reported that it was “tough to make ends meet” (34%, in contrast to 27% of E4s and 24% of E5s).

Figure 2-22.
Financial Situation, by Paygrade



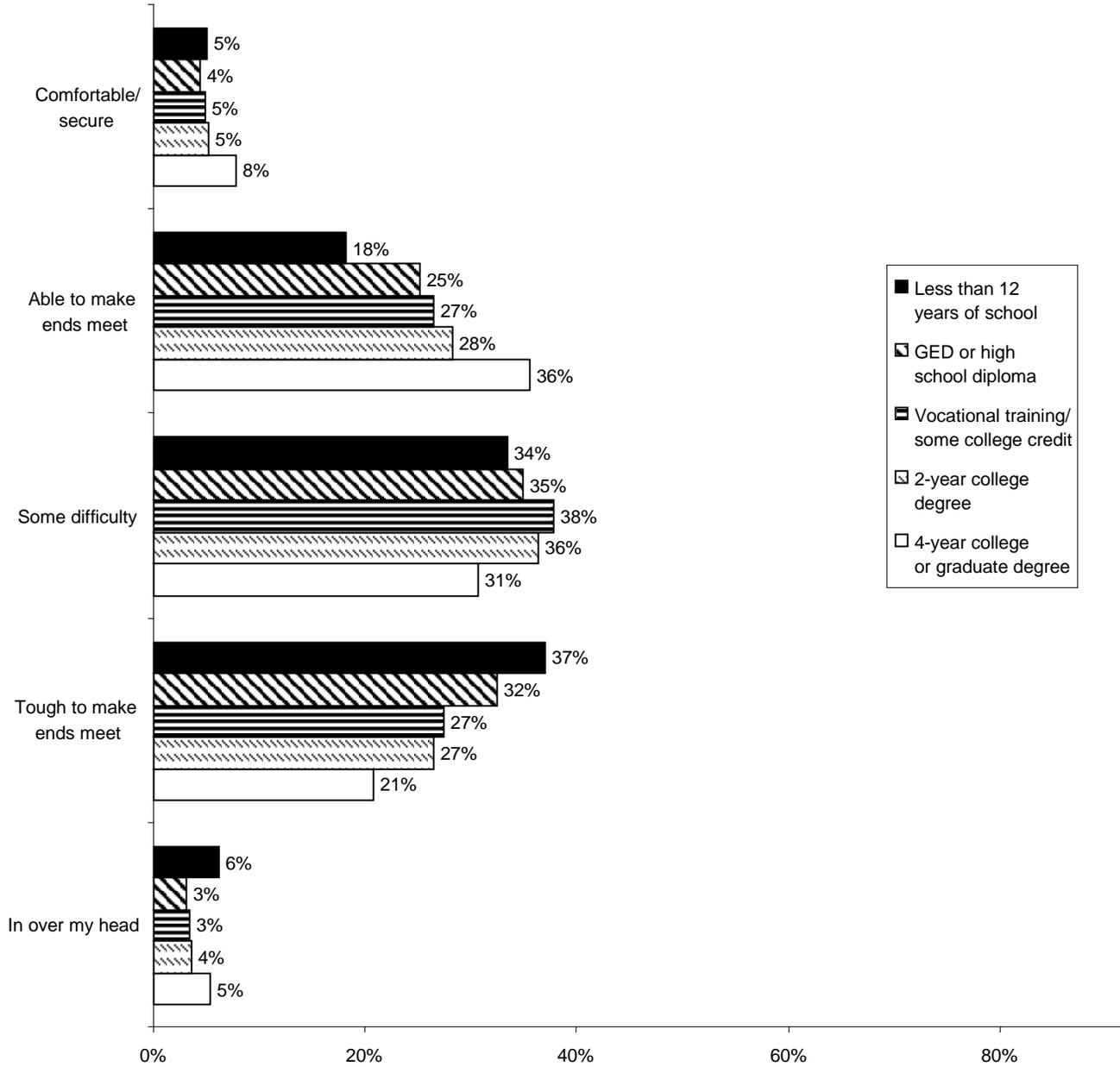
Spouses living in Japan and Korea perceived themselves as more financially secure than spouses in other geographical locations, with half (50%) reporting that they had no difficulty making ends meet or were very comfortable and secure. Spouses living in CONUS experienced the most financial hardship, with 70% stating that they had faced at least some difficulty in making ends meet or more serious problems.

Figure 2-23.
Financial Situation, by Location



As a pattern, a higher percentage of spouses with a 4-year college or graduate degree reported that they were able to make ends meet or were very comfortable and secure (44%) than spouses who had completed lower levels of education (23-33%).

Figure 2-24.
Financial Situation, by Education

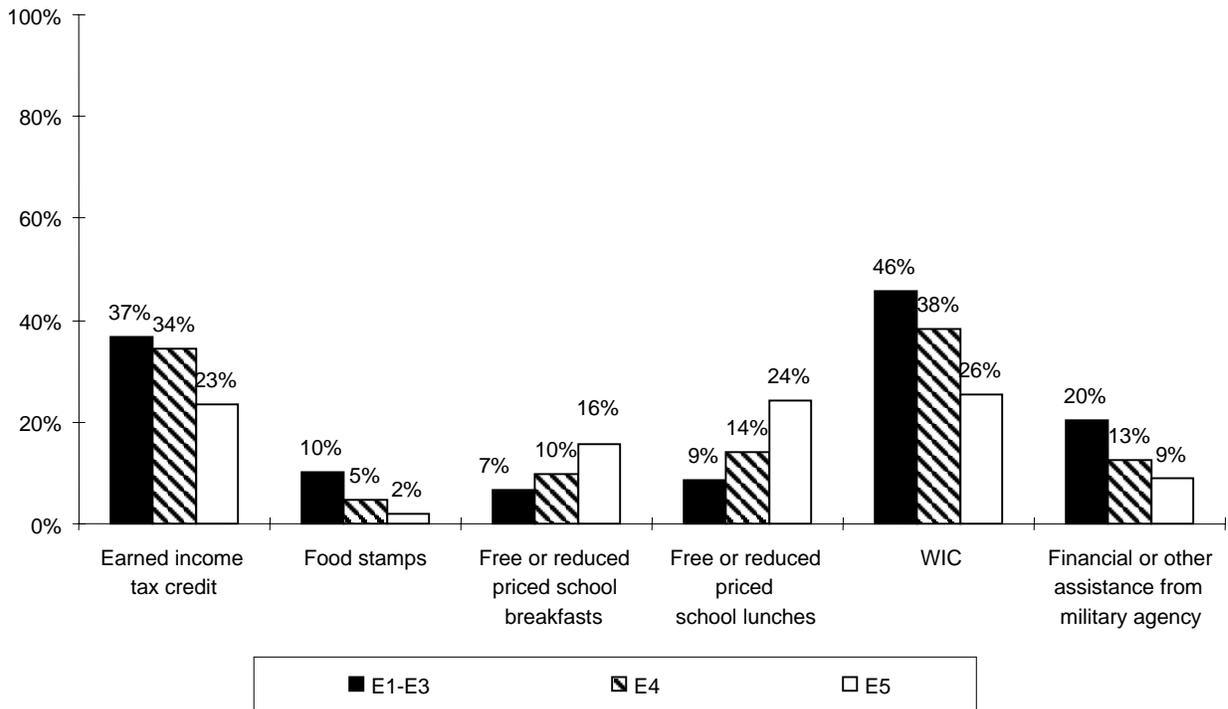


Receipt of Assistance Programs

Overall, participation of spouses in aid programs in the previous 12 months ranged from 33% for the Women, Infants, and Children Supplemental Food Program (WIC) to 4% for food stamps. In addition, 29% of spouses received an earned income tax credit in the last year, 19% received free or reduced price lunches for their children, 13% received free or reduced priced school breakfasts for their children, and 12% received financial or other assistance from a military agency.

Except for free or reduced price school breakfasts and lunches, E1-E3 spouses had higher rates of participation in the various aid programs than did E4 and E5 spouses.

Figure 2-25.
Receipt of Government or Military Assistance



Military Members with Second Jobs

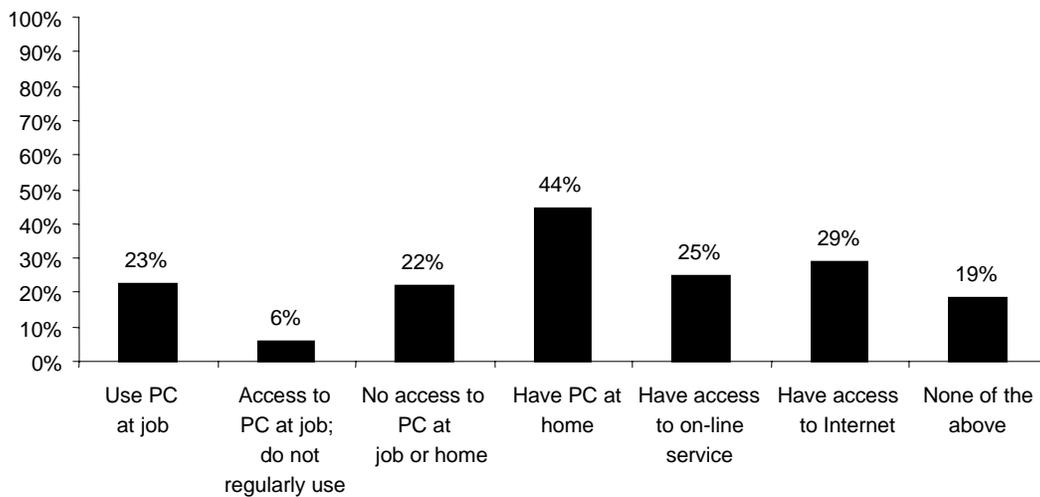
Less than one tenth (9%) of military personnel had paid jobs outside of the military, according to their spouses. Military personnel in higher paygrades were more likely to have another job—E5 (10%) and E4 (9%) versus E1-E3 (6%).

Military members in CONUS (10%), Alaska/Hawaii/Guam/Puerto Rico (9%), and Japan/Korea (7%) were more likely to have a second job than were those living in Germany/UK/Italy (4%) or “Other” locations (3%).

Computer Access and Use

Only 22% of the spouses lacked access to a personal computer (PC) both at home and at work. Forty-four percent had a PC at home, 29% had access to the Internet, 25% had access to on-line services, and 23% regularly used a PC as part of their employment.

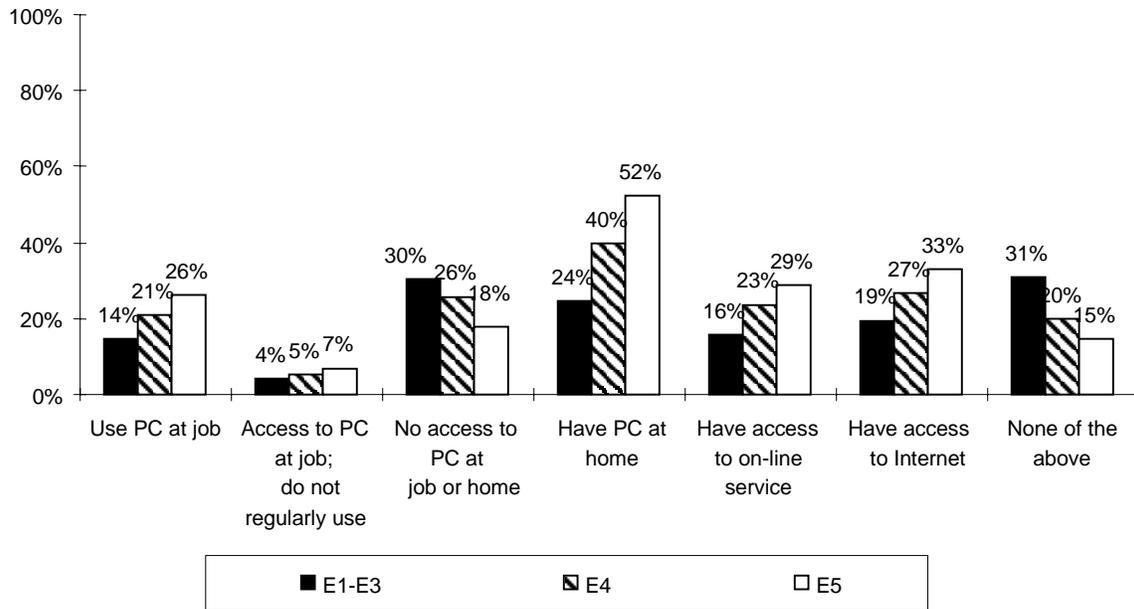
Figure 2-26.
Computer Access and Use



Appendix Table B-4 contains the Service and CONUS/OCONUS breakouts for computer access and use.

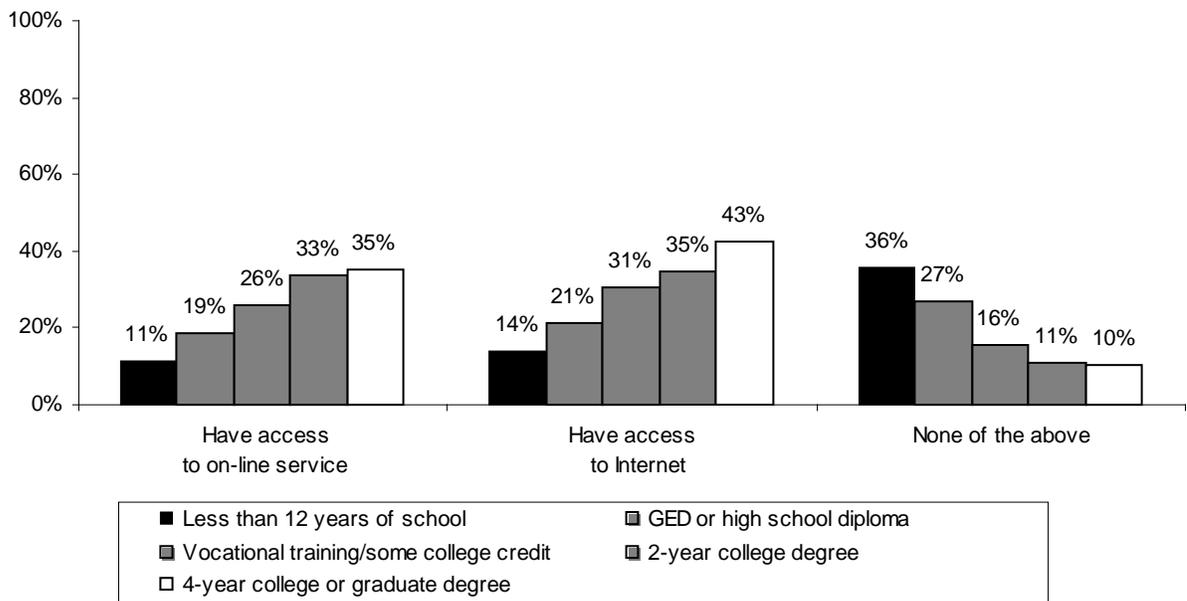
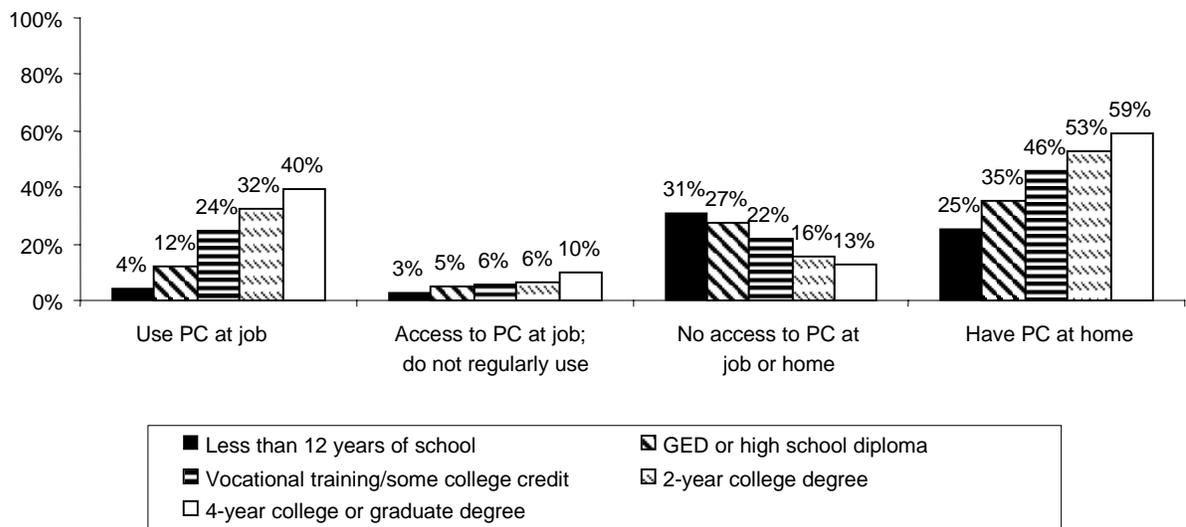
The higher the military member's paygrade, the greater the use of PCs by spouses at work and at home, and the greater their use of Internet and on-line services. Spouses married to military members ranked E5 were much more likely to have a PC at home than were spouses married to members ranked E1-E3 (52% and 24%, respectively).

Figure 2-27.
Computer Access and Use, by Paygrade



Spouses with higher educational levels also indicated greater access to and use of PCs and on-line services. Fifty-nine percent of spouses with degrees from 4-year colleges and 53% of spouses with 2-year college degrees had computers at home, in contrast to only 25% of spouses with less than 12 years of school. Additionally, 40% of spouses with 4-year degrees or above reported regularly using a PC, compared with only 4% of spouses with less than twelve years of school.

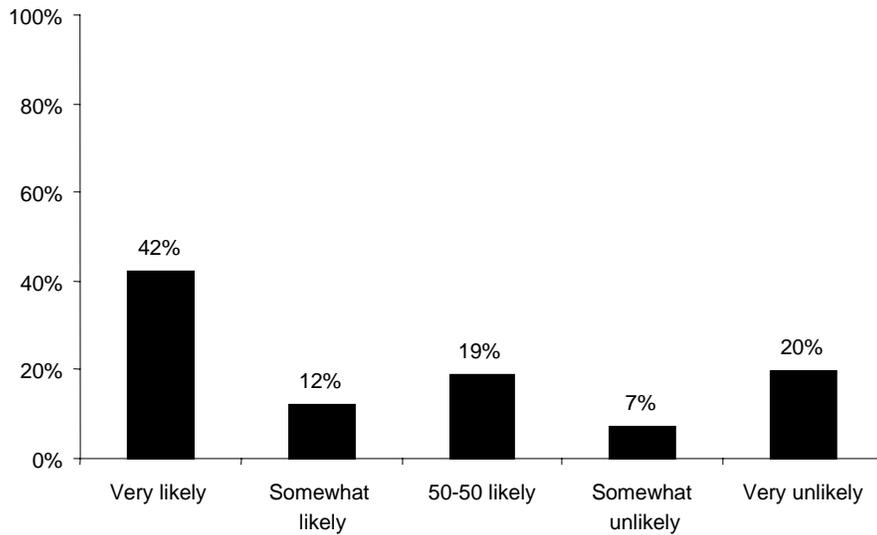
Figure 2-28.
Computer Access and Use, by Education



Re-Enlistment

A little more than half of the spouses said that the military member to whom they were married would be very likely to (42%) or somewhat likely (12%) to reenlist after his or her current term of service is completed. More than one fourth stated that the military member would be somewhat unlikely (7%) or very unlikely (20%) to re-enlist. Approximately 19% reported a 50-50 likelihood that the member would re-enlist.

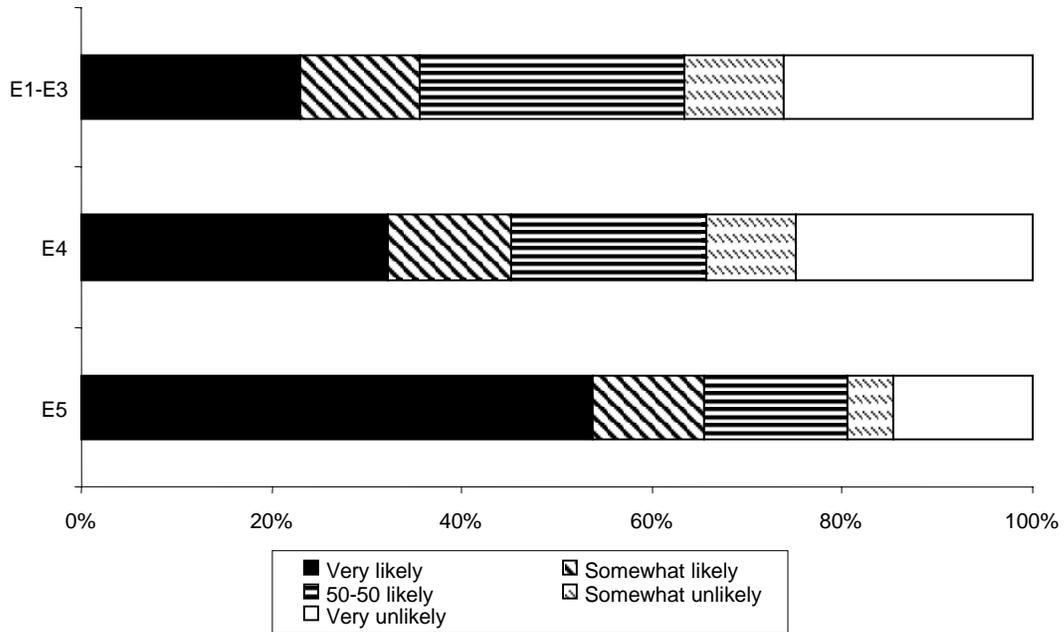
Figure 2-29.
Likelihood of Re-Enlistment



Appendix Table B-5 contains the Service and CONUS/OCONUS breakouts for likelihood of re-enlistment.

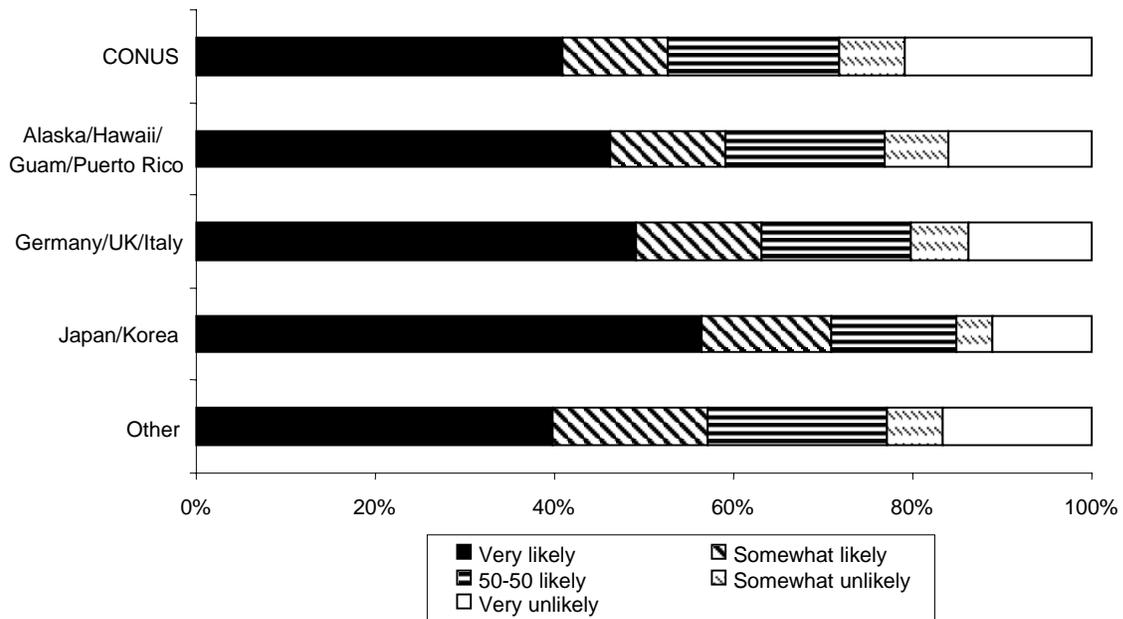
The higher the paygrade, the more likely the military member would re-enlist: 65% of E5 spouses said that their military member would be very likely or somewhat likely to re-enlist, whereas only 45% of E4 and 36% of E1-E3 spouses said the same.

Figure 2-30.
Likelihood of Re-Enlistment, by Paygrade



A higher percentage of spouses in Japan/Korea (71%) reported that the military member would be very likely or somewhat likely to re-enlist, in contrast to Germany/UK/Italy (63%), Alaska/Hawaii/Guam/Puerto Rico (59%), “Other” locations (57%), and CONUS (53%).

Figure 2-31.
Likelihood of Re-Enlistment, by Location



A slightly higher percentage of Asian (66%) and Black (60%) spouses said that the military member would be very likely or somewhat likely re-enlist, compared to Hispanic (54%) and White (52%) spouses.

A higher percentage of spouses with 4-year college degrees or higher indicated that the military member would be very unlikely to re-enlist (23%), compared with 15% of spouses with less than 12 years of school giving this response. Spouses with less than 12 years of school, however, led all education groups with a 24% response for “50-50 likelihood” of re-enlistment, compared with only 14% of spouses with degrees from a 2- or 4-year college who gave this response.

3. Employment Related Characteristics

Attitude toward Employment

Overall, close to four fifths of the spouses surveyed (79%) said they wanted or needed to work for pay. Spouses at the lowest paygrades, E1-E3 (82%), were slightly more likely to indicate that they wanted or needed to work for pay than were E5 spouses (77%).

Black spouses (83%) were somewhat more likely than White (78%), Hispanic (78%), and Asian (77%) spouses to state that they wanted or needed to work for pay.

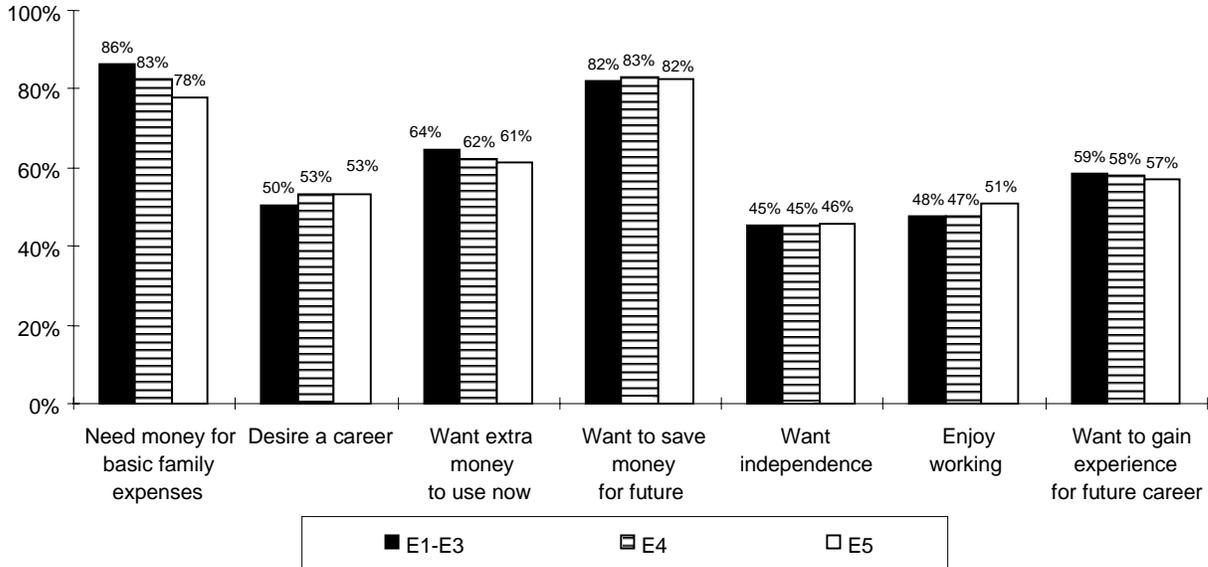
Spouses (n = 278,628) indicated their reasons for working, or wanting or needing to work. The factors cited by spouses as “very important” are as follows:

- Want to save money for the future (83%)
- Need money for basic family expenses (81%)
- Want extra money to use now (62%)
- Want to gain experience (58%)
- Desire a career (53%)
- Enjoy working (49%)
- Want independence (46%)

All spouse subgroups, regardless of paygrade, location, race/ethnicity, or educational level, most frequently identified “want to save money for the future” and “need money for basic family expenses” as “very important” reasons for wanting or needing to work.

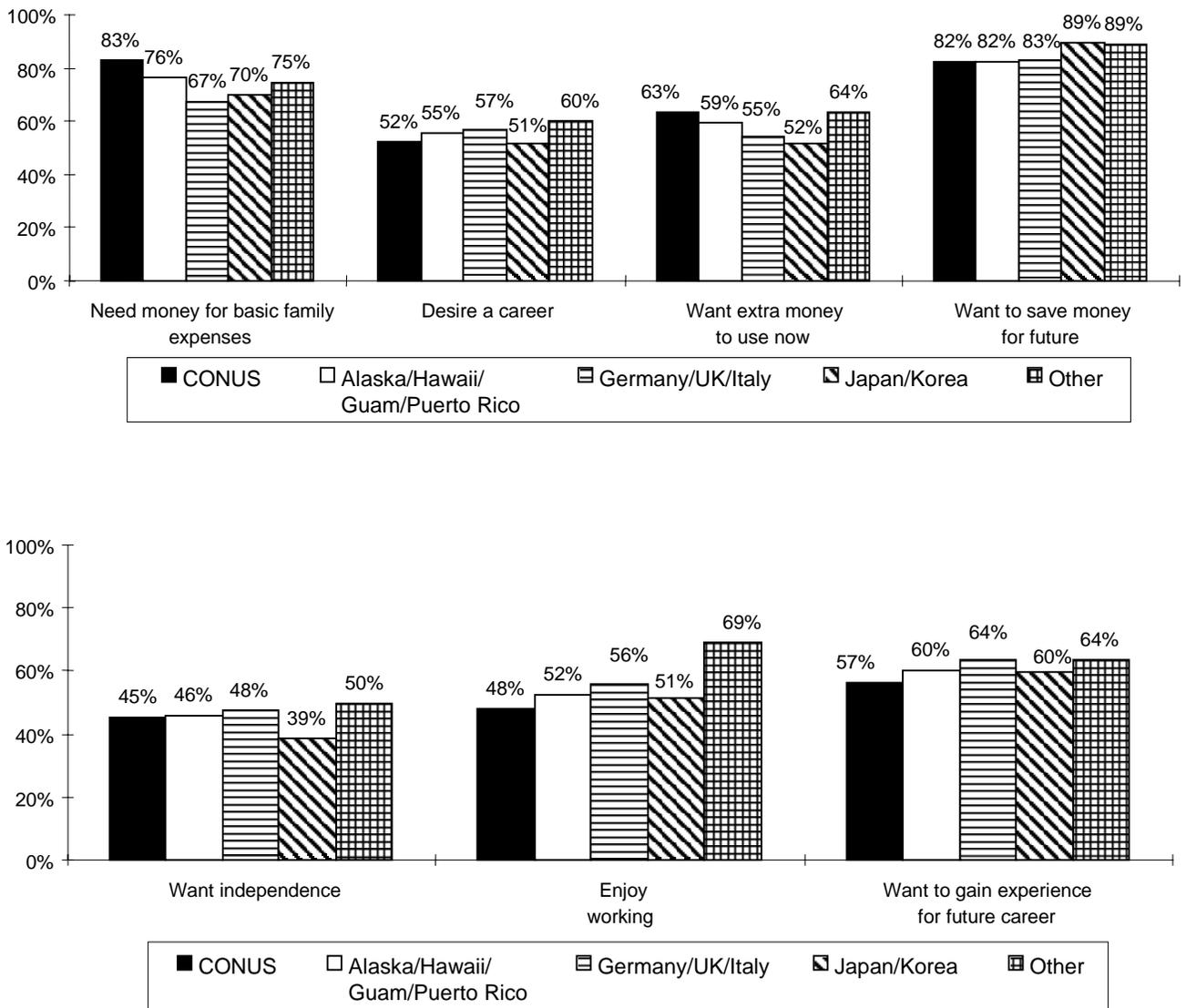
Although spouses at all paygrades cited the same top two reasons for wanting or needing to work as the overall group of spouses, E1-E3s put a higher priority on “money for basic family expenses” (86%) than did E4 (83%) and E5 spouses (78%).

Figure 3-1.
Reasons for Wanting or Needing to Work, by Paygrade (percentage of responses marked “very important”)



As mentioned above, the top two “most important” reasons given by spouses for wanting or needing to work were the same regardless of location. As their third most frequently cited reason for wanting or needing to work, CONUS spouses most often cited “extra money to use now”; spouses in “Other” locations most often cited “enjoy working”; and spouses in the remaining locations most often cited “gaining experience.”

Figure 3-2.
Reasons for Wanting or Needing to Work, by Location (percentage of responses marked “very important”)



Again, as mentioned above, the top two reasons given by spouses for wanting or needing to work were the same regardless of race/ethnicity: “want to save money for the future” and “need money for basic family expenses.” “Extra money to use now” was the third most common reason identified for wanting or needing to work among White, Asian, and “Other” spouses. Black spouses marked “desire a career,” and Hispanic spouses “gaining experience.”

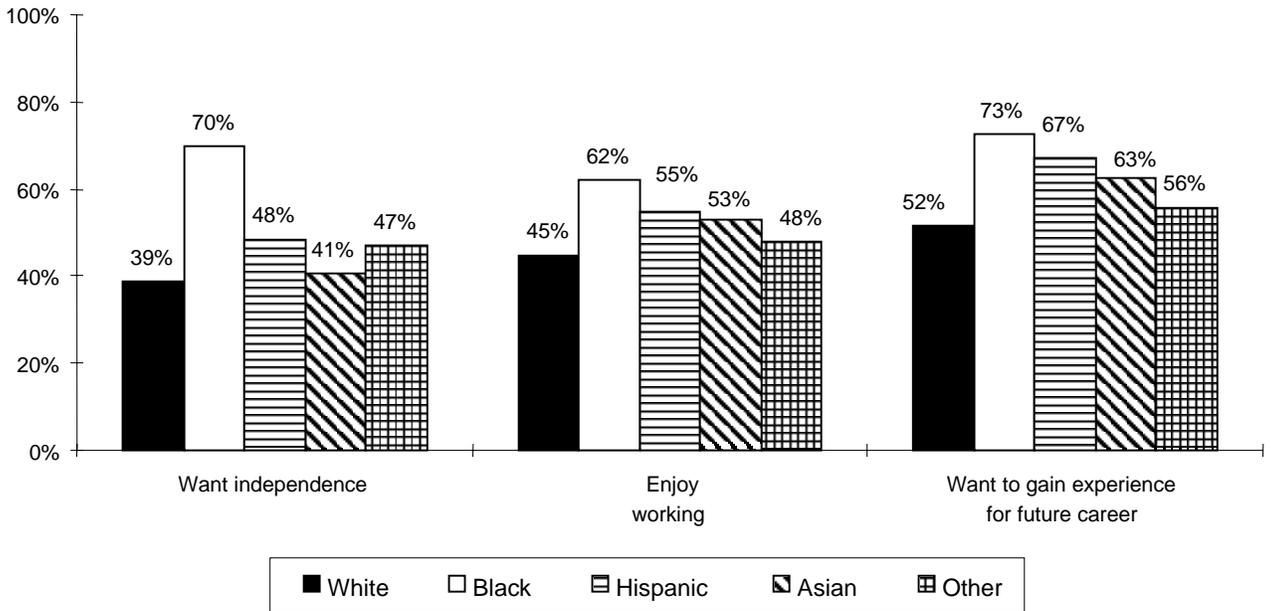
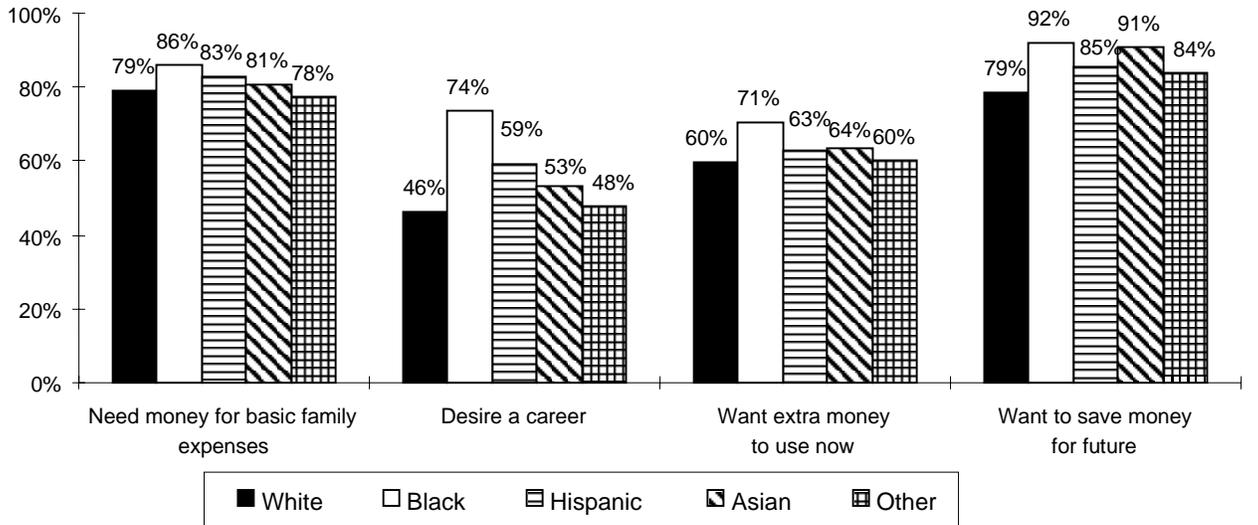
Blacks indicated much higher responses than any other racial/ethnic group for three non-pecuniary motives to seek work: desiring a career, wanting independence, and enjoying work. Seventy-four percent of Blacks indicated that desiring a career was a very important reason to want or need to work. After Blacks, Hispanics gave this response most frequently, but at a significantly lower rate (59%). Whites were least likely to indicate desiring a career as a motive to seek work (46%).

Similarly, Blacks were the most likely to report “wanting independence” as a very important reason for seeking work. Seventy percent of Blacks marked this response, and only 10% of Blacks stated that wanting independence was not important. As with desiring a career, Hispanics were second most likely to cite wanting independence as a very important factor in seeking work (48%), and Whites were again the least likely to report a desire for independence (39%).

This pattern held among spouses who indicated that they enjoyed working. Blacks were the most likely subgroup to consider this a very important motive for working (62%), followed by Hispanics (55%). Again, Whites gave this response least often (45%).

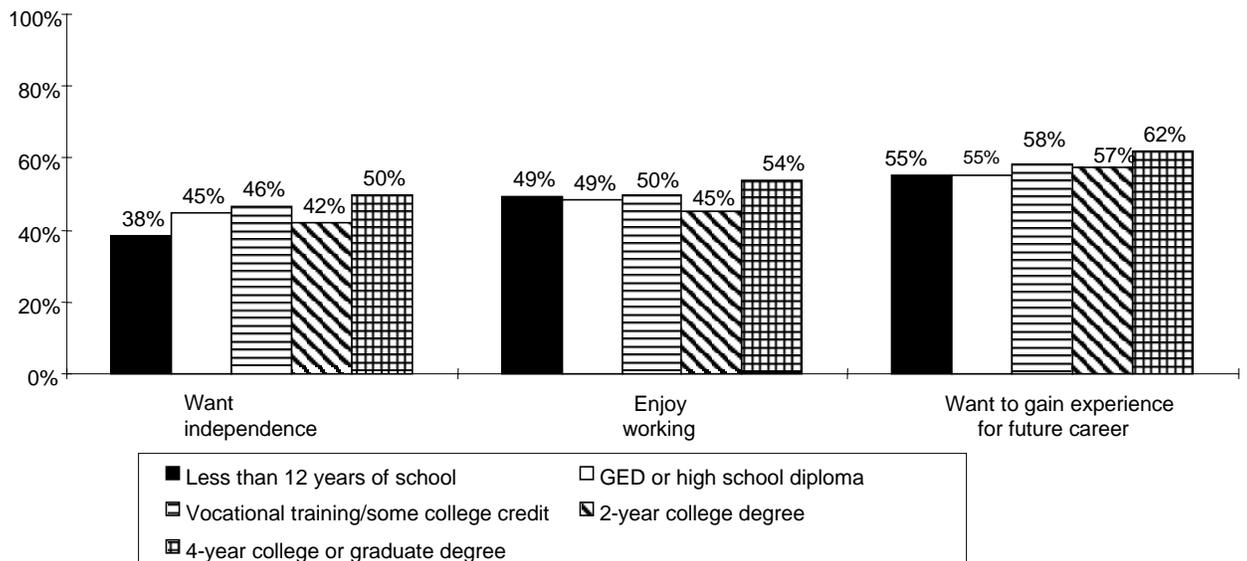
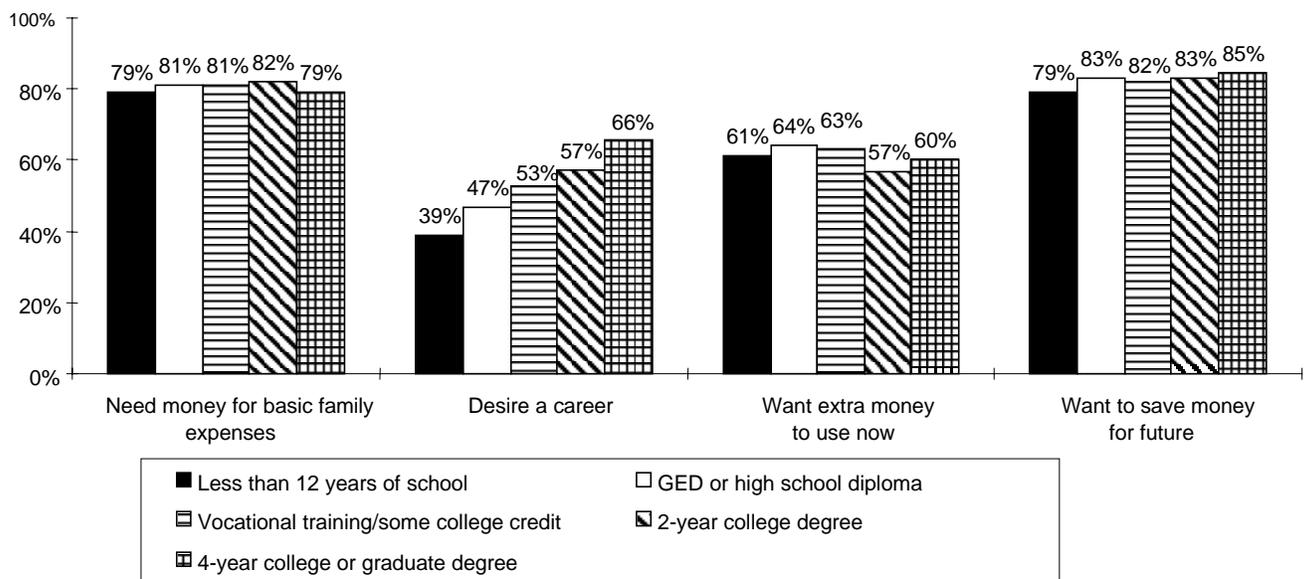
These results do not merely reflect the greater proportion of Black male spouses in this survey. Controlling for gender, Black women were significantly more likely than women of any other racial/ethnic group to indicate that desiring a career, wanting independence, and enjoying work were very important reasons to want or need work. There was no significant correlation with race/ethnicity among men for two of these factors: desiring a career and enjoying work. However, Black men were still more likely to cite wanting independence as a motive for work than were men of any other racial/ethnic group.

Figure 3-3.
Reasons for Wanting or Needing to Work, by Race/Ethnicity (percentage of responses marked “very important”)



Except for 4-year college or graduate degree holders, the third most frequently cited “most important” reason for working or needing work by spouses of all educational levels was “wanting extra money to use now.” Four-year college or graduate degree holders identified “desiring a career” as their third most frequently cited reason. Two-year college graduates had a three-way tie for third; in addition to “wanting extra money to use now,” they identified “gaining experience” and “desiring a career” as priorities for wanting or needing to work.

Figure 3-4.
Reasons for Wanting or Needing to Work, by Education (percentage of responses marked “very important”)



Employment Status and Earnings

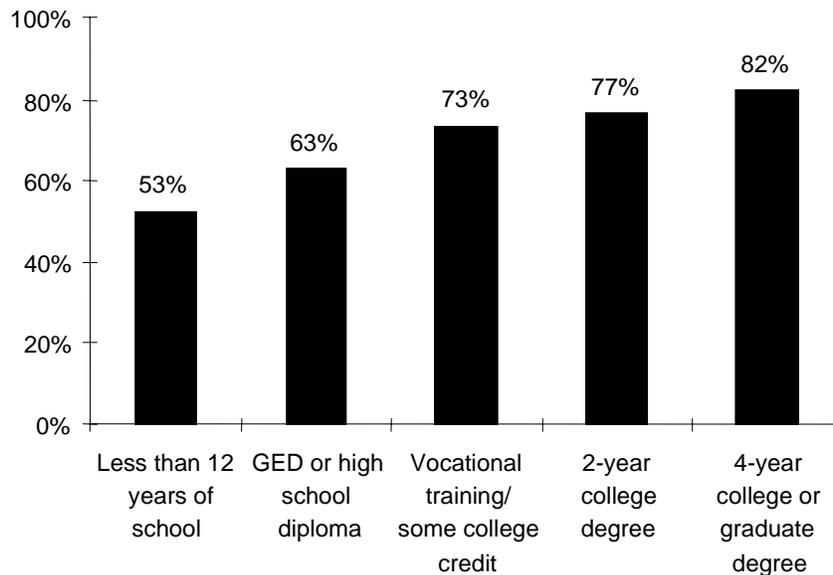
Employment Status during Last 12 Months and Annual Income

Seventy-one percent of the spouses surveyed (n = 310,272) actually worked for pay during the last 12 months, and 58% looked for employment during this interval. By location, a higher percentage of spouses in CONUS reported that they worked for pay in the previous 12 months (72%) than did spouses in other locations (62%-66%).

Black spouses (78%) were more likely to have worked for pay in the last 12 months than were White (72%), “Other” (64%), Hispanic (63%), and Asian (60%) spouses.

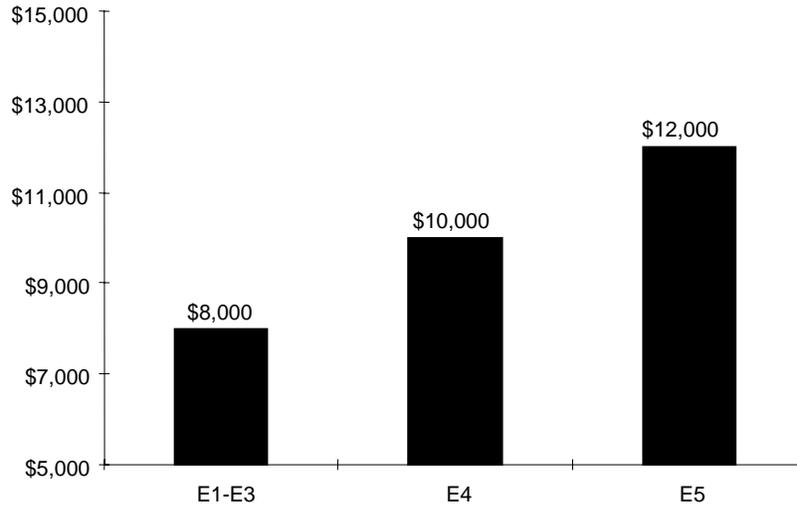
The higher the spouse’s educational attainment, the more likely she or he was to have worked for pay during the last 12 months: 4-year college or graduate degree (82%), some college/vocational training and 2-year college degree (73-77%), high school diploma/GED (63%), and less than 12 years of school (53%).

Figure 3-5.
Worked for Pay in Prior 12 Months, by Education



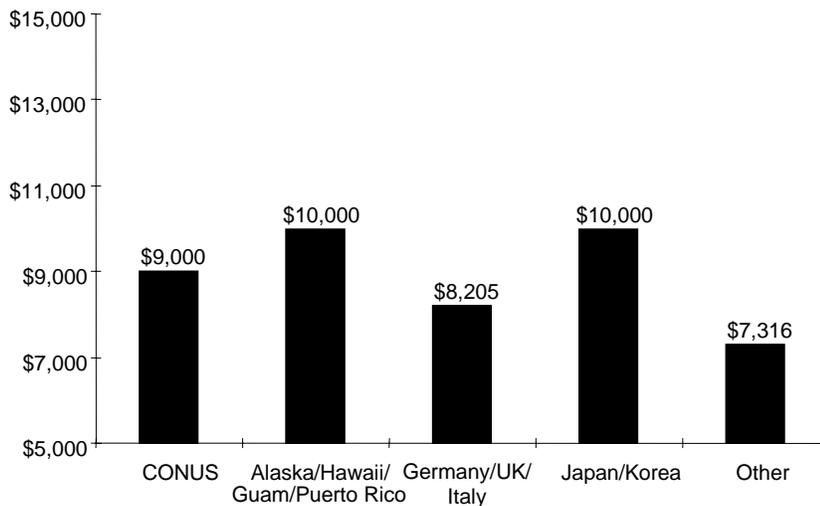
Among spouses who worked for pay in 1996, median earnings from all jobs were \$10,784. Only 7% of these spouses earned more than \$30,000. The higher the paygrade, the higher the spouses' 1996 median earnings: \$12,000 for E5s, \$10,000 for E4s, and \$8,000 for E1-E3s.

Figure 3-6.
Median 1996 Income, by Paygrade



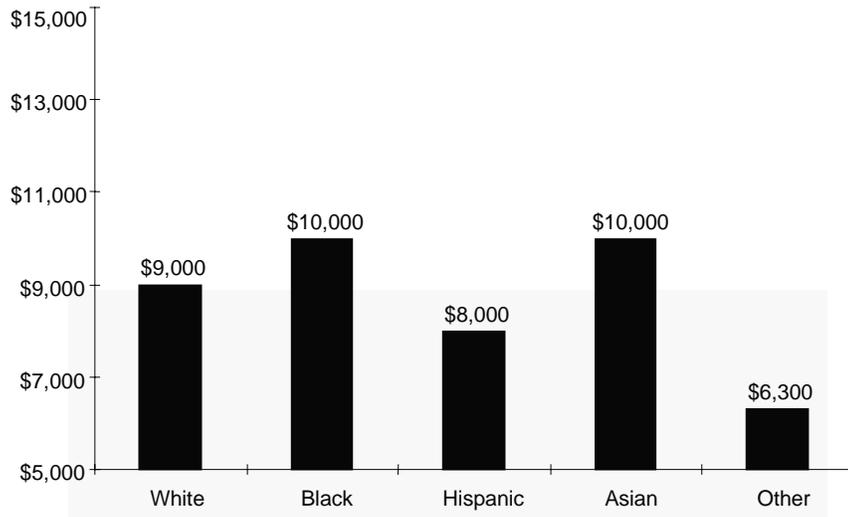
There were also differences in median 1996 earnings by location: Alaska/Hawaii/Guam/Puerto Rico (\$10,000), Japan/Korea (\$10,000), CONUS (\$9,000), Germany/UK/Italy (\$8,205), "Other" locations (\$7,316).

Figure 3-7.
Median 1996 Income, by Location



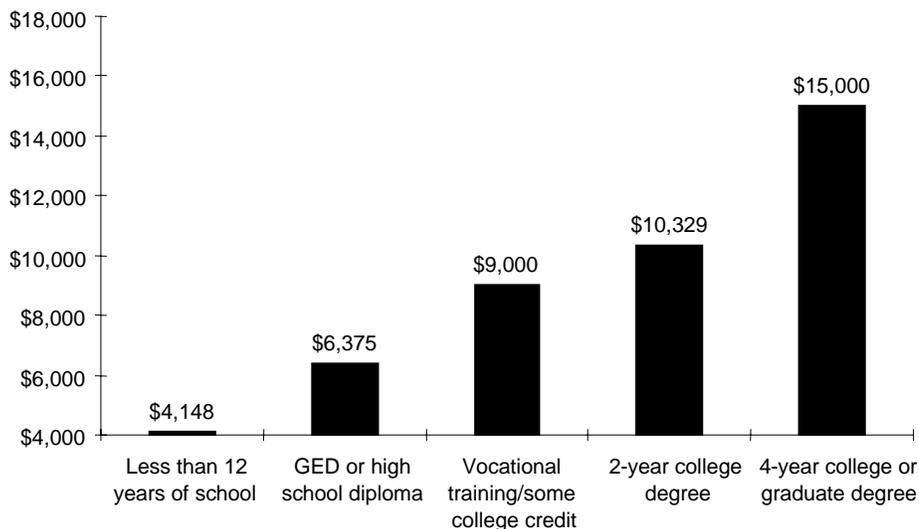
In addition, there were differences in median 1996 earnings by race/ethnicity: \$10,000 for both Blacks and Asians, \$9,000 for Whites, \$8,000 for Hispanics, and \$6,300 for “Others.”

Figure 3-8.
Median 1996 Income, by Race/Ethnicity



The higher the educational level of the spouse, the higher her or his median 1996 earnings: \$15,000 for those with a 4-year college or graduate degree), \$10,329 for those with a 2-year college degree), \$9,000 for those with some college or vocational training), \$6,375 for those with a high school diploma or GED, and \$4,148 for spouses with less than 12 years of school.

Figure 3-9.
Median 1996 Income, by Education



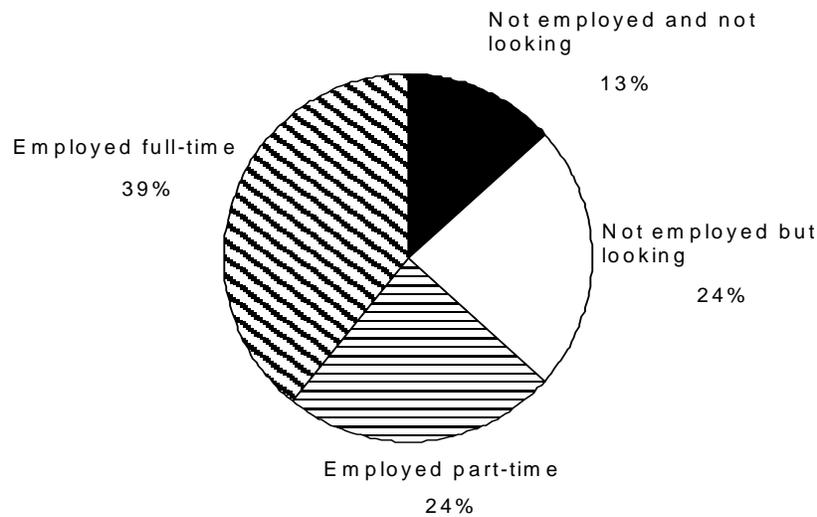
A higher percentage of E1-E3 spouses looked for employment in the last 12 months (69%) than E4 (59%) or E5 (54%) spouses.

Asian spouses were the least likely to have looked for employment “in the last 12 months” (48%), in contrast to Black (63%), “Other” (61%), White (58%), and Hispanic (56%) spouses.

Current Employment Status

Only nine percent of spouses did not work or seek work in the last year or express a desire to work. Of the remaining 91% who were in the labor force in the past year or who wanted or needed employment, 13% were neither employed nor seeking employment currently, 24% were not employed but seeking employment, another 24% were currently employed part-time, and 39% were currently employed full-time.

Figure 3-10.
Current Employment Status²

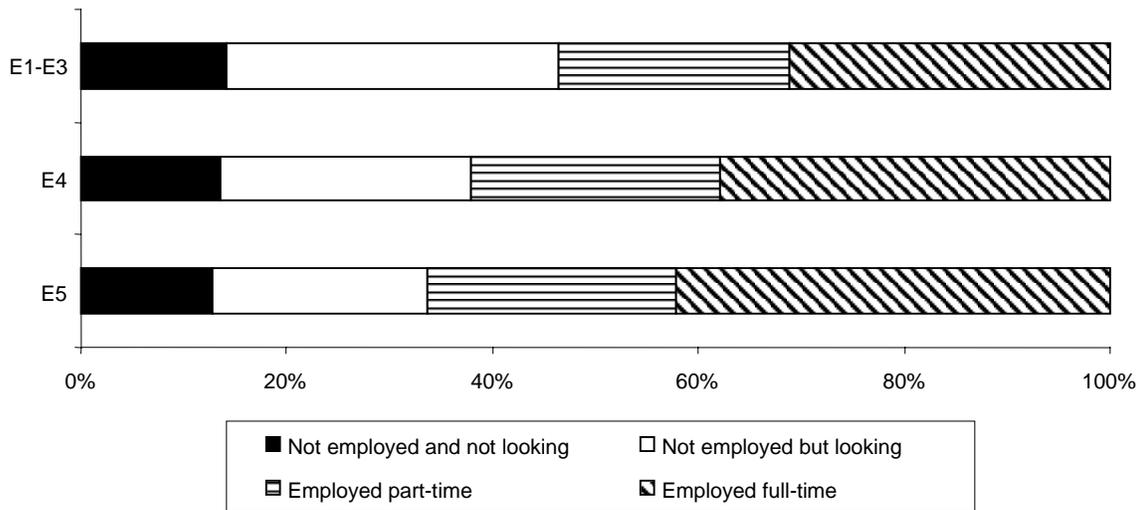


² Excludes spouses who were not in the labor force in the last 12 months and who did not want or need to work for pay.

Of the 91% who were in the labor force in the past year or who wanted or needed employment, 10% currently held more than one job and 9% were self-employed.

More E5 spouses (42%) were employed full-time than were E4 (38%) or E1-E3 (31%) spouses. Being not employed but seeking employment was more common among E1-E3 spouses (32%) than among E4 (24%) or E5 (21%) spouses.

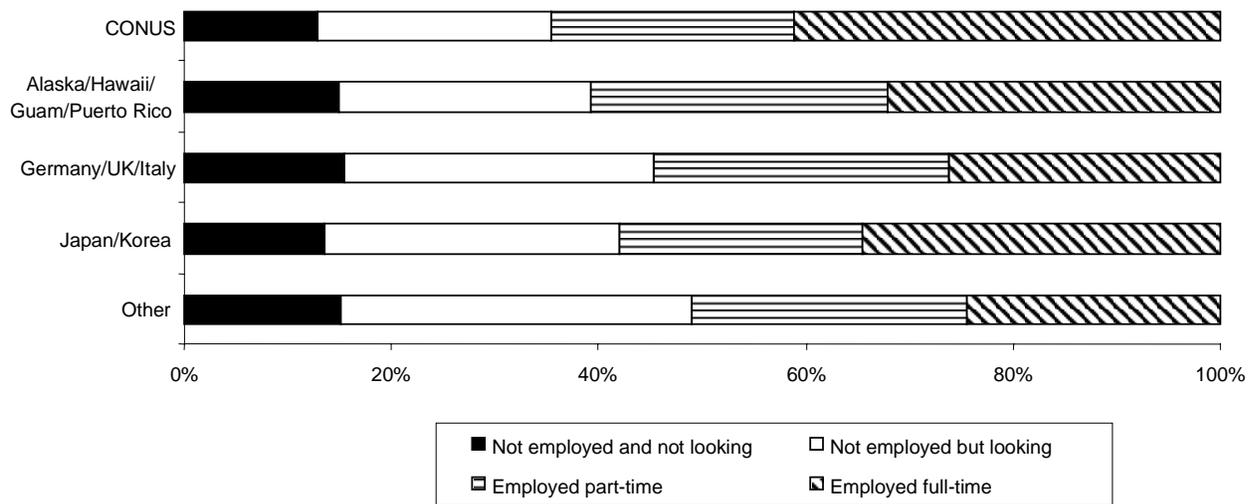
Figure 3-11.
Current Employment Status, by Paygrade³



³Excludes spouses who were not in the labor force in the last 12 months and who did not want or need to work for pay.

Spouses in CONUS (41%), Japan/Korea (35%), and Alaska/Hawaii/Guam/Puerto Rico (32%) were more likely to be employed full-time than were spouses in Germany/UK/Italy (26%) and “Other” locations (25%). Spouses in Alaska/Hawaii/Guam/Puerto Rico (29%), Germany/UK/Italy (28%), and “Other” locations (27%) were more likely to be employed part-time than were spouses in CONUS (23%) and Japan/Korea (24%). Spouses in “Other” locations (34%), Germany/UK/Italy (30%), and Japan/Korea (28%) were more likely to be not employed but looking than were spouses in CONUS (23%) and Alaska/Hawaii/Guam/Puerto Rico (24%).

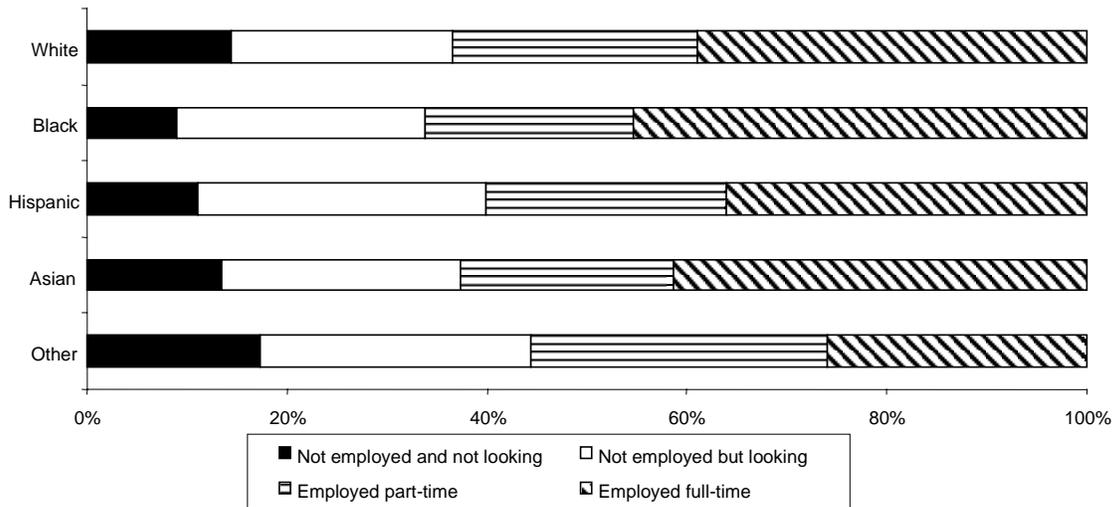
Figure 3-12.
Current Employment Status, by Location⁴



⁴Excludes spouses who were not in the labor force in the last 12 months and who did not want or need to work for pay.

Black (9%) and Hispanic (11%) spouses were less likely to be unemployed and not looking than were other spouses (13-17%). Hispanic (29%) and “Other” (27%) spouses were somewhat more likely to be not employed but looking than were spouses in the other racial/ethnic groups (22-25%). “Other” (30%) spouses were more likely to be employed part-time than were White, Black, Hispanic, and Asian spouses (21-25%). Black (45%) spouses were more likely to be employed full-time than Asian (41%), White (39%), Hispanic (36%), and “Other” (26%) spouses.

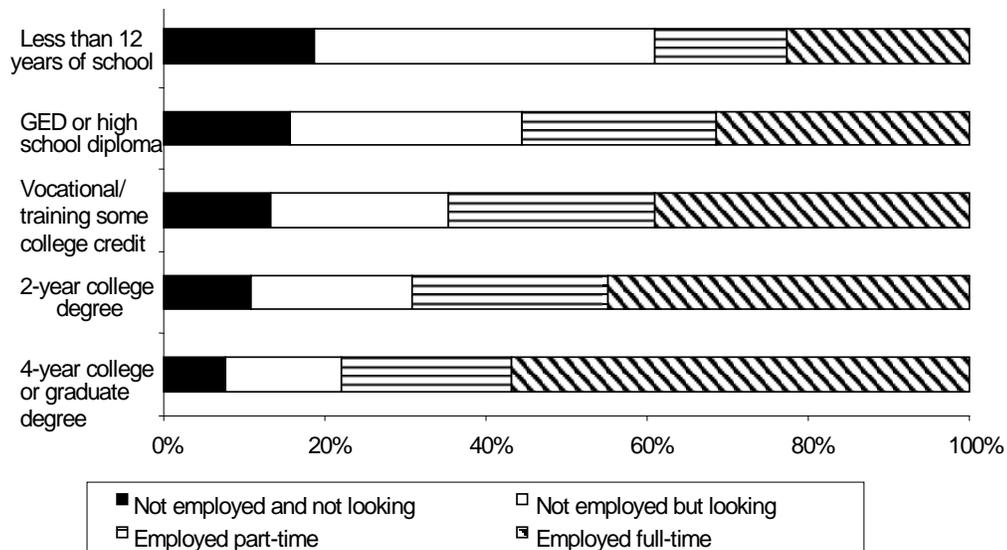
Figure 3-13.
Current Employment Status, by Race/Ethnicity⁵



⁵Excludes spouses who were not in the labor force in the last 12 months and who did not want or need to work for pay.

Spouses with higher levels of education were more likely to be employed full-time. Over half (57%) of those with a 4-year college or graduate degree were employed full-time, in contrast to 45% of those with a 2-year college degree, 39% of those with some college/vocational training, 31% of those with a high school diploma/GED, and 23% of those with less than 12 years of school. Spouses with lower levels of education were progressively more likely to be not employed and not looking: 4-year college or graduate degree (8%), 2-year college degree (11%), some college/vocational training (13%), high school diploma/GED (16%), and less than 12 years of school (19%). They were also more likely to be not employed but looking: 4-year college or graduate degree (14%), 2-year college degree (20%), some college/vocational training (22%), high school diploma/GED (29%), and less than 12 years of school (19%).

Figure 3-14.
Current Employment Status, by Education⁶



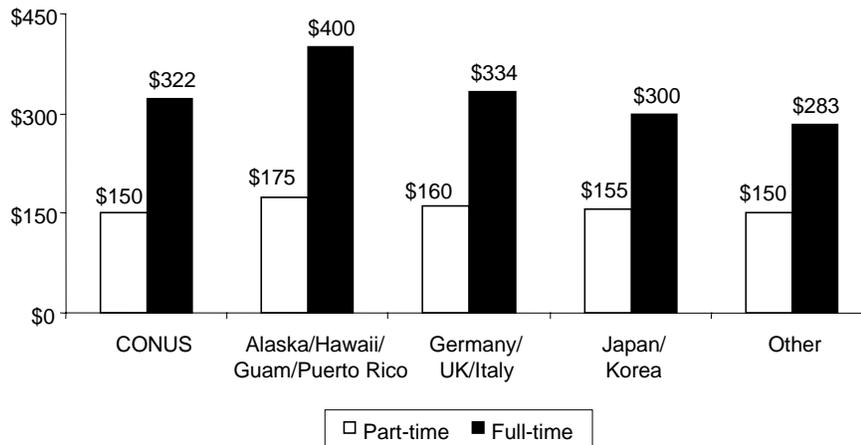
⁶ Excludes spouses who were not in the labor force in the last 12 months and who did not want or need to work for pay.

Current Weekly Earnings

Overall, spouses' median weekly earnings from their current job(s) were \$336 for those employed full-time and \$150 for those employed part-time. For spouses who were working full-time, the higher the spouse's paygrade, the higher her or his weekly median pay: \$350 for E5 spouses, \$320 for E4s, and \$300 for E1-E3s.

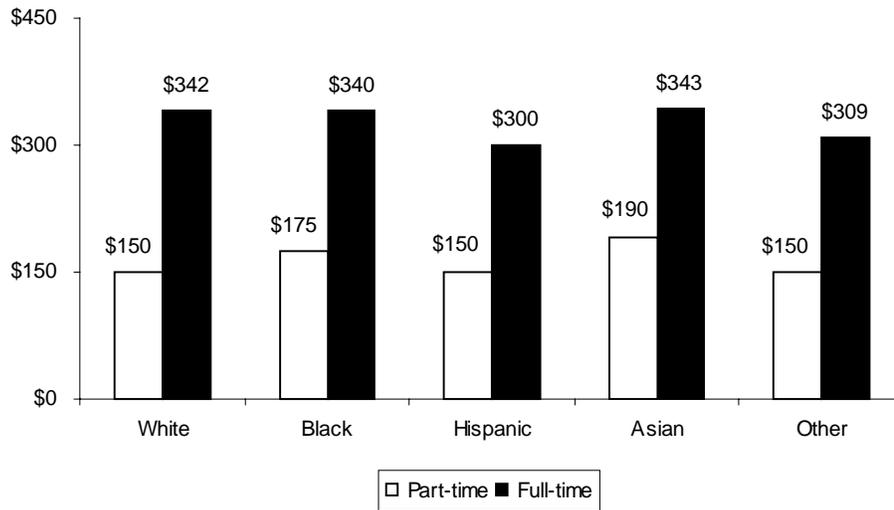
Spouses working either full-time or part-time in Alaska/Hawaii/Guam/Puerto Rico had the highest median weekly pay compared to other locations. Higher weekly wages, however, do not necessarily translate into greater purchasing power as spouses' cost of living may vary by location.

Figure 3-15.
Part-Time vs. Full-Time Median Weekly Pay, by Location



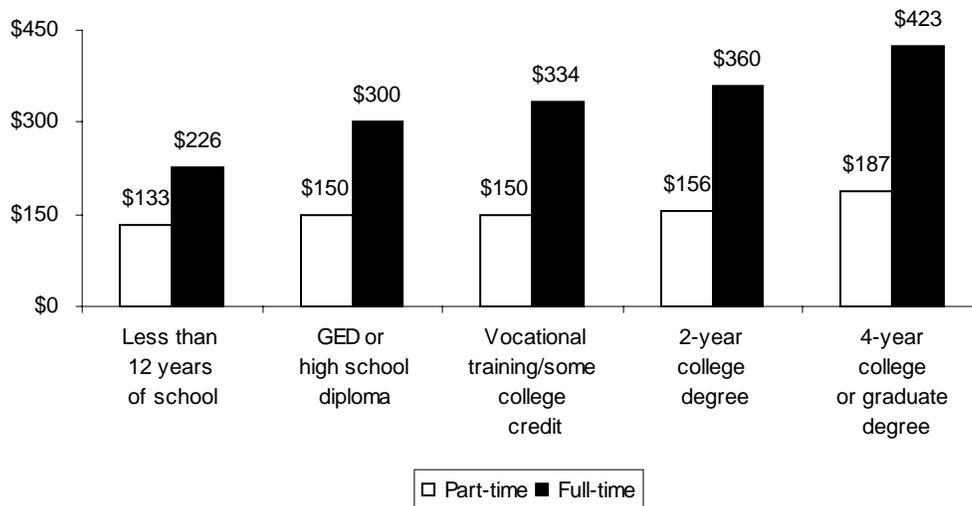
Hispanic and “Other” spouses who worked full-time had lower median weekly pay than did White, Black or Asian spouses. Asians had the highest median weekly income for both part-time and full-time workers compared to other racial/ethnic groups.

Figure 3-16.
Part-Time vs. Full-Time Median Weekly Pay, by Race/Ethnicity



The higher the educational level of the spouse, the higher her or his full-time median pay, with a high of \$423 for full-time work and \$187 for part-time work for spouses with 4-year college or graduate degree, and a low of \$226 for full-time work and \$133 for part-time work for spouses with less than 12 years of school.

Figure 3-17.
Part-Time vs. Full-Time Median Weekly Pay, by Education



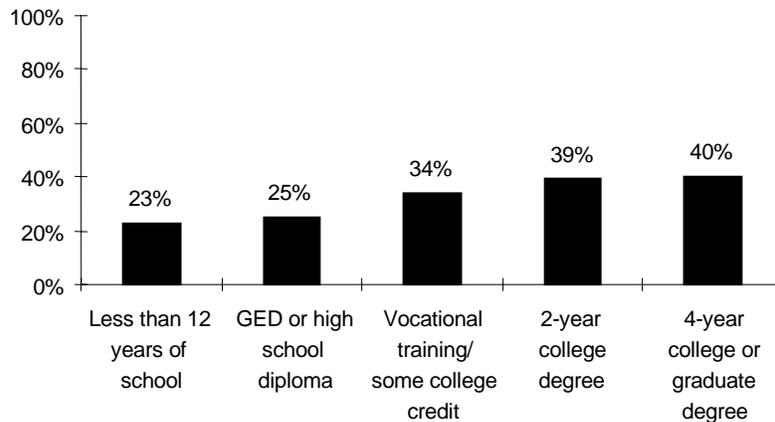
Volunteer Work

Volunteer work can help spouses keep current job skills and gain new skills. Overall, one third of spouses (n = 310,272) volunteered during the last 12 months.

The higher the military member's paygrade, the more likely that the spouse volunteered. Over one third of E5 spouses (37%) volunteered in the past 12 months, compared with 28% of E4 spouses and 25% of E1-E3 spouses. Spouses who were employed part-time (36%) and those not employed but seeking employment (34%) were more likely to volunteer than those employed full-time (31%) or those not employed and not looking (29%).

The higher the spouse's educational level, the more likely that he or she volunteered. The largest differences occurred between high school and some postsecondary experience, and between some postsecondary experience and completion of a degree.

Figure 3-18.
Participated in Volunteer Work in Last 12 Months, by Education



Desire to Work More Hours

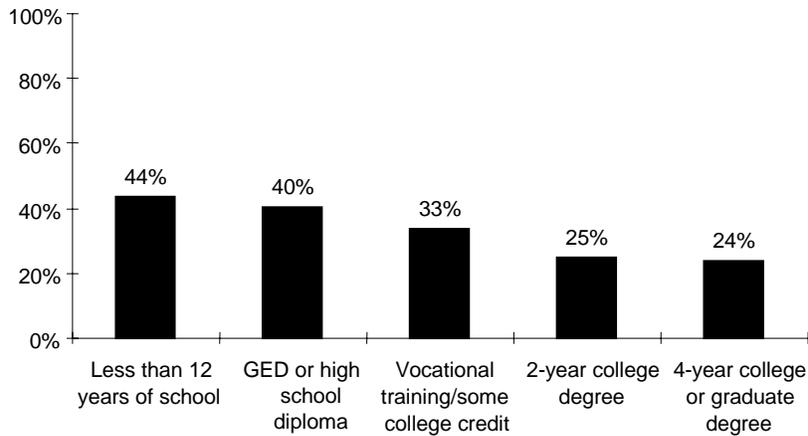
Among spouses who were working (n = 175,379), one third wanted to work more hours per week. The lower the military member's paygrade, the greater the spouse's desire to work additional hours—E1-E3 (40%), E4 (36%), and E5 (30%)—perhaps because these spouses were less likely to be currently working full-time (see Figure 3-17).

Spouses in Germany/UK/Italy (42%)—who were among the least likely to be employed full-time—expressed a greater desire to work more hours per week than spouses in CONUS (32%), “Other” locations (35%), Alaska/Hawaii/Guam/Puerto Rico (36%), and Japan/Korea (37%). As already shown in Figure 3-12, CONUS spouses were the most likely to be employed full-time.

White spouses (28%) were the least likely to want to work additional hours per week, in contrast to Asian (42%), “Other” (42%), Black (39%), and Hispanic (39%) spouses.

Spouses with a 4-year college or graduate degree (24%) or a 2-year college degree (25%) expressed less interest in working more hours than did spouses with less than 12 years of school (44%), a high school diploma/GED (40%), or some college/vocational training (33%).

Figure 3-19.
Desire to Work More Hours, by Education

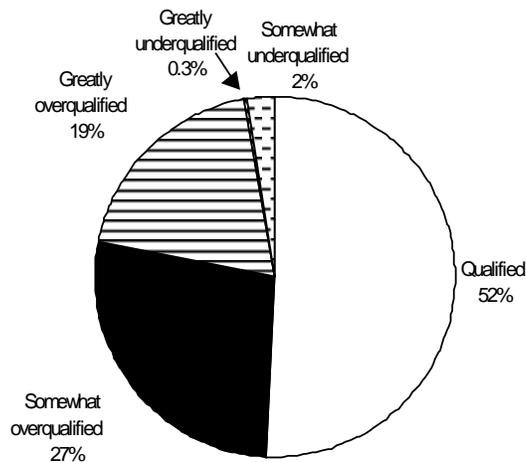


Recall that spouses with more education were more likely to be working full-time already (Figure 3-14).

Match of Current Job to Qualifications

The majority (52%) of working spouses (n = 175,379) believed their qualifications matched the professional requirements of their current primary job. Over one quarter (27%) believed they were somewhat overqualified, and close to one fifth (19%) believed they were greatly overqualified.

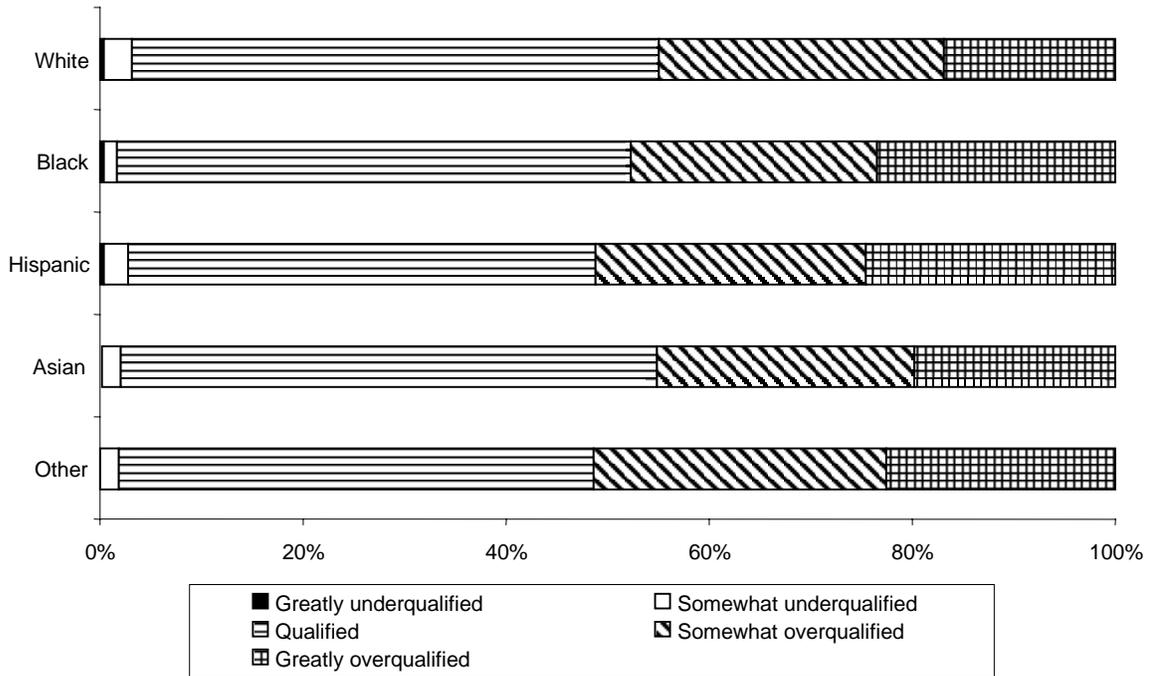
Figure 3-20.
Perceived Qualifications for Current Primary Job



Note. Total does not equal 100.0% due to rounding.

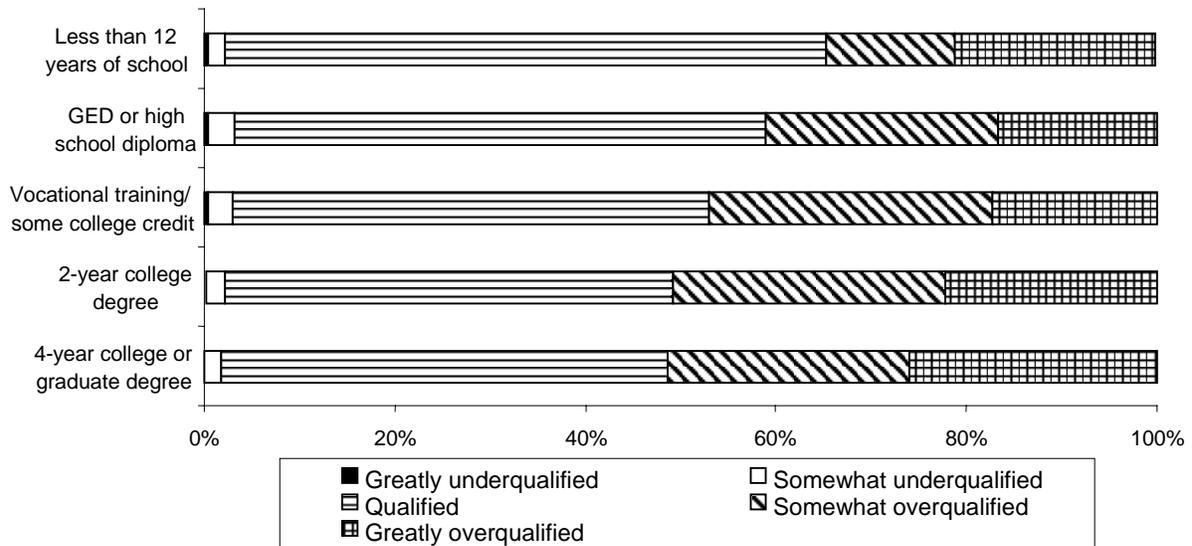
A higher percentage of Hispanic (25%), Black (23%), and “Other” (23%) spouses felt greatly overqualified for their current primary jobs than did White (17%) or Asian (20%) spouses.

Figure 3-21.
Perceived Qualifications for Current Primary Job, by Race/Ethnicity



A higher percentage of spouses with a 4-year college or graduate degree stated that they were greatly overqualified for their current job (26%) than spouses of other educational levels (17-22%). A higher percentage of spouses with less than 12 years of school believed that they were qualified for their current job (63%) than did spouses of other educational levels (47-56%).

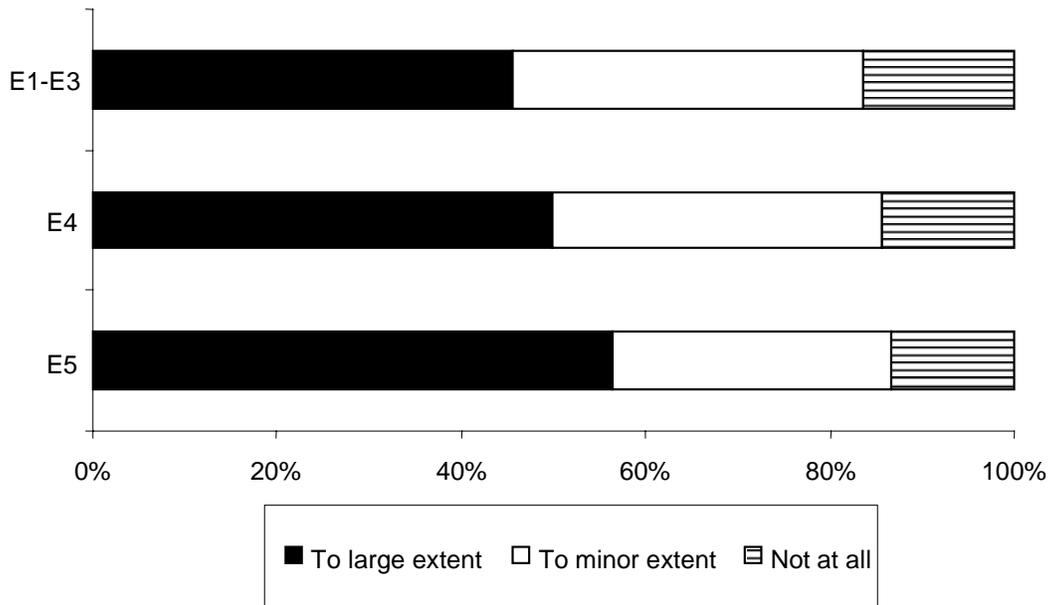
Figure 3-22.
Perceived Qualifications for Current Primary Job, by Education



Use of Skills and Training in Current Job

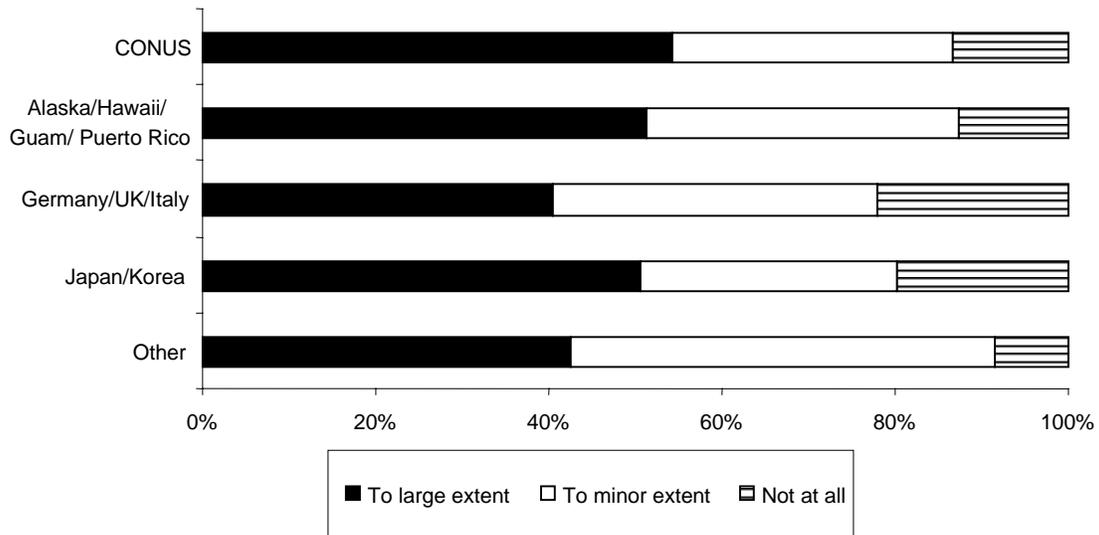
The majority (53%) of working spouses (n = 175,379) believed their current primary jobs allowed them to use their skills and training to a large extent. An additional 33% believed they used their skills and training to a minor extent. E5s (56%) were more likely than E4s (50%) or E1-E3s (45%) to feel they used their skills and training to a large extent. (The more general issue of skills and training is discussed in Chapter 4.)

Figure 3-23.
Use of Skills and Training in Current Job, by Paygrade



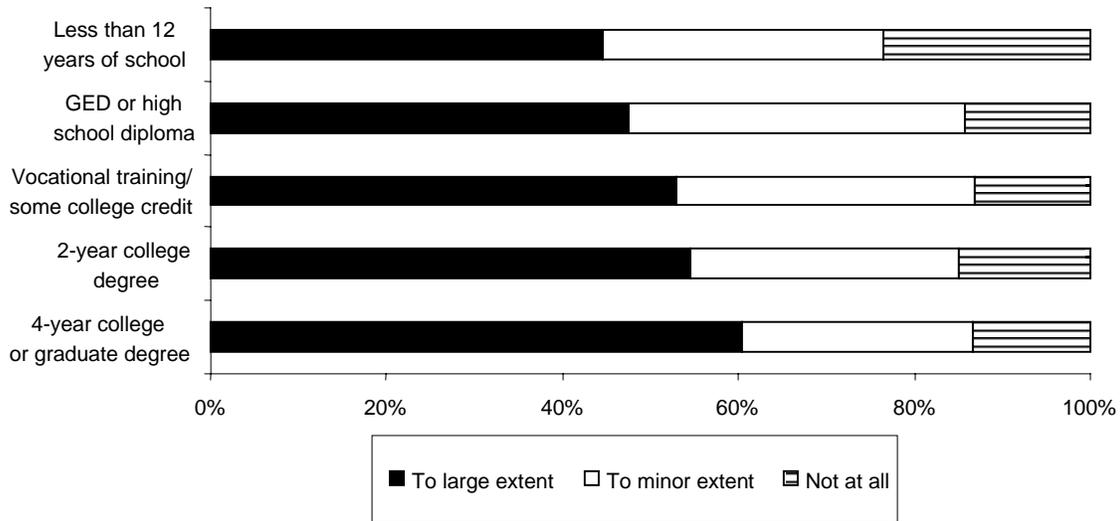
A higher percentage of working spouses living in CONUS (54%), Alaska/Hawaii/Guam/Puerto Rico (51%), and Japan/Korea (50%) believed they used their skills and training to a large extent than did spouses in Germany/UK/Italy (41%) or in “Other” locations (43%). Spouses in Germany/UK/Italy (22%) and Japan/Korea (20%) were more likely to believe that they did not use their skills at all than were spouses in CONUS (14%), Alaska/Hawaii/Guam/Puerto Rico (13%), and “Other” locations (9%).

Figure 3-24.
Use of Skills and Training in Current Job, by Location



Spouses with progressively higher levels of education were increasingly likely to believe they used their skills and training to a large extent in their current primary job: 4-year college or graduate degree (60%), 2-year college degree (54%), some college/vocational training (53%), high school diploma/GED (47%), and less than 12 years of school (45%).

Figure 3-25.
Use of Skills and Training in Current Job, by Education



Current Occupation

Nearly one third of the working spouses (n = 175,379) had clerical jobs, 14% had service-related jobs, and 15% had professional or managerial jobs. The spouses’ occupational profile follows:

- Clerical (31%); for example, bank teller, bookkeeper, secretary, cashier, customer service representative
- Service (14%); for example, beautician, practical nurse, private household worker, waitress, food service worker, teacher’s aide
- “Other” (10%)
- Child development worker (9%)
- Sales (8%); for example, salesperson, real estate broker
- Professional (8%); for example, social worker, accountant, computer programmer, artist, registered nurse, engineer, librarian, writer
- Manager, administrator (7%); for example, sales manager, office manager, school administrator, government official, restaurant manager
- Technical (5%); for example, draftsperson, medical or dental technician, computer operator, desktop publisher, paralegal

For every paygrade of the military member, clerical and service occupations were the top two categories of jobs for the member's spouse.

Table 3-1.
Spouse Occupation, by Paygrade of Military Member

Occupation	E1-E3	E4	E5
Clerical	29%	31%	31%
Service	16%	14%	13%
Child Development	9%	9%	8%
School Teacher	2%	2%	3%
Technical	4%	5%	5%
Sales	8%	9%	7%
Crafts	1%	2%	1%
Laborer	3%	2%	1%
Manager/Administrator	6%	7%	8%
Operative	3%	2%	2%
Professional	4%	6%	9%
Advanced Professional	0%	0%	0%
Proprietor/Owner	0%	1%	1%
Other	14%	9%	10%

A clerical job was the most prevalent occupation of spouses in every location.

Table 3-2.
Spouse Occupation, by Location

Occupation	CONUS	Alaska/Hawaii/ Guam/Puerto Rico	Germany/ UK/Italy	Japan/ Korea	Other
Clerical	31%	30%	31%	27%	26%
Service	14%	12%	16%	15%	5%
Child Development	8%	11%	16%	15%	9%
School Teacher	2%	3%	2%	8%	8%
Technical	4%	5%	4%	2%	1%
Sales	8%	10%	8%	6%	12%
Crafts	1%	1%	2%	2%	0%
Laborer	2%	2%	2%	3%	7%
Manager/Administrator	8%	6%	5%	7%	3%
Operative	2%	1%	1%	1%	2%
Professional	8%	7%	3%	4%	3%
Advanced Professional	0%	1%	0%	0%	1%
Proprietor/Owner	1%	1%	0%	0%	2%
Other	10%	11%	9%	10%	21%

Clerical work was the principal occupation of spouses in each of the racial/ethnic groups.

Table 3-3.
Spouse Occupation, by Race/Ethnicity

Occupation	White	Black	Hispanic	Asian	Other
Clerical	31%	31%	33%	34%	25%
Service	14%	12%	13%	19%	14%
Child Development	8%	11%	8%	6%	10%
School Teacher	3%	4%	2%	2%	1%
Technical	4%	4%	6%	4%	4%
Sales	9%	5%	8%	5%	11%
Crafts	1%	1%	1%	1%	1%
Laborer	1%	2%	2%	2%	4%
Manager/Administrator	9%	6%	4%	2%	6%
Operative	1%	4%	2%	4%	1%
Professional	8%	7%	3%	10%	8%
Advanced Professional	0%	0%	0%	0%	0%
Proprietor/Owner	1%	0%	1%	1%	1%
Other	9%	10%	15%	10%	13%

Clerical occupations were the most prevalent among spouses with some college or vocational training (36%), a 2-year college degree (31%), or a high school diploma or GED (31%). Spouses with a 4-year college or graduate degree were the most likely to have professional occupations (25%). They were also more likely to be schoolteachers than were spouses with less education (13%). Only among spouses with less than 12 years of school were service positions the most commonly held jobs (29%). From 7% to 9% of spouses across all educational levels worked in sales. With the exception of spouses with less than 12 years of school (4%), nearly identical percentages of spouses across educational levels served as managers/administrators (7-8%).

Table 3-4.
Spouse Occupation, by Education

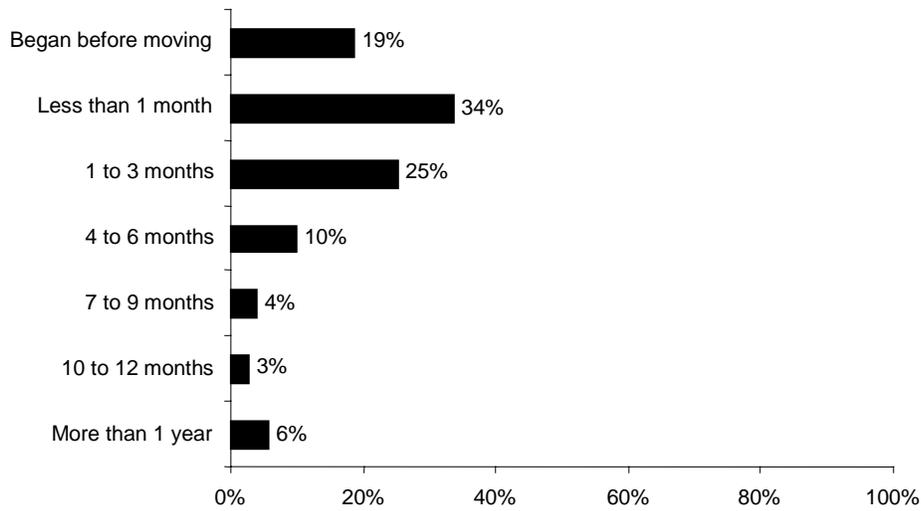
Occupation	Less than 12 years of school	GED or high school diploma	Vocational training/ some college credit	2-year college degree	4-year college or graduate degree
Clerical	22%	31%	36%	31%	20%
Service	29%	17%	14%	14%	6%
Child Development	9%	11%	9%	8%	6%
School Teacher	0%	0%	1%	1%	13%
Technical	0%	2%	5%	7%	4%
Sales	8%	8%	9%	7%	7%
Crafts	5%	1%	2%	0%	1%
Laborer	7%	4%	2%	0%	0%
Manager/Administrator	4%	7%	7%	8%	7%
Operative	3%	4%	2%	1%	1%
Professional	0%	1%	3%	15%	25%
Advanced Professional	0%	0%	0%	0%	1%
Proprietor/Owner	2%	1%	1%	0%	1%
Other	13%	13%	10%	6%	8%

4. Job Search Attitudes, Behavior, and Needs

Timing of Job Search

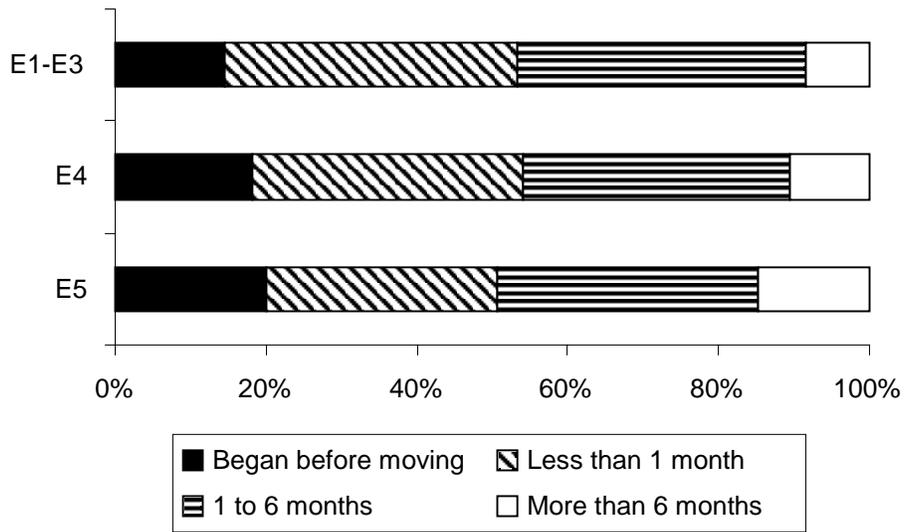
Of those military spouses who searched for a job at some point after they learned about their relocation (n = 209,709), a majority (53%) began searching rather quickly. Nearly 1 in 5 (19%) spouses began their job search before they relocated to their current posting, and slightly more than one third (34%) commenced their job hunting less than 1 month after their relocation.

Figure 4-1
Timing of Job Search



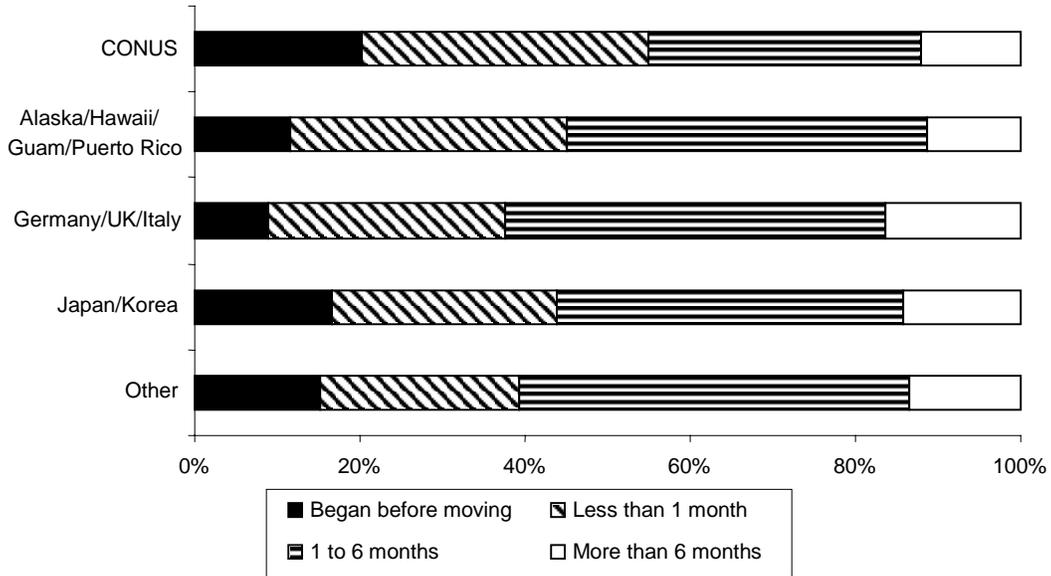
Spouses at the E5 and E4 levels began their job searches earlier than did E1-E3 spouses, more often beginning their searches before they moved (E5 20% and E4 18% vs. E1-E3 15%). E5 spouses also continued their job searches for longer periods of time than did other spouses, with a significantly greater number of E5 spouses (15%) than E1-E4 spouses (8-11%) involved in active job searches for more than 6 months.

Figure 4-2.
Timing of Job Search, by Paygrade



Of those spouses who searched for jobs at their present locations, more spouses (55%) located in CONUS than in any other geographical location began their job searches almost immediately, with fully 1 in 5 beginning their search before they moved. Spouses located in Alaska/Hawaii/Guam/Puerto Rico—as well as those located in Europe, Asia, and “Other” parts of the world—were more likely to begin their job searches 1 to 6 months after relocating.

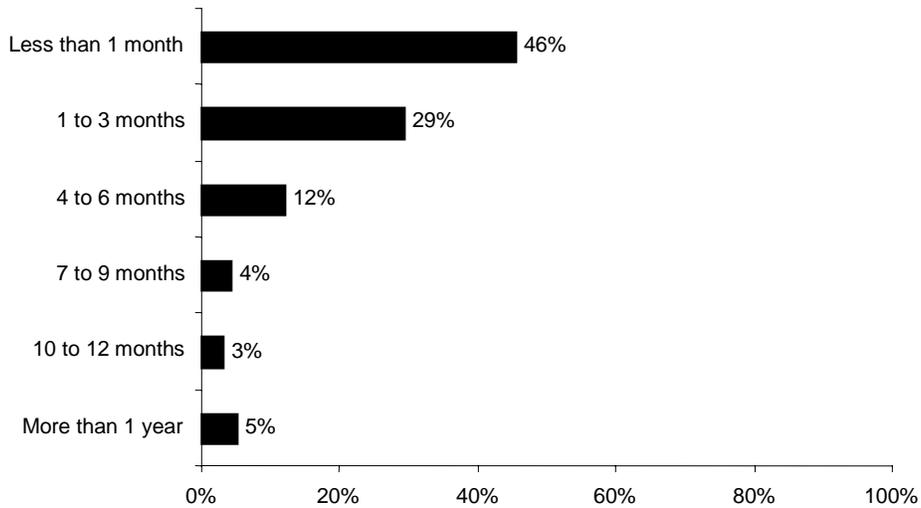
Figure 4-3.
Timing of Job Search, by Location



Time Needed to Find a Job

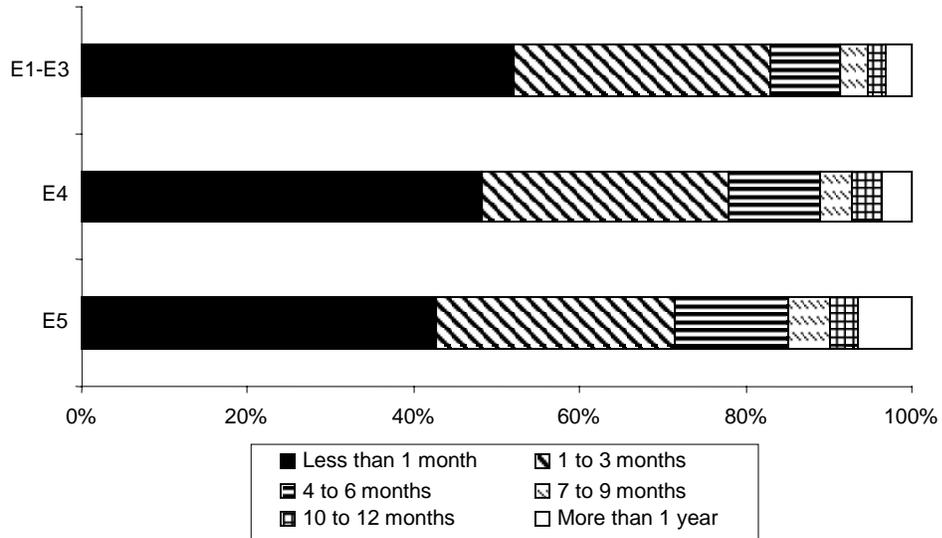
Nearly half of the spouses (46%) found their primary job in less than 1 month from the time they started their job search (n = 175,379). Twenty-nine percent took 1 to 3 months to find their current primary job. For 5%, successful job finding took more than 1 year.

Figure 4-4.
Time Needed to Find Job



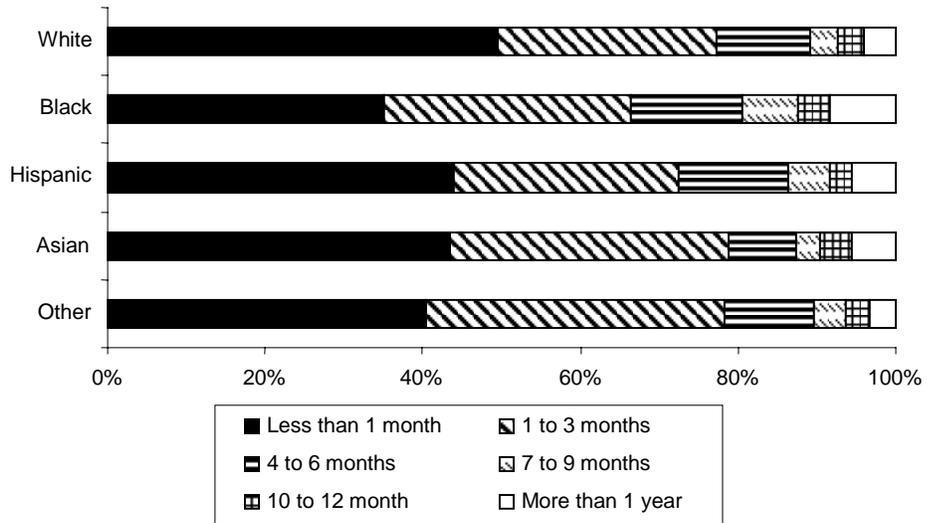
Spouses at the E1-E3 paygrades found their current jobs in substantially shorter periods of time than did spouses at higher paygrades; 52% of E1-E3 spouses found jobs in less than 1 month, compared to 43% of E5 spouses and 48% of E4 spouses. E5 spouses took longer than spouses at lower paygrades to find their current jobs, with 6% of E5 spouses looking for more than 1 year, compared to 4% of E4 spouses and 3% of E1-E3 spouses.

Figure 4-5.
Time Needed to Find Job, by Paygrade



Black spouses took longer than did spouses of most other racial/ethnic groups to find their current jobs. While 50% of White, 44% of Hispanic, and 43% of Asian spouses found their jobs less than 1 month from the time they began their job search, only 35% of Black spouses found their current position within this time frame. Also, 8% of Black spouses took more than 1 year to find their current job, compared with 4% of White and 3% of “Other” spouses.

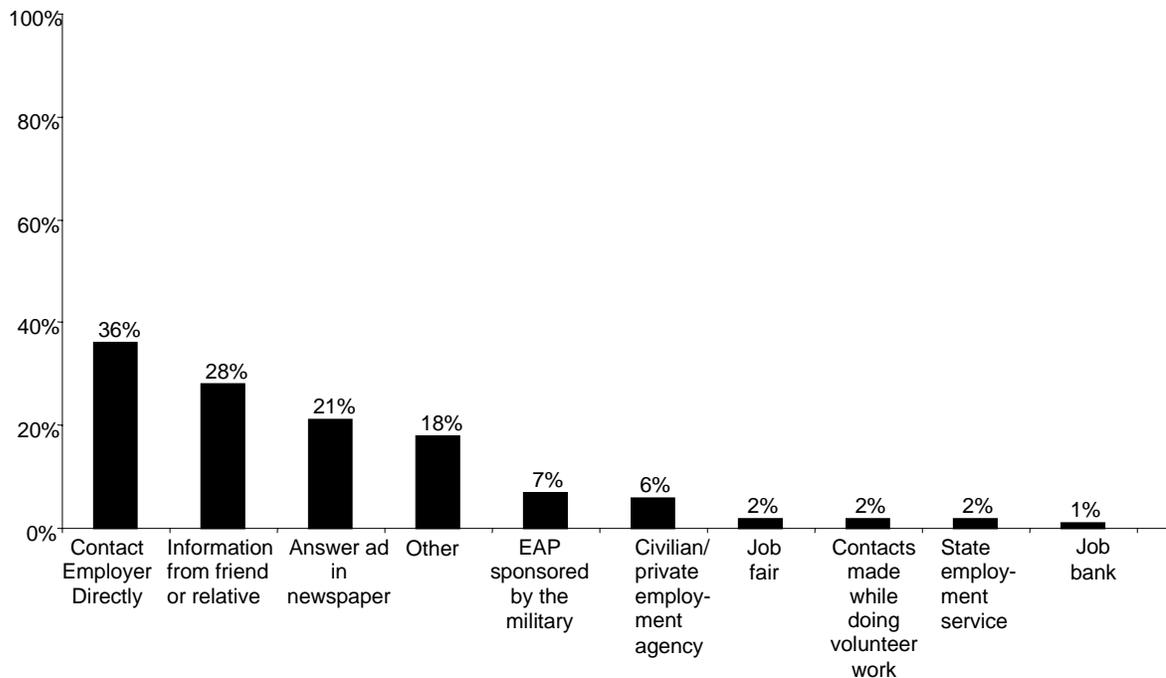
Figure 4-6.
Time Needed to Find Job, by Race/Ethnicity



Successful Job Search Strategies

Spouses (n = 175,379) found their current jobs in three principal ways: by directly contacting employers (36%), through information provided by friends or relatives (28%), and by answering ads published in newspapers or trade journals (21%). It should be noted that these three ways are not mutually exclusive. Job banks were the least useful means for spouses finding their current job (only 1% of spouses successfully used this approach), followed by job fairs, volunteering, and the state employment service (only 2% of spouses cited each of these approaches). The Employment Assistance Program was cited by only 7% of spouses as the vehicle for finding their current job.

Figure 4-7.
Successful Job Search Strategies



There were no significant distinctions among spouses in different paygrades in their utilization of job search strategies, save in the area of volunteering. Some 3% of E5 spouses found jobs through contacts made while volunteering, compared to 1% of E1-E4 spouses.

Spouses' success in gaining employment through answering newspaper ads varied with geographic location. While 22% of CONUS and Alaska/Hawaii/Guam/Puerto Rico spouses found their current jobs through answering ads published in newspapers and trade journals, only 6% of spouses in Germany/UK/Italy, 11% of spouses in Japan/Korea, and 10% of spouses in "Other" locations successfully employed this strategy.

Spouses in different parts of the world were about equally likely to have found their current jobs through directly contacting employers. This approach was successfully used by slightly more than one third of the spouses—rendering it the most productive job finding strategy for military spouses.

Significantly higher percentages of spouses outside the United States and its territories found jobs through contacts made while volunteering. Spouses located in Germany/UK/Italy (7%), Japan/Korea (4%), and “Other” locations (8%) reported finding their current jobs in this manner. In contrast, only 1% of CONUS spouses and 2% of spouses in Alaska/Hawaii/Guam/Puerto Rico reported finding their current jobs as a result of volunteer work.

The Employment Assistance Program (EAP) was most valuable as a job finding source for spouses outside CONUS and Alaska/Hawaii/Guam/Puerto Rico. Nineteen percent of Germany/UK/Italy spouses found their current jobs through the EAP, as did 18% of Japan/Korea spouses and 15% of spouses in “Other” locations. Only 5% of CONUS and 10% of Alaska/Hawaii/Guam/Puerto Rico spouses found their jobs through EAP.

Table 4-1.
Successful Job Search Strategies, by Location

Job search strategy	CONUS	Alaska/Hawaii/ Guam/ Puerto Rico			
		Germany/ UK/Italy	Japan/ Korea	Other	
Answer ad in newspaper	22%	22%	6%	11%	10%
Contact employer directly	36%	37%	37%	35%	32%
Job fair	2%	2%	3%	0%	0%
Information from friends and relatives	27%	28%	27%	30%	31%
Contacts made while doing volunteer work	1%	2%	7%	4%	8%
Civilian/private employment agency	6%	5%	5%	5%	4%
EAP	5%	10%	19%	18%	15%
State employment service	3%	1%	0%	1%	3%
Job bank	0%	0%	1%	1%	0%
Other	18%	19%	19%	17%	28%

Spouses of different races employed somewhat distinct job search strategies. Asian (35%) and Hispanic (33%) spouses successfully utilized information from friends and relatives in their job search to a greater extent than did Black (27%), White (26%), and “Other” (25%) spouses. Black (10%) and Hispanic (9%) spouses were more likely to have found their current job through the EAP than were White spouses (6%), Asian spouses (6%), and “Other” spouses (7%).

Table 4-2.
Successful Job Search Strategies, by Race/Ethnicity

Job search strategy	White	Black	Hispanic	Asian	Other
Answer ad in newspaper	21%	19%	19%	20%	25%
Contact employer directly	37%	32%	34%	37%	31%
Job fair	1%	4%	2%	1%	1%
Information from friends and relatives	26%	27%	33%	35%	25%
Contacts made while doing volunteer work	2%	1%	2%	2%	4%
Civilian/private employment agency	6%	8%	5%	6%	5%
EAP	6%	10%	9%	6%	7%
State employment service	2%	4%	2%	1%	2%
Job bank	1%	1%	1%	0%	0%
Other	19%	18%	14%	13%	24%

Spouses with differing levels of educational attainment focused on distinctive mixes of job search strategies. The higher the spouses’ level of education, the more likely they were to find their current jobs through answering published ads. Percentages of spouses utilizing this approach ranged from 15% of spouses with less than 12 years of school through 20% of spouses with vocational training and some college credit to 23% for graduates of 4-year colleges or holders of graduate degrees. Volunteering and job fairs best served the more highly educated spouses as a vehicle for job finding, with volunteering leading to jobs for 4% of spouses with 4-year college degrees and job fairs resulting in jobs for 3% of these spouses. Civilian/private employment agencies were most successful at finding jobs for the more highly educated spouses. While 7% of spouses with 4-year college degrees gained their positions with the help of civilian/private employment agencies, only 2% of spouses with less than 12 years of school gained their jobs with employment agency help.

Spouses with less than 12 years of school more frequently found their jobs as a result of information conveyed by a friend or relative (35%) than did more highly educated spouses (24% of 4-year college graduates or graduate degree holders). The EAP proved most successful as a job-locating source for spouses with vocational training/some college credit (8%), followed by 2-year college degree graduates (6%) and GED or high school graduates (6%). For spouses at the least educated and most educated ends of the spectrum, the EAP was least successful (finding jobs for only 4% of these two categories of spouses). Spouses at all educational levels reported nearly equal measures of success in utilizing the state employment service to locate jobs (2% at the lower levels of educational attainment compared to 3% at the higher).

Table 4-3.
Successful Job Search Strategies, by Education

Job search strategy	Less than 12 years of school	GED or high school diploma	Vocational training/some college credit	2-year college degree	4-year college or graduate degree
Answer ad in newspaper	15%	18%	20%	23%	23%
Contact employer directly	29%	37%	35%	34%	37%
Job fair	0%	1%	2%	2%	3%
Info. from friends/relatives	35%	32%	27%	25%	24%
Contacts from volunteer work	1%	1%	2%	4%	4%
Civilian/private employment agency	2%	5%	6%	6%	7%
EAP	4%	6%	8%	6%	4%
State employment service	2%	2%	2%	3%	3%
Job bank	0%	0%	1%	1%	1%
Other	23%	17%	18%	18%	19%

Perception of Job Hunting Skills

While the majority of spouses (n = 278,628) were fairly confident in their abilities to identify job openings and match their skills with available opportunities, they sought assistance in developing new or enhanced occupational skills through training. About three out of ten spouses (29%) lacked confidence in their abilities to prepare a good résumé.

Nearly 70% of spouses agreed or strongly agreed that they knew how to find out where job openings existed, while 76% of spouses felt they knew the type of job to apply for. However, only 54% of spouses believed that they knew how to prepare a good résumé. Sixty-one percent of spouses indicated that they needed more information about the local job market.

Table 4-4.
Perception of Job Hunting Skills

	Strongly Disagree	Disagree	Neither agree/disagree	Agree	Strongly agree
I know how to find out where job openings exist	3%	11%	17%	46%	23%
I know what type of job to apply for	2%	8%	15%	47%	29%
I know how to prepare a good résumé	8%	21%	17%	34%	20%
I need more information about the local job market	5%	13%	22%	34%	27%

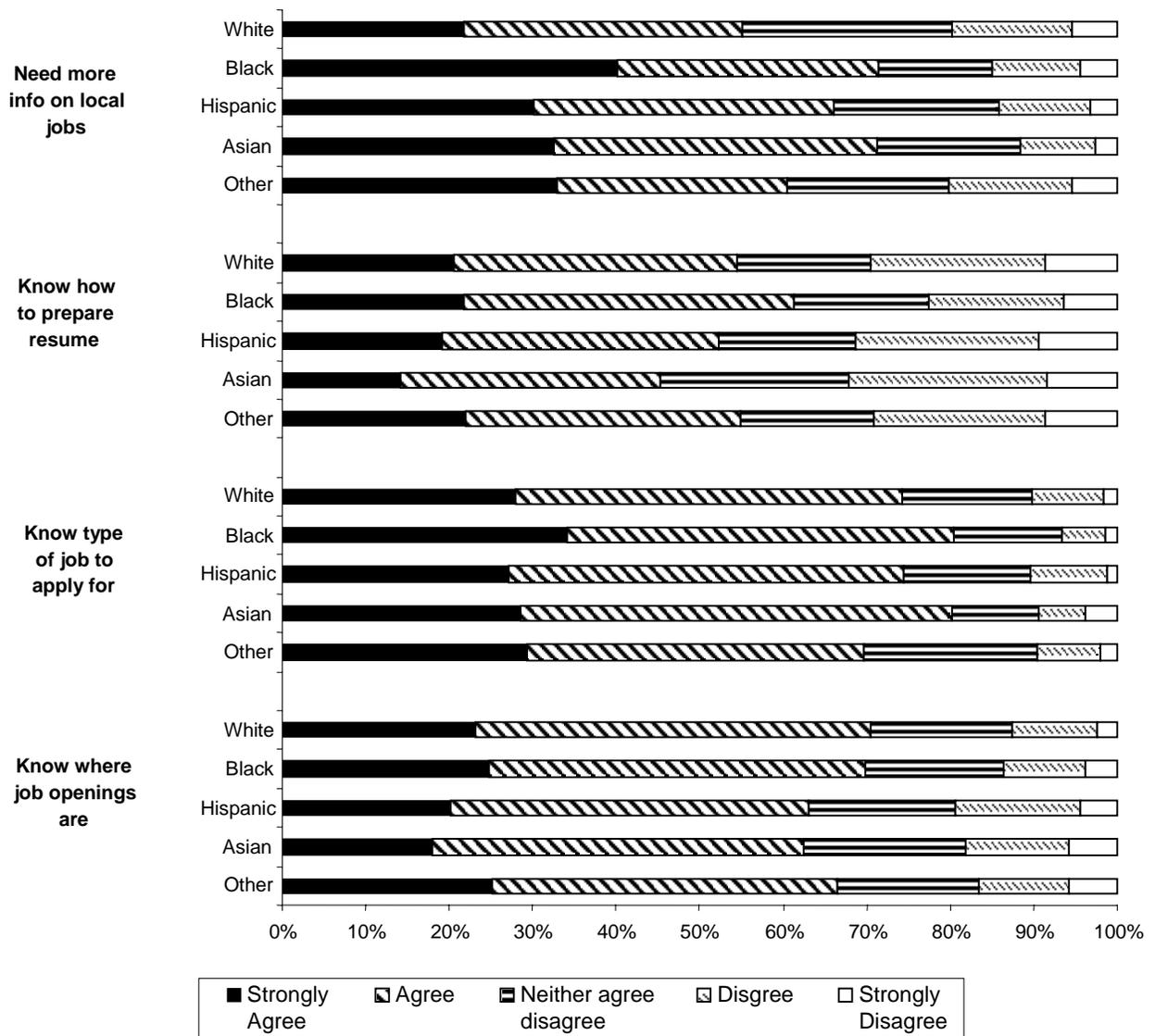
E1-E3 spouses felt more strongly than other spouses did that they needed more information concerning local jobs (68% either agreeing or strongly agreeing that they needed more information—as contrasted to 62% of E4 spouses and 57% of E5 spouses). E1-E4 spouses were less confident in their knowledge of résumé preparation than were E5 spouses (49% of E1-E3 spouses and 52% of E4 spouses either agreeing or strongly agreeing that they knew how to prepare a résumé—in contrast to 58% of E5 spouses). Significantly higher percentages of E4 (28%) and E5 (31%) spouses than E1-E3 spouses (24%) believed that they knew the type of job to apply for. Similarly, E4 and E5 spouses were more confident than E1-E3 spouses were about knowing where job openings are (25% and 21% of E5 and E4 spouses, respectively, strongly agreeing with this statement compared to 18% of E1-E3 spouses).

CONUS spouses, interestingly, were less confident in their ability to find job openings than were spouses in Alaska/Hawaii/Guam/Puerto Rico and Germany/UK/Italy. Only 68% agreed or strongly agreed that they knew how to find job openings as contrasted to 72% of spouses from other locations.

Germany/UK/Italy (65%) spouses were more likely than CONUS spouses (60%) were to agree that they needed information about the local job market. Japan/Korea spouses (49%) were less confident that they knew how to prepare a résumé than were spouses in Alaska/Hawaii/Guam/Puerto Rico (58%) and spouses in “Other” locations (62%). Spouses living in “Other” locations (87%) were more likely than any other spouses to agree that they knew what type of job to apply for; agreement by spouses living in other locations ranged from 74% to 77%.

Black spouses (72%) were especially likely to feel that they needed more information about the local job market, but this need was also felt by majorities of Hispanic (66%), “Other” (61%), and White (55%) spouses. Black spouses (61%) were the most confident and Asian spouses (45%) the least confident that they knew how to prepare a good résumé. Black (81%) and Asian (80%) spouses were most assured that they knew what type of job to apply for, followed by White (74%), Hispanic (74%), and “Other” (70%) spouses. Hispanic (63%) and Asian (63%) spouses were less confident that they knew how to find out where job openings exist than were Black (70%) and White (70%) spouses.

Figure 4-8.
Perception of Job Hunting Skills, by Race/Ethnicity



The higher the spouse's level of education, the more likely she or he was to have confidence in a wide range of job seeking competencies. While 54% of spouses with less than 12 years of school felt they knew where job openings were, 70% of spouses with vocational training or some college credit held this view and 77% of spouses with 4-year college or graduate degrees held this perspective.

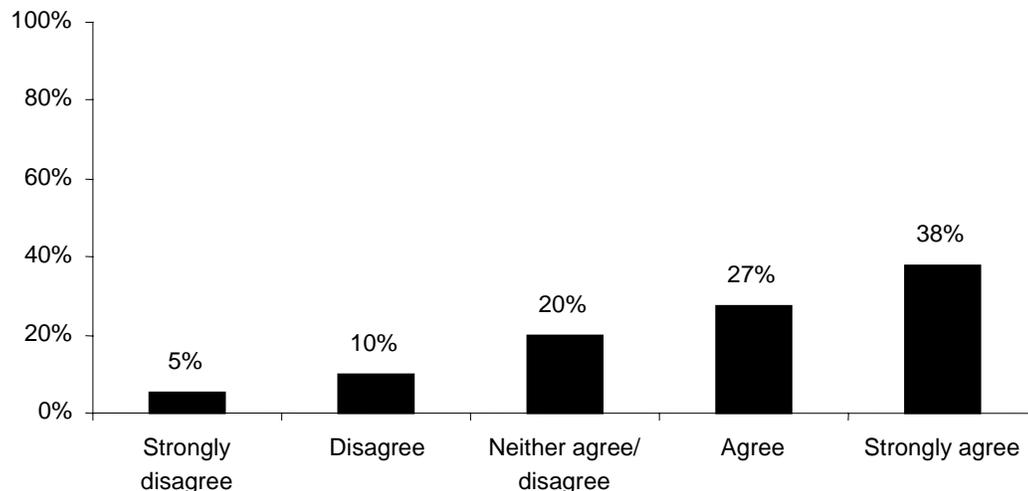
Only 58% of spouses with less than 12 years of school believed they knew what type of job to apply for, while 85% of spouses with 4-year college or graduate degrees held this view. Interestingly, there were no significant differences in the responses of spouses with 2-year and 4-year college degrees regarding knowledge of job openings and knowing what kind of job to apply for.

Not surprisingly, the more educated the spouses, the greater their confidence in their ability to prepare a good résumé: 23% of spouses with less than 12 years of school believed they could prepare such a résumé (7% of the group strongly agreed that they could) while 78% of spouses with 4-year college or graduate degrees expressed such confidence (36% strongly). The less well educated the spouse, the greater the interest she or he expressed in gaining more information about the local job market. Sixty-seven percent of spouses with less than 12 years of school asserted that they needed such information (34% strongly expressed this view) while 57% of spouses with a 4-year college or graduate degree needed such information (25% strongly agreeing with the sentiment).

Needs in the Job Search/Career Development Process

Sixty-five percent of the spouses (n = 278,628) indicated that they would like to get training in an occupation or in occupational skills (with 38% of the spouses strongly agreeing with this statement).

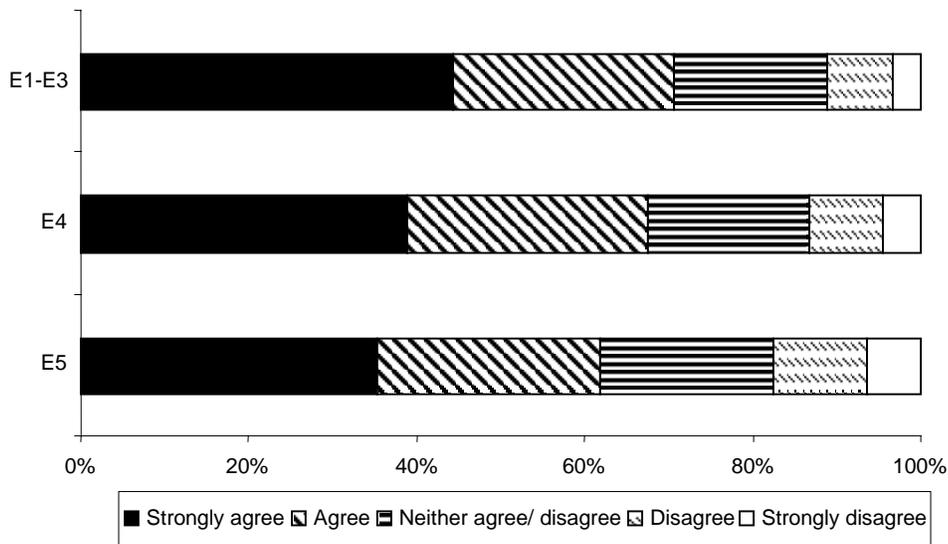
Figure 4-9.
Desire for Training in Occupation or Occupational Skills



While training was clearly an important need for spouses, one sixth (17%) of the spouses indicated that colleges and schools in the areas in which they lived did not offer the courses they needed, and 31% of the spouses did not know whether or not this was the case.

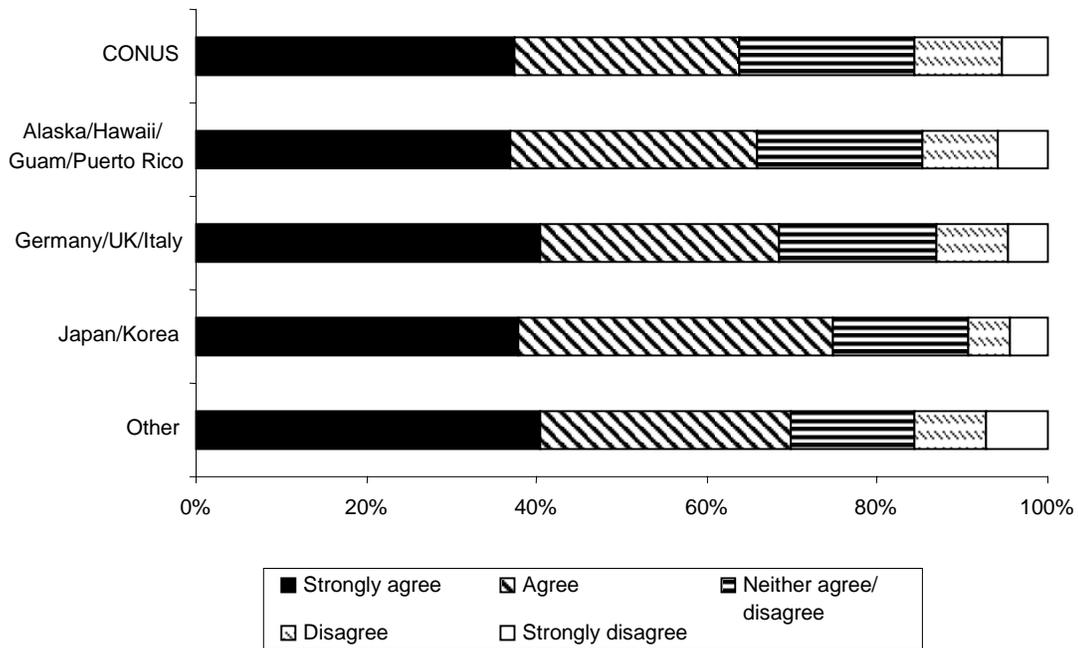
E1-E4 spouses were more likely to agree that they wanted training in an occupation than were spouses in the E5 paygrade, with 71% of E1-E3 spouses and 67% of E4 spouses either agreeing or strongly agreeing with this statement, compared to 62% of E5 spouses. However, a higher percentage of E1-E3 spouses did not know whether area colleges or schools offered the courses they needed (38%) than E4 (29%) or E5 (30%) spouses.

Figure 4-10.
Desire for Training in Occupation or Occupational Skills, by Paygrade



Japan/Korea-based spouses were most eager for training in an occupation or in occupational skills (75%), compared to spouses in Germany/UK/Italy, Alaska/Hawaii/Guam/Puerto Rico, and CONUS (64-69%).

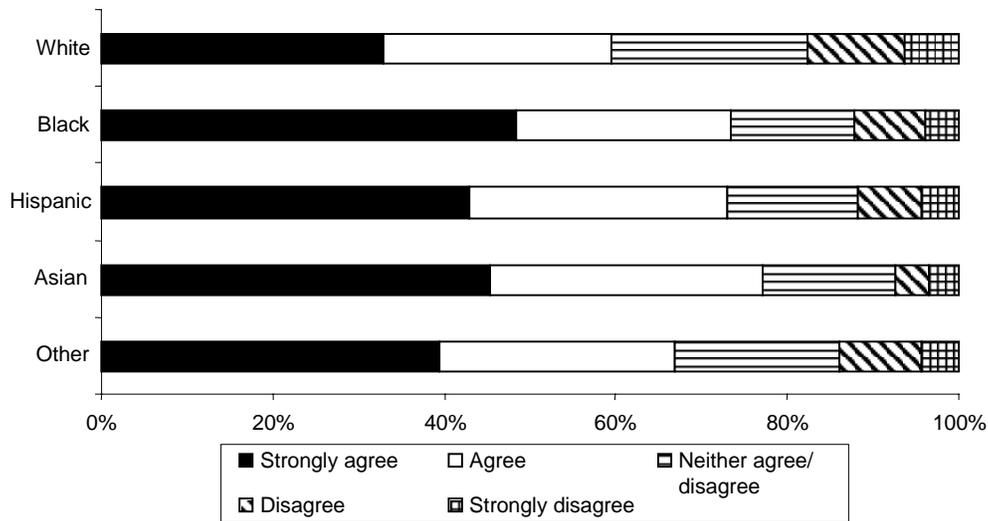
Figure 4-11.
Desire for Training in Occupation or Occupational Skills, by Location



Fifty-one percent of Germany/UK/Italy spouses indicated that area colleges and schools did not offer needed courses, compared to 43% of Japan/Korea spouses and 39% of spouses in “Other” locations. CONUS and Alaska/Hawaii/Guam/Puerto Rico spouses were the least likely to report that local schools did not offer needed courses (12% and 20%, respectively).

White spouses (60%) were the least likely of any racial/ethnic group to agree that they wanted training in an occupation or in occupational skills. Responses from the other racial/ethnic groups ranged from 67% to 77% agreement on this question.

Figure 4-12.
Desire for Training in Occupation or Occupational Skills, by Race/Ethnicity

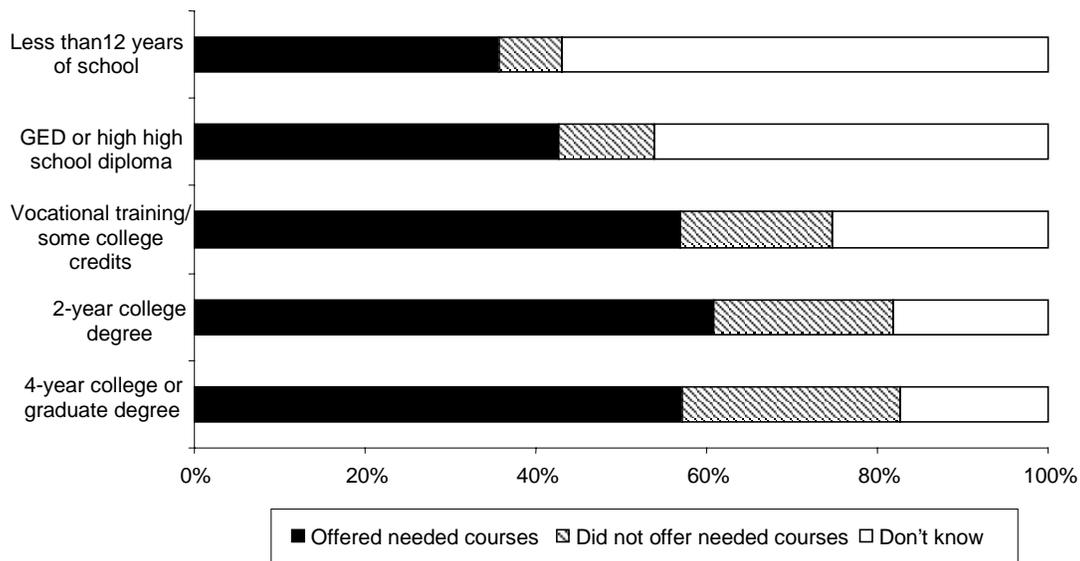


Black spouses were the most certain that area colleges and schools offered needed courses (61%), compared to 51% of Asian, 51% of White, 50% of Hispanic, and 48% of “Other” spouses. Black spouses had the smallest percentage indicating that they “don’t know” whether such courses were offered by area institutions (24%), in contrast to 31% of White spouses, 34% of Hispanic, 34% of “Other” spouses, and 36% of Asian spouses.

Interest in training in an occupation or occupational skills varied with the spouse’s level of educational attainment. Eighty-one percent of spouses with less than 12 years of school sought such training (52% supporting this idea strongly), as did 67% of spouses with vocational training or some college credit (39% supporting strongly) and 37% of 4-year college or graduate degree holders (17% supporting strongly).

The more highly educated the spouse, the more likely she or he was to find area colleges and schools that offered the courses she or he needed. Fifty-seven percent of spouses with 4-year college or graduate degrees found local institutions offering the courses they needed, while only 36% of spouses with less than a 12th grade education found this to be the case. Further, the percentage of spouses with less than 12 years of school who did not know if needed courses were offered was more than three times the corresponding percentage for spouses with 4-year college or graduate degrees.

Figure 4-13.
Needed Courses Offered at Area Colleges and Schools, by Education



Perceived Obstacles in Job Seeking/Job Retention

Spouses (n = 278,628) were asked to indicate the extent to which a number of issues had been problems for them personally within the last 12 months in their job hunting process or in holding on to the job they had successfully found.

Finding Child Care

Of spouses for whom child care was an issue (i.e. those with children living at home), fully three quarters reported that finding quality child care was either a major problem (46%) or a minor problem (29%). In addition, finding affordable child care was a major problem for 61% of the spouses and a minor problem for 22% of the spouses—rendering this an issue of importance to four out of five spouses.

Some 86% of E4 spouses cited finding affordable child care as a problem, with 66% of the group deeming it a major problem. Eighty-two percent of E5 spouses also designated affordable child care a problem, with 58% indicating it was a major problem. Eighty percent of E1-E3 spouses viewed this issue as a problem, and 61% saw it as a major problem.

Finding affordable child care was a problem for 79% to 85% of spouses in most locations. Finding affordable child care was least difficult for spouses living in “Other” locations, where a relatively small 63% indicated that this was a problem (47% deeming it a major problem).

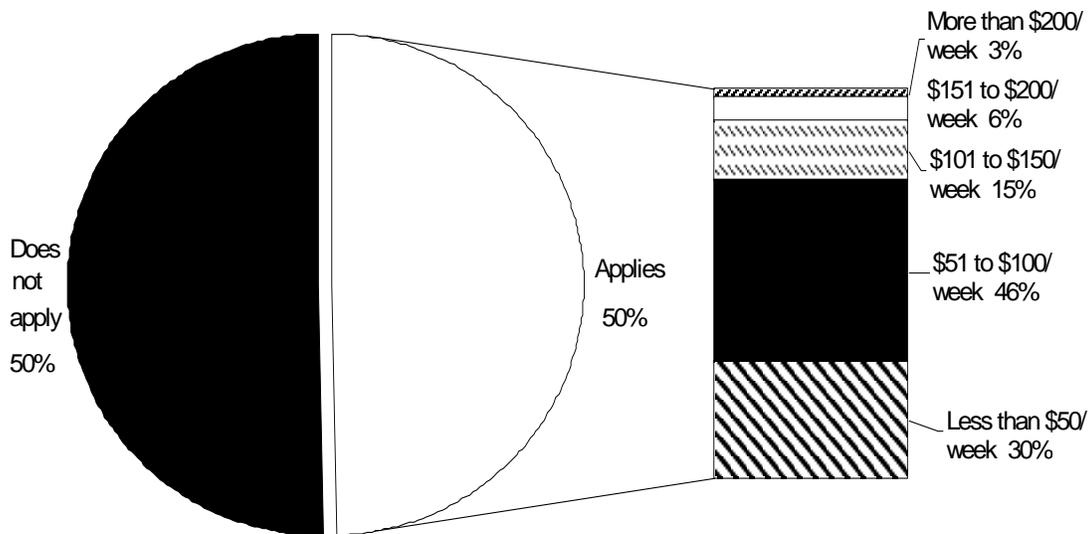
Among the racial/ethnic groups, spouses of “Other” races were the most likely to have difficulty finding affordable child care (90%, with 68% terming it a major problem). However, affordable child care was also a problem for 84% of Hispanic spouses, 83% of White spouses, 81% of Asian spouses, and 79% of Black spouses.

While affordable child care was a problem for the vast majority of spouses regardless of educational level, it was less of a problem for spouses with 2-year college degrees (75%) than for other spouses (percentages ranged from 86% of spouses with GEDs or high school diplomas to 81% of 4-year college graduates or holders of graduate degrees). This issue was considered a major problem by 67% of the spouses with less than 12 years of school (the highest percentage), compared to 50% of spouses with 2-year college degrees (the lowest percentage).

Child Care Expenditures

Half (50%) of spouses with children living at home responded that the issue of child care expenditures did not apply to them. Of those who did spend money on child care, 46% spent \$51-\$100 per week, 15% spent \$101-\$150 per week, 6% spent \$151-\$200 per week, and 3% spent more than \$200 per week. Thirty percent of these spouses spent less than \$50 per week on child care costs.

Figure 4-14.
Child Care Expenditures



The issue of child care expenditures did not apply to 57% of E1-E3 spouses with children living at home, compared with 52% of E4 and 48% of E5 spouses. A greater percentage of E5

spouses than of spouses at lower paygrades spent less than \$50 per week on child care (16% of E5 spouses compared to 13% of E1-E4 spouses). E5 spouses, however, were also more likely to spend a greater amount on child care—\$101-150 per week or \$151-200 per week—than were E1-E3 spouses.

Spouses in “Other” locations indicated the lowest expenditures for child care of all the military spouses, with 19% noting child care expenditures of less than \$50 per week. These spouses also had the highest percentage reporting that the whole question of child care expenses was not applicable (58%). In all other geographic locations, the largest percentages of spouses paid \$51-\$100 per week for child care. The highest weekly expenditures for child care were reported by Japan/Korea spouses, followed by Alaska/Hawaii/Guam/Puerto Rico and CONUS spouses.

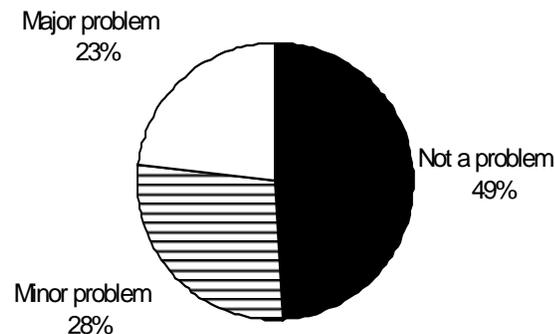
More Black spouses spent money on child care services than did spouses of other races and had higher financial outlays for child care than did other spouses. Only 38% of Black spouses indicated that the issue of child care expenditures did not apply, in contrast to 56% of “Other,” 54% of White, 51% of Hispanic, and 50% of Asian spouses.

The more highly educated the spouse, the more likely she or he was to spend money on child care. While 64% of spouses with less than 12 years of school indicated that the issue of expenditures for child care did not apply to them, only 35% of spouses with 4-year college or graduate degrees gave this response. The most highly educated spouses had higher child-care expenditures: 12% of spouses with 4-year college or graduate degrees paid \$101-\$150 per week for child care, compared to 4% of spouses with less than 12 years of school.

Conflicts Between Work and Family Responsibilities

Although child care issues were a source of difficulty, nearly half of all spouses indicated that conflicts between work and parental or family responsibilities were not a problem. Some 23% of spouses, however, did indicate that conflicts in this area were a major problem.

Figure 4-15.
Conflicts Between Work and Family Responsibilities



Appendix Table B-6 contains the Service and CONUS/OCONUS breakouts for conflicts between work and family responsibilities.

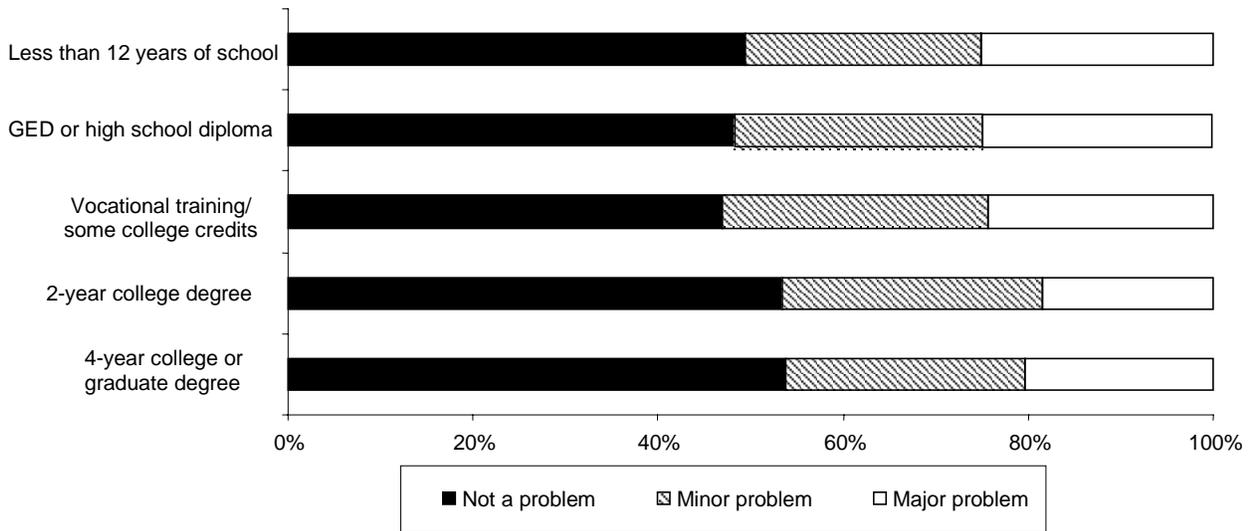
E5 spouses found the greatest conflicts between work and family responsibilities. More than half (54%) of the group indicated a problem in this area, and one fourth deemed it a major problem. E1-E3 spouses and E4 spouses had nearly identical responses to this question, with 48% of E1-E3 spouses and 47% of E4 spouses deeming work/family conflicts a problem. Twenty percent of E1-E4 spouses found work/family conflicts to be a major problem.

By location, CONUS spouses indicated the greatest difficulty in balancing work and family responsibilities: 52% indicated conflicts in this area, with 23% of the spouses stating that this was a major problem. Spouses in “Other” locations (39%) were the least likely to find conflicts between work and family responsibilities. Recall that spouses in “Other” locations also viewed affordable child care as much less of a problem than did other groups.

Among racial ethnic groups, “Other” (59%) and White (53%) spouses experienced greater conflicts between work and family responsibilities than did Hispanic (49%), Asian (48%), or Black (43%) spouses.

A higher percentage of spouses with vocational training/some college credit (53%) found conflicts between work and parental responsibilities to be a problem than did those holding 2-year college degrees or 4-year college/graduate degrees (47% and 46%, respectively).

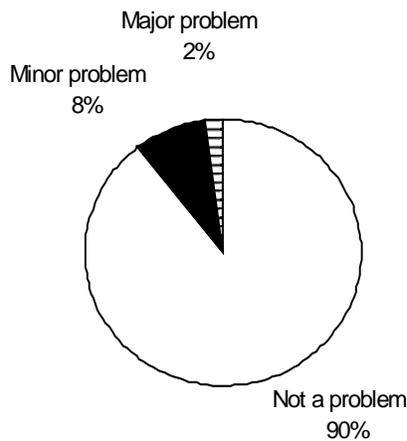
Figure 4-16.
Conflicts Between Work and Family Responsibilities, by Education



Opposition of Military Member to Spouse Working

For almost 9 out of 10 spouses, opposition of the military member to their working was not a problem. However, 8% of spouses perceived this to be a minor problem, and 2% of spouses considered it a major problem.

Figure 4-17.
Opposition of Military Member to Spouse Working



Appendix Table B-7 contains the Service and CONUS/OCONUS breakouts for military member's opposition to spouse working.

Asian (15%) spouses reported the greatest opposition from the military member to their working. About one tenth of White (10%), Hispanic (10%), and Black (9%) spouses also perceived problems with such opposition.

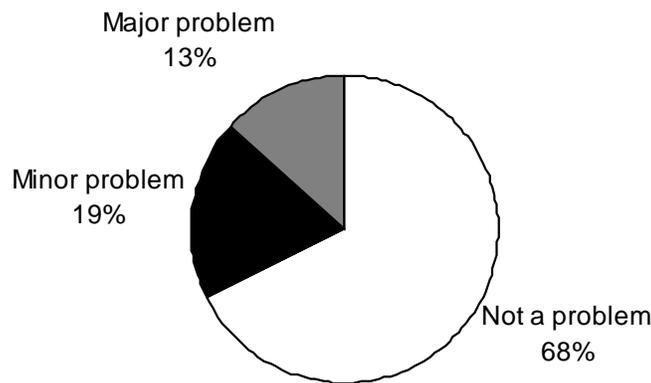
In general, there was minimal opposition to spousal employment. The degree to which spouses experienced opposition from the military member varied slightly with the educational level of the spouse, with the least educated spouses seeing this as more of a problem than the better educated spouses. Thus, 15% of spouses with less than 12 years of school pointed to opposition of the military member as a problem, in contrast to 7% of spouses with 2-year college degrees. However, 9% of the most highly educated spouses (4-year college and graduate degree level) noted opposition from the military member as a problem.

Transportation and Commuting

Arranging Transportation. Arranging transportation to and from work was not seen as a problem by about two thirds (68%) of spouses. However, this was a minor problem for 19% of spouses and a major problem for 13% of spouses.

Figure 4-18.

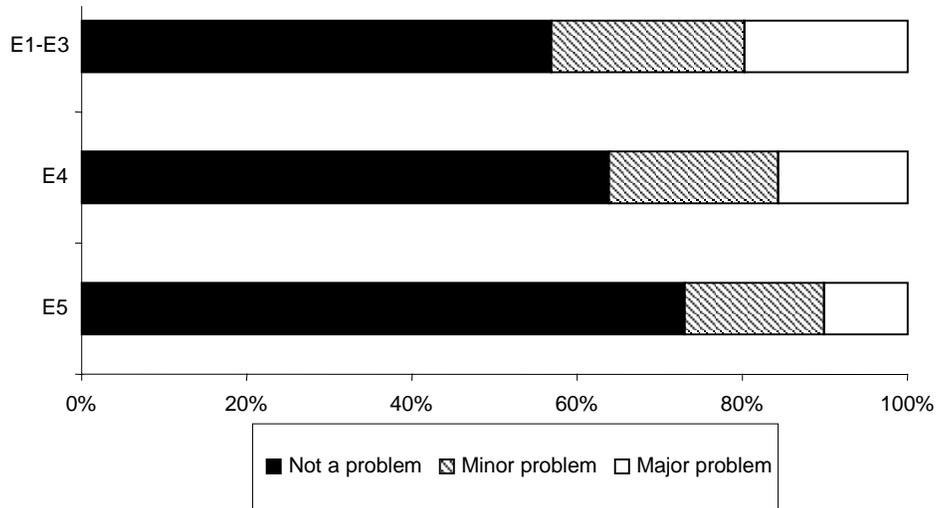
Arranging Transportation To and From Work



Appendix Table B-8 contains the paygrade and CONUS/OCONUS breakouts for arranging transportation to and from work.

For 43% of E1-E3 spouses, arranging transportation to and from work was a problem—with one fifth of these spouses indicating that it was a major problem. In contrast, only 27% of E5 spouses found transportation to be a problem, and just 10% found it to be a major problem.

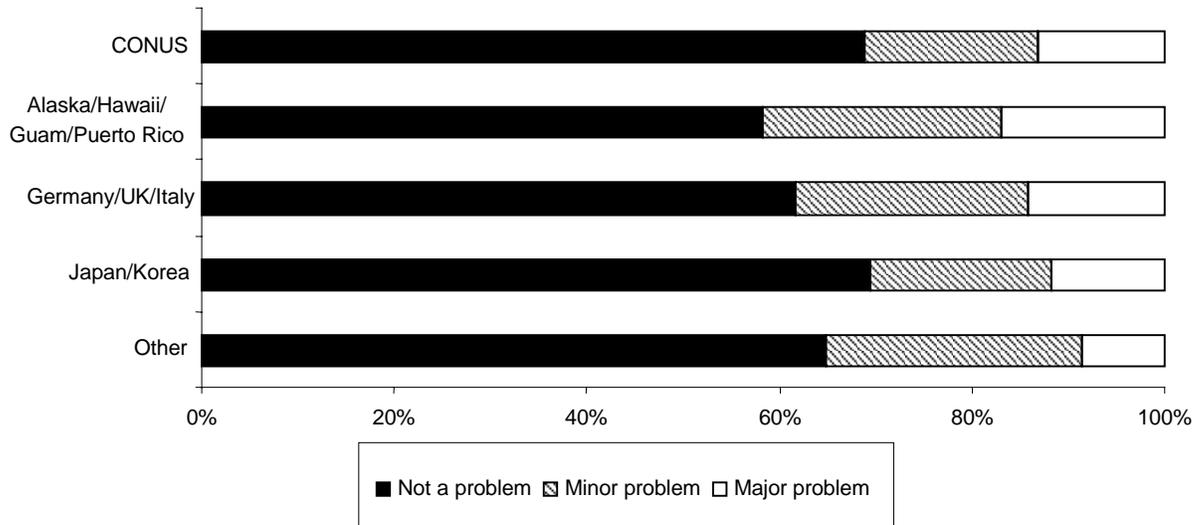
Figure 4-19.
Arranging Transportation To and From Work, by Paygrade



Appendix Table B-8 breaks down arranging transportation by CONUS/OCONUS as well as by paygrade.

Some 42% of spouses living in Alaska/Hawaii/Guam/Puerto Rico and 38% of Germany/UK/Italy spouses encountered problems in arranging transportation to and from work. For 17% and 14%, respectively, this was a major problem. CONUS spouses also encountered problems in arranging transportation; 31% reported that it was a problem, and 13% considered it a major problem.

Figure 4-20.
Arranging Transportation To and From Work, by Location



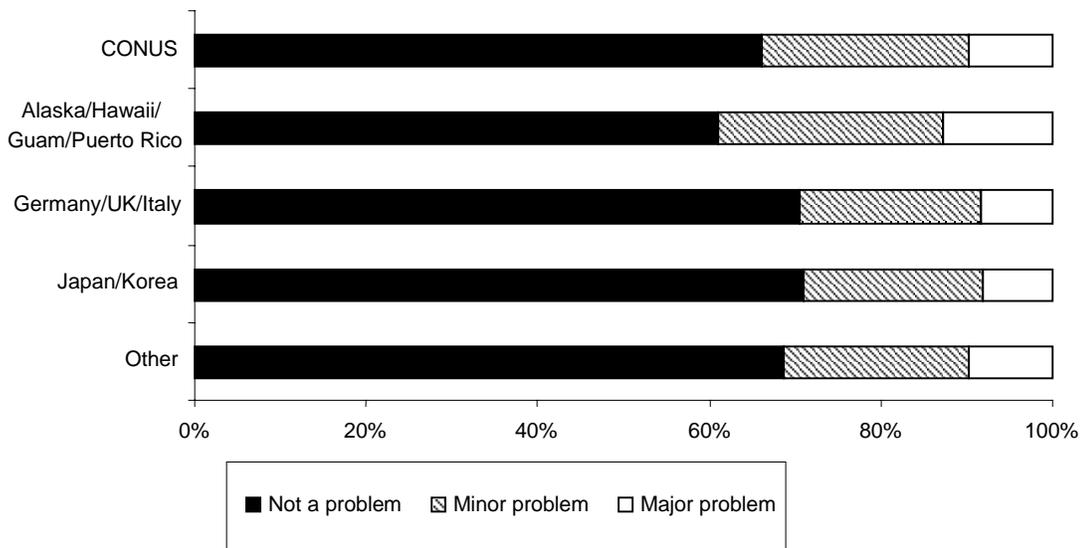
Forty-three percent of “Other,” 42% of Hispanic, and 37% of Asian spouses found arranging transportation to and from work to be a problem. Black spouses had the least difficulty in this area, with 26% deeming transportation a problem. Thirty-one percent of White spouses found this area problematic.

Arranging transportation to and from work was generally a greater problem for less well-educated spouses; 46% of spouses with less than 12 years of school and 24% of those with 2-year college degrees viewed arranging transportation as a problem. For 25% of spouses with less than 12 years of school, transportation was a major problem, as it was for 16% of holders of GED or high school diplomas. Overall, however, the more poorly educated spouses faced the greatest transportation difficulties.

Commuting Time. Two thirds of the spouses did not view the time involved in commuting to and from work as a problem. However, commuting time was a minor problem for nearly one quarter of the spouses and a major problem for one tenth of the spouses.

By location, Alaska/Hawaii/Guam/Puerto Rico spouses faced the greatest problems with commuting time to and from work; 39% of the spouses found this to be a problem, with 13% of the group terming it a major problem. In the other geographical locations, 29-34% of spouses considered commuting time a problem.

Figure 4-21.
Commuting Time, by Location



Mobility and Advancement

Close to half of spouses (45%) believed that moving to a new location interfered with their advancement at work, and 42% felt that moving to a new location created problems for continuing their education. About one quarter of spouses had no particular opinion on these issues, neither agreeing nor disagreeing with the statements.

Figure 4-22.
Moving to New Location Interfered with Advancement at Work

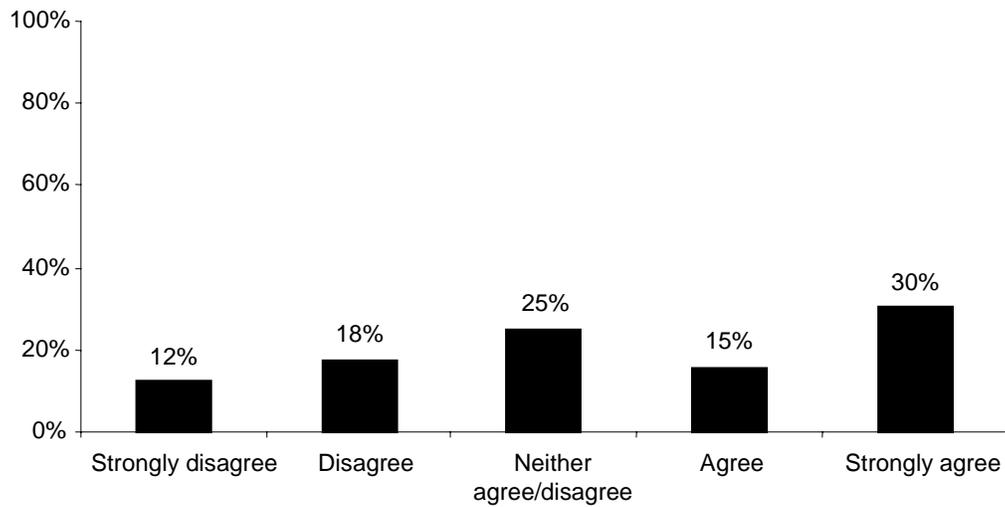
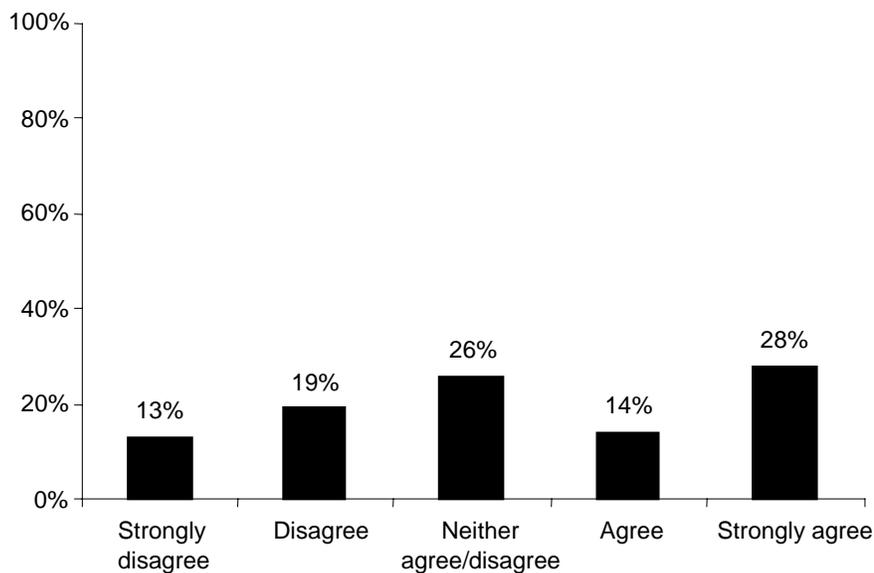
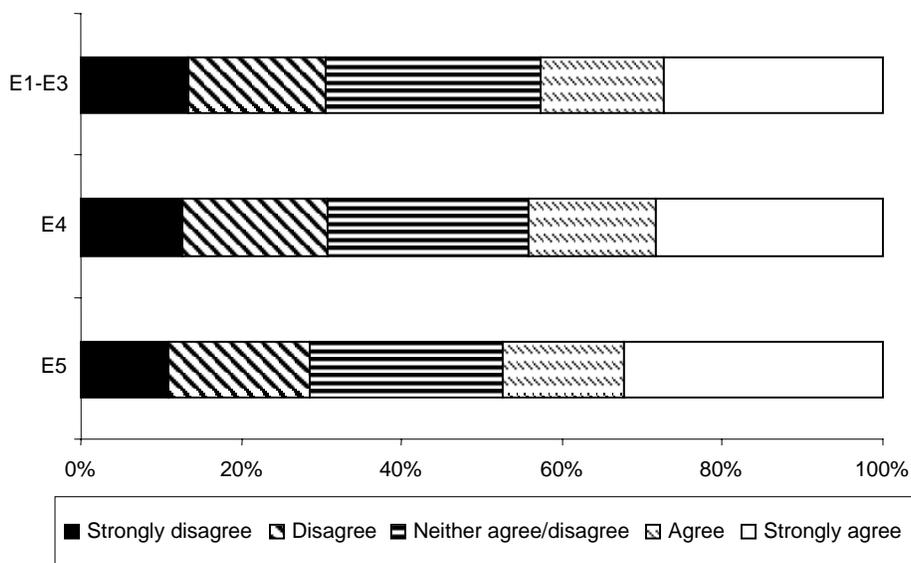


Figure 4-23.
Moving to New Location Created Problems with Continuing Education



Differences by paygrade. Forty-seven percent of E5 spouses felt that military-related relocations had hindered their occupational advancement—a higher percentage than the percentages of spouses at lower paygrades. Nearly one third of E5 spouses held this perception strongly. E1-E3 spouses were least likely to hold this view; still, 43% of these spouses saw military relocations as interfering with their work advancement.

Figure 4-24.
Moving to New Location Interfered with Advancement at Work, by Paygrade



Differences by location. Spouses posted in the continental United States (44%) were least likely to view their moving to a new location as interfering with their work advancement. Fifty-seven percent of Germany/UK/Italy spouses and Japan/Korea spouses saw moving as hindering their work advancement, with 41% of Germany/UK/Italy spouses strongly holding this viewpoint. Fifty-four percent of spouses located in “Other” locations also saw their moving as a career detriment.

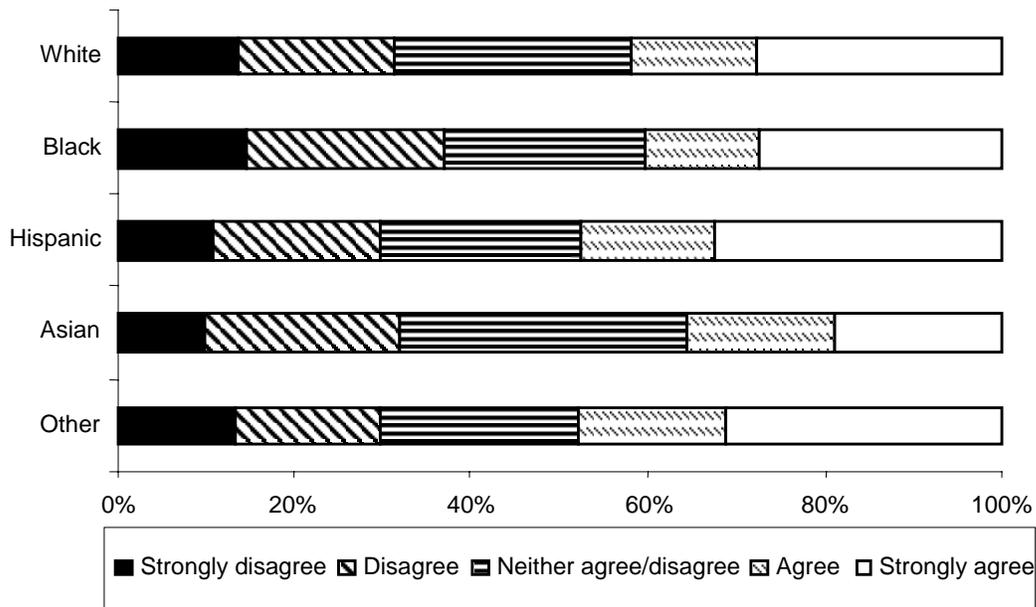
With the interesting exception of spouses based in Japan/Korea, spouses posted outside CONUS were the least apt to believe that moving to a new location created problems for continuing their education. Fifty-five percent of spouses based in “Other” locations and 54% of spouses based in Germany/UK/Italy held this view (39% of both groups strongly agreed with the statement). Forty-five percent of spouses living in Alaska/Hawaii/Guam/Puerto Rico found their relocation to hinder their education (30% strongly believed this). Forty-one percent of CONUS spouses also held this view—27% strongly agreeing with it. Japan/Korea-based spouses had responses nearly identical to those of CONUS spouses on this issue, with 41% seeing relocation as a problem for continuing their education and 26% strongly holding this view.

Differences by race/ethnicity. Asian spouses (54%) were most likely to see moving to a new location as hindering their job advancement (with 31% strongly adhering to this

perspective). Among the other racial/ethnic groups, this view was held by 47% of Hispanic, 47% of Black, 46% of “Other,” and 44% of White spouses.

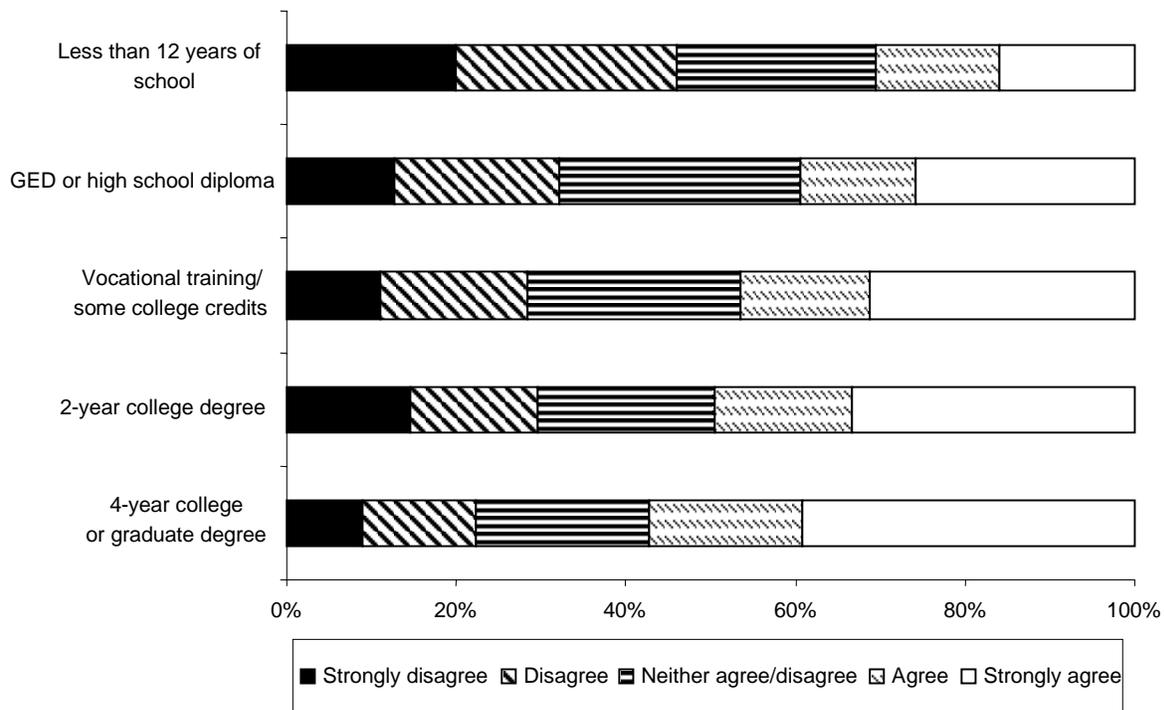
Hispanic (48%) and “Other” (48%) spouses were also more likely than Black (40%) and Asian (35%) spouses to believe that moving to a new location created problems for continuing their education.

Figure 4-25.
Moving to New Location Created Problems with Continuing Education, by Race/Ethnicity



Differences by education. The higher the educational level of the spouse, the more likely she or he was to believe that moving to a new location interfered with work advancement. Fifty-seven percent of spouses with 4-year college or graduate degrees held this view (39% of these spouses strongly affirming). At the other end of the educational spectrum, only 30% of spouses with less than 12 years of school agreed that relocation interfered with their work advancement (16% strongly affirming).

Figure 4-26.
Moving to New Location Interfered with Advancement at Work, by Education



Spouses with 2-year college degrees (50%) and vocational training/some college credit (47%) indicated the greatest problem with continuing their education was a result of their military relocation. Thirty-three percent of spouses with 2-year college degrees strongly agreed with this viewpoint and 31% of spouses with vocational training/some college credit held this perspective as well.

Qualifications/Aspirations

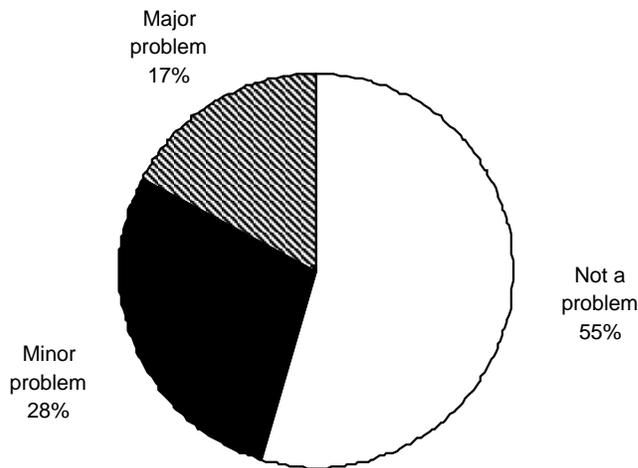
Overqualification. Seventy percent of spouses did not see themselves as overqualified for the available jobs. However, thirty percent of spouses did see overqualification as a problem, with 10% of them deeming this a major problem.

“Other” race (15%) spouses were more likely than White (9%) and Asian (7%) spouses to view overqualification to be a major problem. Black spouses (11%) were also more likely than were Asian spouses to view overqualification as a major problem.

The more highly educated the spouses, the more likely they were to see themselves as overqualified for available jobs. While only 13% of spouses with less than 12 years of school viewed overqualification as a problem, 55% of spouses with a 4-year college or graduate degree identified it as a problem. Giving further perspective on the magnitude of the problem, one quarter of the spouses with 4-year college or graduate degrees thought overqualification was a major problem (compared with 4% of spouses with less than 12 years of school).

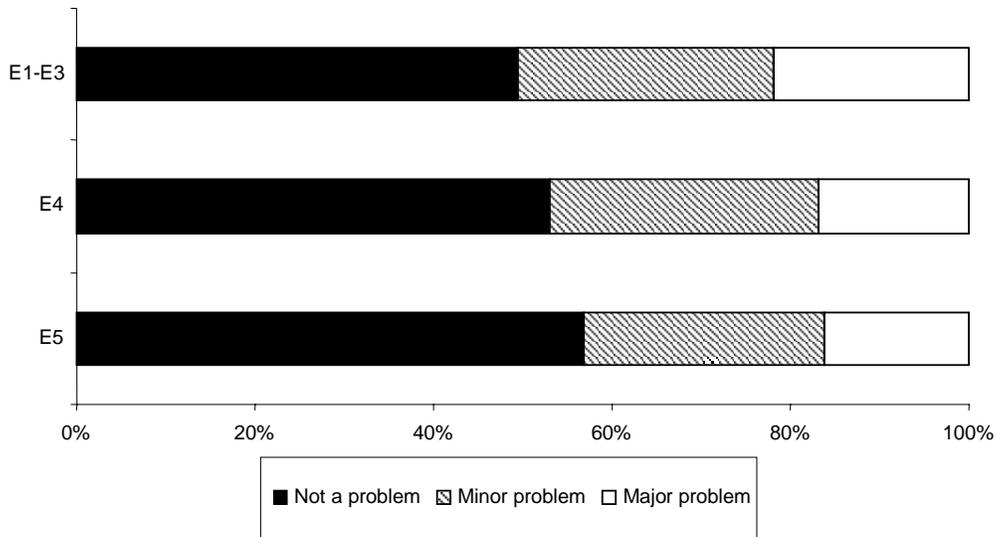
Lack of Skills and Training. Lack of skills or training for available jobs was deemed problematic by nearly half the spouses (45%). For more than a quarter (28%) of the spouses, lack of appropriate skills was a minor problem, and for 17%, a major problem.

Figure 4-27.
Lack of Skills or Training for Available Jobs



Half (50%) of E1-E3 spouses said lack of skills or training for available jobs was a problem—with 22% of these spouses considering this a major problem—a significantly higher response than that of the other spouses. Forty-seven percent of E4 spouses deemed lack of skills a problem area (17% terming it a major problem), as did 43% of E5 spouses (16% terming it a major problem).

Figure 4-28.
Lack of Skills or Training for Available Jobs, by Paygrade

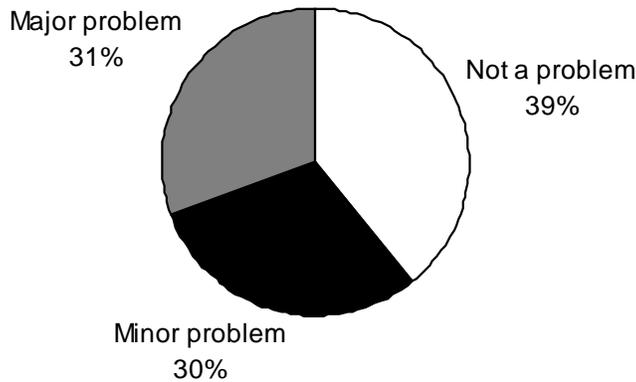


Fewer White spouses (43%) were concerned about the lack of skills and training for available jobs than were Hispanic (50%), Asian (49%), or Black (47%) spouses.

The lower the educational level attained by the spouse, the more likely she or he was to report lack of skills or training for available jobs as a problem. Slightly more than two thirds (67%) of the spouses with less than 12 years of school indicated that lack of skills or training was a problem; for 37% of these spouses it presented a major problem. More than half (56%) of spouses with GEDs or high school diplomas also cited this area as a problem, with 26% viewing it as a major problem. In contrast, 27% of spouses with 4-year college or graduate degrees saw lack of skills or training for available jobs as a problem, with 8% defining it as a major problem.

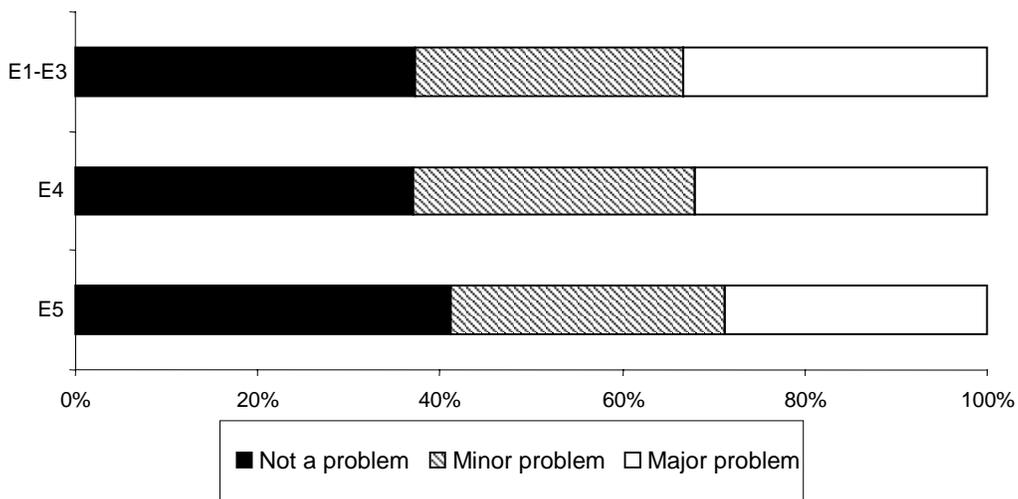
Career-Relevant Jobs. For nearly two thirds of spouses, difficulty in finding a job relevant to their career expectations was either a minor (30%) or a major (31%) problem.

Figure 4-29.
Finding Job Relevant to Career Aspirations



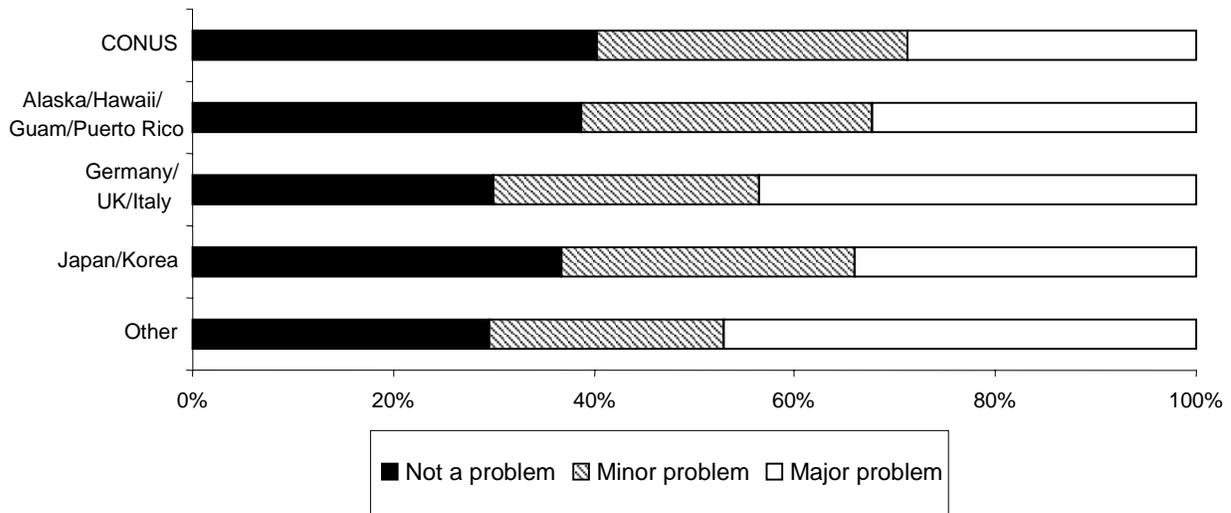
Some 63% of both E4 and E1-E3 spouses indicated that finding a job relevant to their career aspirations was a problem, compared to 59% of E5 spouses. Fully one third of E1-E3 spouses found this to be a major problem, with nearly the same percentage of E4 spouses holding this view (32%).

Figure 4-30.
Finding Job Relevant to Career Aspirations, by Paygrade



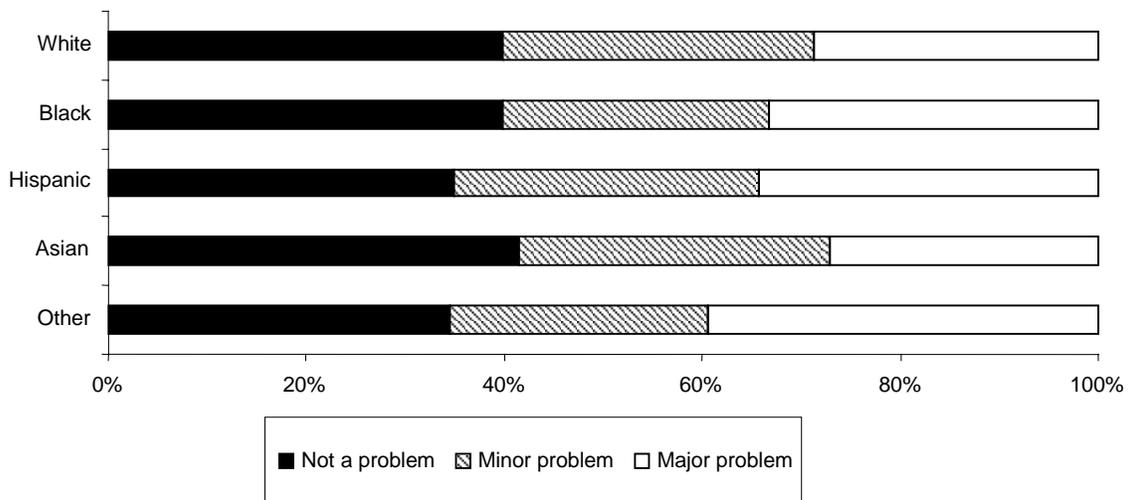
For spouses living outside the United States and its territories, finding a job relevant to their career aspirations was a particularly significant problem. Seventy percent of Germany/UK/Italy spouses reported that employment in a career-relevant field was a problem; 44% identified this as a major problem. In comparison, 60% of CONUS spouses believed this issue to be a problem, with 29% defining it as a major problem.

Figure 4-31.
Finding Job Relevant to Career Aspirations, by Location



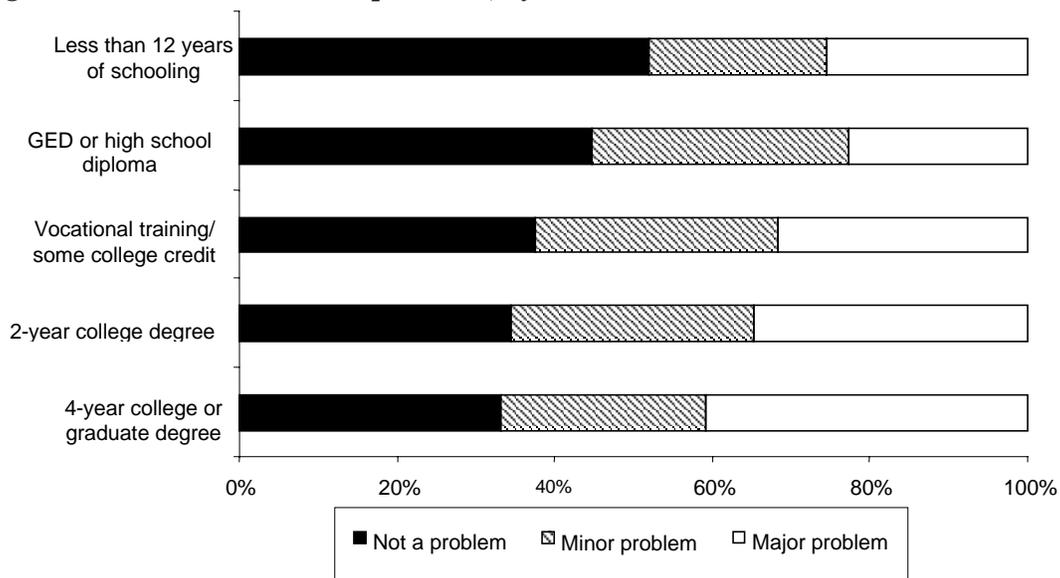
Hispanic (65%) spouses found locating a job relevant to their career aspirations to be a more significant problem than did White (60%), Black (60%), and Asian (59%) spouses.

Figure 4-32.
Finding Job Relevant to Career Aspirations, by Race/Ethnicity



The more educated the spouses, the more likely they were to report finding career-relevant jobs as a problem. Fully 67% of spouses with a 4-year college or graduate degree cited the area of job relevance to career aspirations as a problem, with 41% terming it a major problem. In contrast, only 48% of spouses with less than 12 years of school viewed finding a career-relevant job as a problem, and only one quarter of this group described it as a major problem.

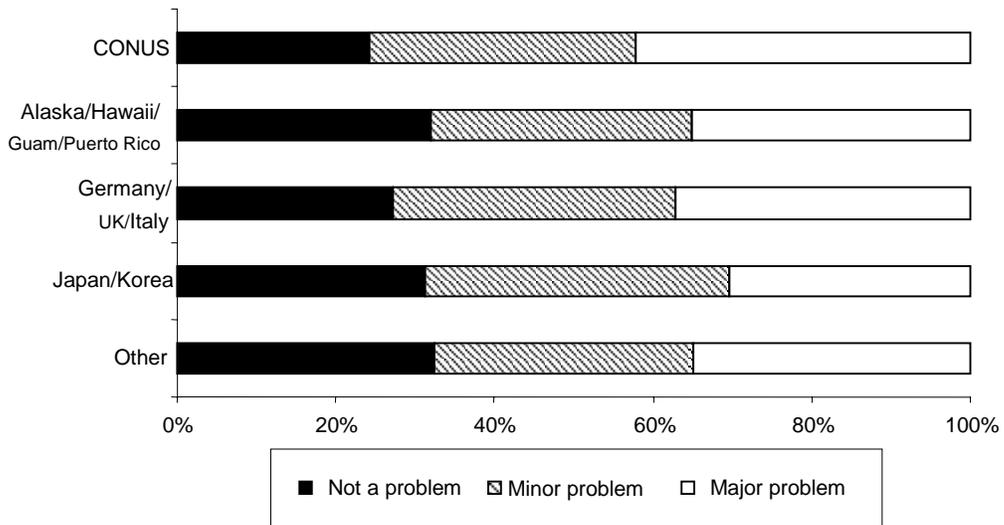
Figure 4-33.
Finding Job Relevant to Career Aspirations, by Education



Acceptable Salary. Finding a job with an acceptable salary was a problem for about 75% of all spouses: 41% of spouses indicated this as a major problem, and 34% responded that this was a minor problem.

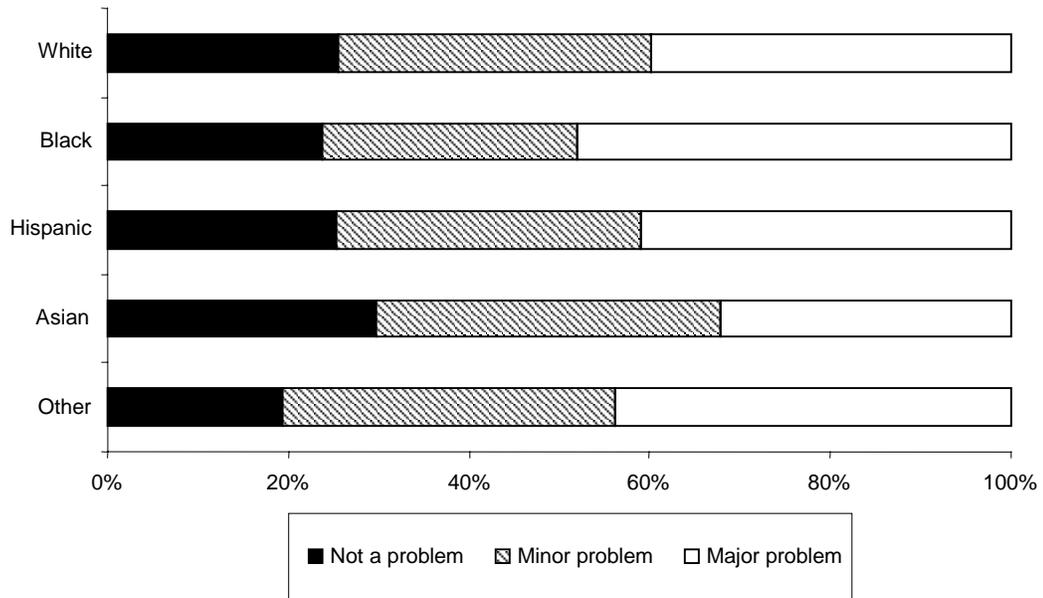
There were few significant relationships between location and spouses' citing finding a job with an acceptable salary as a problem. CONUS spouses (76%) considered this more problematic than did spouses in Alaska/Hawaii/Guam/Puerto Rico (68%) and Japan/Korea (69%). Forty-two percent of CONUS spouses indicated that this issue was a major problem. Germany/UK/Italy spouses also found acceptable salary levels to be a more pressing problem than did spouses in Alaska/Hawaii/Guam/Puerto Rico: 73% deemed it a problem, and 37% called it a major problem.

Figure 4-34.
Finding Job With Acceptable Salary, by Location



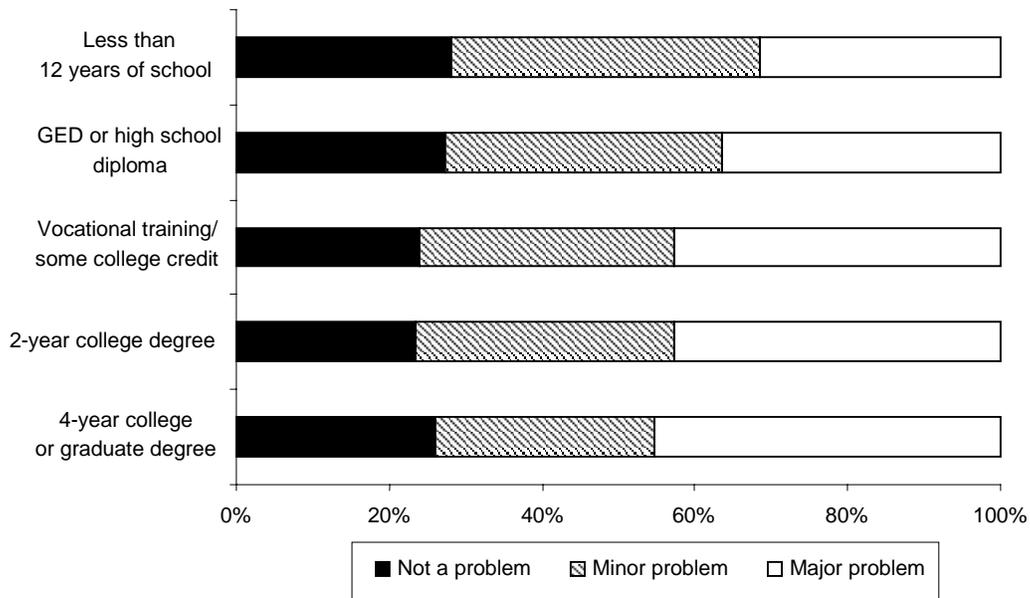
Finding a job with an acceptable salary was more of a problem for “Other” race spouses (81%) than for Hispanic (75%), White (74%), and Asian (70%) spouses. Black spouses (76%) also reported significantly greater problems in this area than did Asian spouses.

Figure 4-35.
Finding Job With Acceptable Salary, by Race/Ethnicity



The overall issue of finding a job with an acceptable salary troubled spouses at different levels of educational attainment at relatively similar rates. This was deemed a problem by 72% of spouses with fewer than 12 years of schooling, 74% of spouses with 4-year college or graduate degrees, and 77% of spouses with 2-year college degrees. However, they gave markedly different responses when designating the problem as minor or major. The more highly educated the spouse, the more likely she or he was to view finding a job with an acceptable salary as a major problem. Forty-five percent of spouses with 4-year college or graduate degrees and 43% of spouses with vocational training/some college credit and 2-year degrees held this view, in contrast to 31% of spouses with less than 12 years of school. Spouses with 4-year college degrees (29%) were also less likely to deem acceptable pay as a minor problem than spouses with less than 12 years of school (40%), with a high school diploma or GED (36%), or with vocational training or some college (33%).

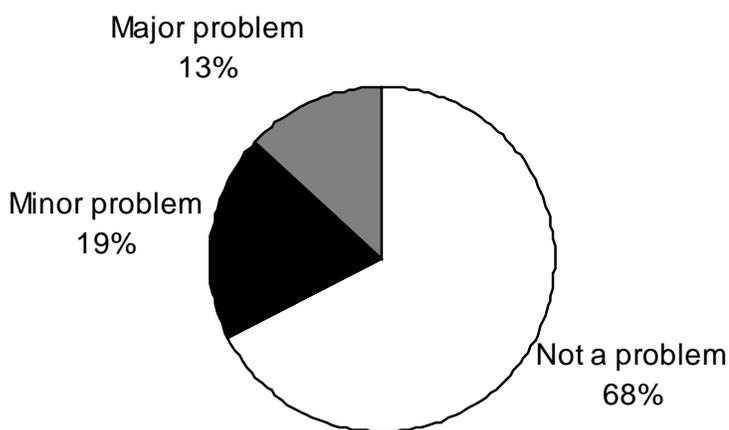
Figure 4-36.
Finding Job With Acceptable Salary, by Education



Employer Reluctance to Hire Military Spouses

While more than two thirds (68%) of the spouses did not see employer reluctance to hire military spouses as a problem, nearly 20% of the spouses believed this to be a minor problem and 13% regarded it a major problem.

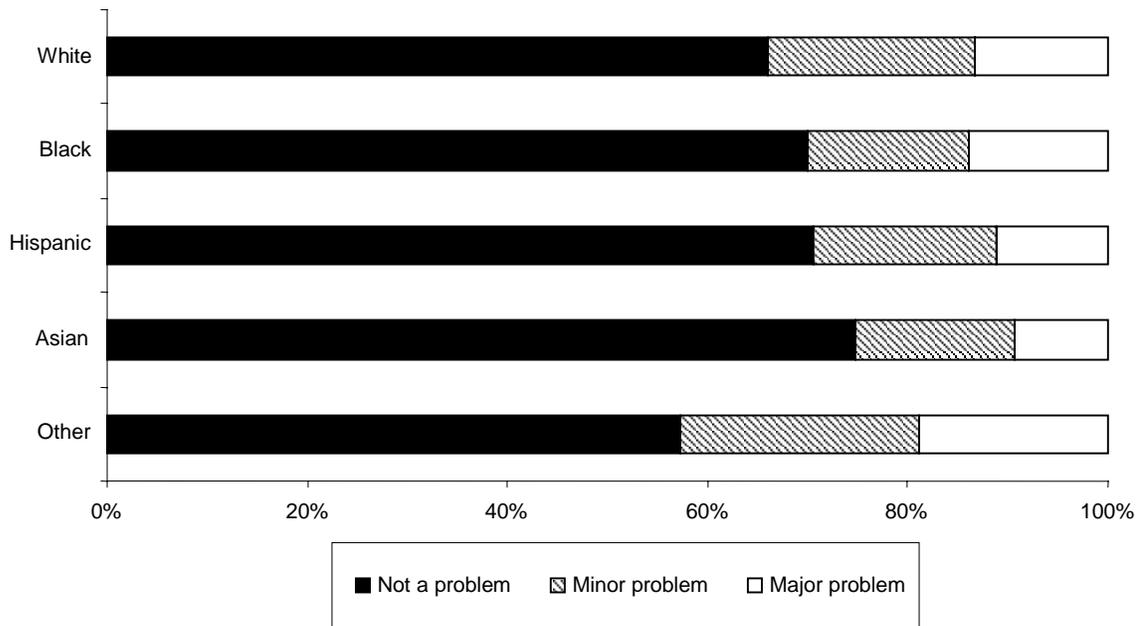
Figure 4-37.
Employer Reluctance to Hire Military Spouses



Spouses located in Alaska/Hawaii/Guam/Puerto Rico were significantly more concerned about employer reluctance to hire military spouses than were spouses in most other parts of the world. Forty-two percent of these spouses stated that such employer behavior was a problem for them—19% terming it a major problem. In contrast, 33% of CONUS spouses found employer reluctance to hire military spouses to be a problem, and 13% viewed it as a major problem. Spouses located in Germany/UK/Italy and Japan/Korea were least likely to consider employer discrimination a problem (21% for each).

Employer reluctance to hire military spouses was considered a greater problem by “Other” (43%) and White (34%) spouses, than Black (30%), Hispanic (29%), or Asian (25%) spouses.

Figure 4-38.
Employer Reluctance to Hire Military Spouses, by Race/Ethnicity



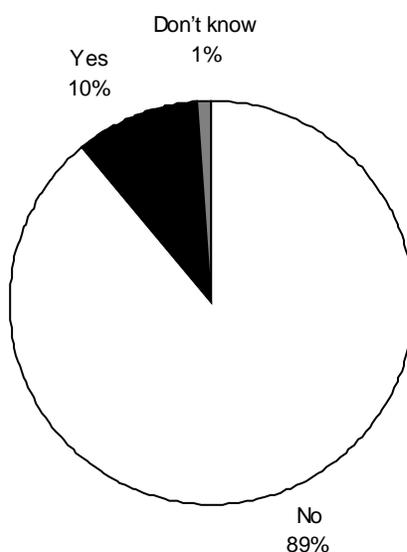
The higher the spouses’ educational attainment, the more likely they were to cite employer reluctance to hire military spouses as a problem. Twenty-six percent of spouses with less than 12 years of school believed employer reluctance to be a problem, in contrast to 37% of spouses with a 4-year college or graduate degree.

5. Utilization and Assessment of Employment Assistance Programs (EAP)

Participation in EAP

Eighty-nine percent of the spouses (n = 278,628) indicated that, within the last 12 months, they had not participated in an Employment Assistance Program (EAP) sponsored by the military. Ten percent of the spouses indicated that they had participated in an EAP program, and 1% of the spouses did not know if they had participated.

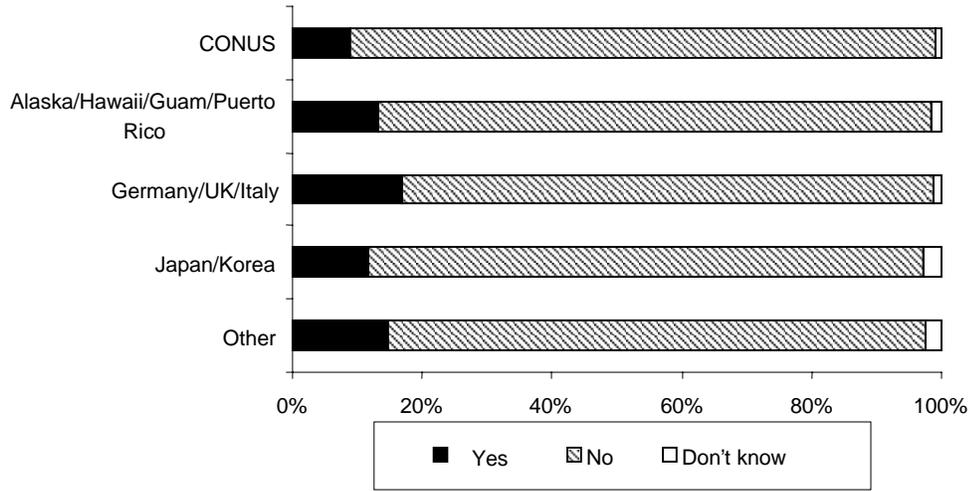
Figure 5-1.
Participation in Employment Assistance Program



Appendix Table B-9 contains the Service and CONUS/OCONUS breakouts for participation in the EAP.

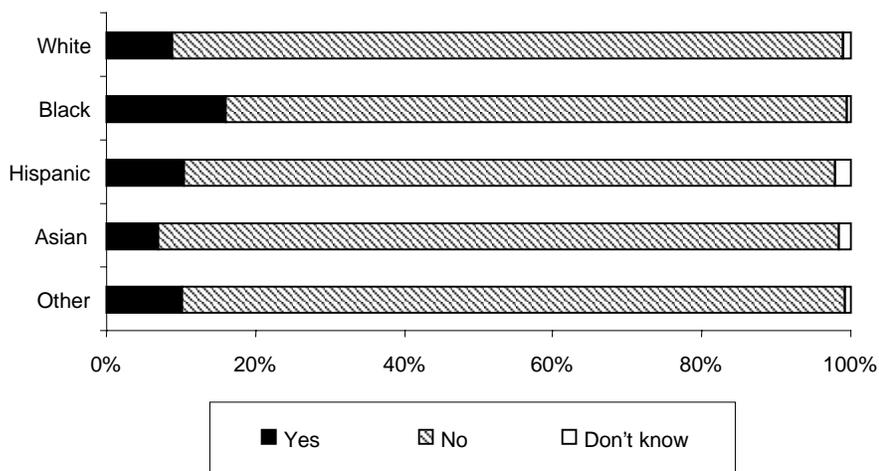
Seventeen percent of spouses in Germany/UK/Italy participated in an EAP within the last 12 months and 15% of spouses in "Other" locations did so. Thirteen percent of spouses in Alaska/Hawaii/Guam/Puerto Rico participated in the EAP during this period, as did 12% of Japan/Korea spouses. Spouses in CONUS had the lowest participation rate in EAPs of spouses in any geographic location, with only 9% of spouses participating.

Figure 5-2.
Participation in Employment Assistance Program, by Location



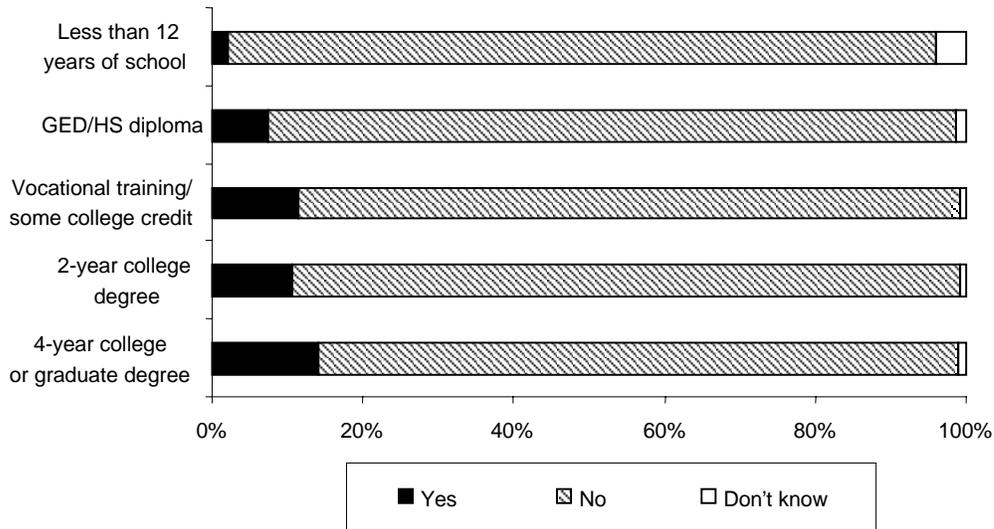
Sixteen percent of Black spouses participated in an EAP within the last 12 months—a significantly greater percentage than for spouses of any other racial or ethnic background. Second to Black spouses in their rate of EAP participation were Hispanic spouses (10%) and “Other” spouses (10%). Nine percent of White spouses participated in the program within the last 12 months, while only 7% of Asian spouses participated—the lowest rate of spouse participation of any racial/ethnic group.

Figure 5-3.
Participation in Employment Assistance Program, by Race/Ethnicity



Participation rates were related to educational level. Participation rose from 2% of spouses with less than 12 years of school to 7% of spouses with high school diplomas or GEDs; 11% of spouses with vocational training, some college credit or a two-year college degree; and 14% of spouses with a 4-year college or graduate degree.

Figure 5-4.
Participation in Employment Assistance Program, by Education

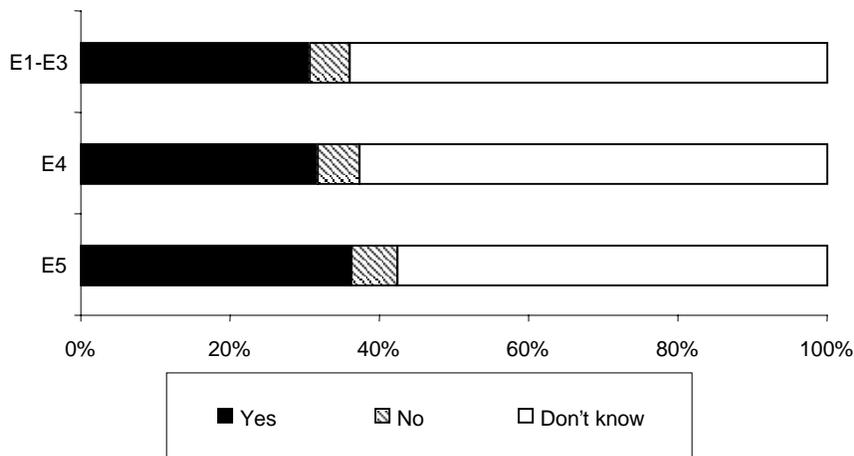


Availability of EAP

Fully 60% of all spouses (n = 278,628) did not know whether the military provided EAP in the area in which they currently lived. Thirty-four percent of the spouses indicated that the military did provide an EAP in their area, and 6% said the military did not.

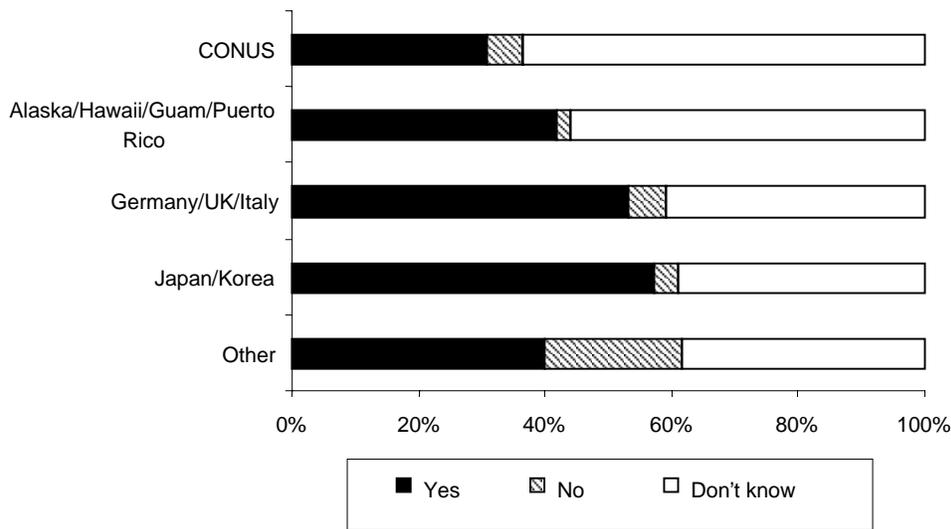
Thirty-one percent of E1-E3 spouses and 32% of E4 spouses indicated that the EAP in which they were eligible to participate was available in their current location; in comparison, 36% of E5 spouses responded that there was an EAP in their current location. The lower the spouse's paygrade, the lower the percentage of awareness of whether an EAP was offered (ranging from 64% of E1-E3 spouses to 57% of E5 spouses).

Figure 5-5.
Availability of EAP in Current Location, by Paygrade



Only 31% of CONUS spouses and 40% of “Other” location spouses stated that the military provided an EAP in their current location—the lowest percentages of all locations. Additionally, 64% of CONUS spouses did not know whether the military provided an employment assistance program in their area—the highest uncertainty of any geographic location. Spouses in Japan/Korea had the highest percentage of respondents affirming that their area had an EAP (57%), followed by spouses in Germany/UK/Italy (53%). But even these relatively knowledgeable spouses had considerable percentages of “don’t know” responses (39%, Japan/Korea; 41%, Germany/UK/Italy).

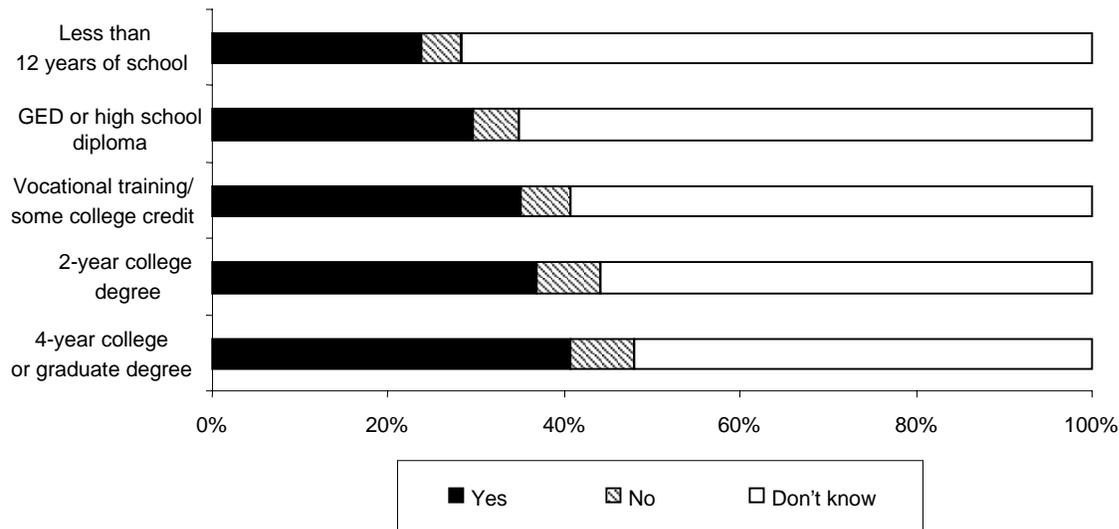
Figure 5-6.
Availability of EAP in Current Location, by Location



Of all racial/ethnic groups, Blacks were the most aware of whether the military provided an EAP in their current location in which they were able to participate; 44% of Black spouses indicated that an EAP was currently available to them. Blacks also had the smallest percentage of respondents indicating “don’t know” regarding the presence of an EAP in their current location (49%). Whites and Hispanics had the lowest percentages of respondents saying “yes” to the presence of an EAP in their current location (31% and 32%, respectively) and the highest percentages of “don’t know” responses (64% and 62%, respectively).

The higher the spouse’s educational attainment, the more likely the spouse was to answer affirmatively that his or her current geographical location provided an EAP. Only 24% of spouses with less than 12 years of school indicated that their current location provided an EAP, compared to 41% of spouses with a 4-year college or graduate degree. Seventy-two percent of spouses with less than 12 years of school did not know whether the area in which they currently lived provided an EAP, compared with only 52% of spouses holding a 4-year college or graduate degree who were uncertain about this matter.

Figure 5-7.
Availability of EAP in Current Location, by Education



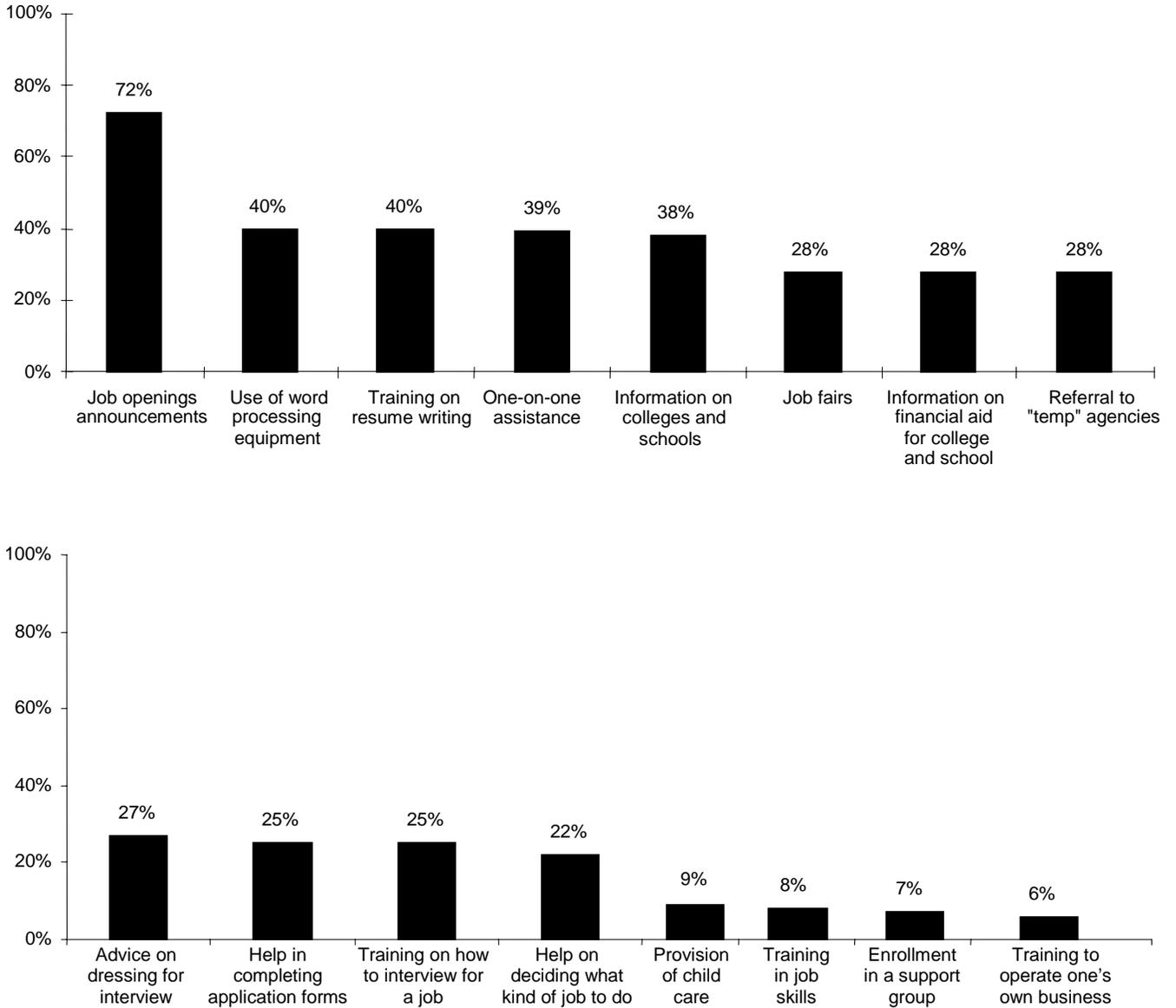
Use of EAP Services

For spouses to make full use of the EAP, it is important for them to be aware of the program’s range of available resources and opportunities. The EAP users (n = 31,959) were nearly equally divided between those who received an orientation on job searching skills and services provided by their EAP (49%) and those who did not (51%).

The percentages of EAP users who received a particular EAP service ranged from a high of 72% (announcements of job openings) to a low of 6% (training in how to operate one’s own business). The EAP services most widely received by military spouses (not counting the posting of job announcements noted above) were: the use of word processing equipment for résumé preparation, job applications, etc. (40%); training on how to write a résumé (40%); one-on-one assistance with the job search (39%); and information about colleges and schools (38%). The next tier of most commonly received EAP services consisted of: opportunities for involvement in job fairs (28%); referrals to “temp” agencies (28%); information about financial aid for college or school (28%); advice on how to dress for a job interview (27%); help in completing job application forms (25%); training on how to interview for a job (25%); and help on deciding what kind of work they should do (22%).

The services least commonly received by respondents were: provision of child care during use of employment assistance services (9%); training in job skills such as word processing (8%); enrollment in a support group in which they could discuss their job search process with peers (7%); and the aforementioned training to operate their own businesses (6%).

Figure 5-8.
Received EAP Services



While the usage of EAP services did not differ significantly by paygrade for the majority of EAP services, there were two areas in which paygrade was a distinguishing factor: information about colleges/schools and help in completing job application forms.

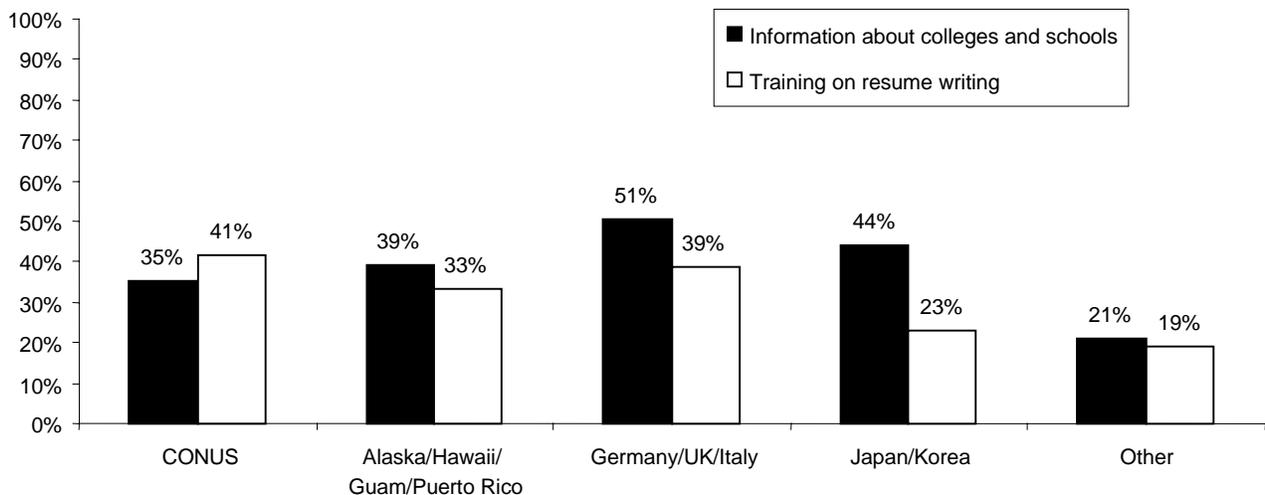
E1-E3 spouses constituted the smallest percentage of spouses receiving information about colleges or schools (30%), compared with 43% of E5 spouses receiving this information. E1-E3 spouses also were the least likely to receive help completing job application forms. Only 14% of E1-E3 spouses received this service, compared with 23% of E4 spouses and 29% of E5 spouses.

CONUS spouses (41%) and spouses living in Germany/UK/Italy (39%) received EAP provided training on résumé writing significantly more often than did spouses located in Japan/Korea or “Other” locations (23% and 19%, respectively). CONUS spouses (32%) and spouses located in Alaska/Hawaii/Guam/Puerto Rico (24%) also received referrals to “temp” agencies more often than did spouses in Japan/Korea (3%). No spouses in “Other” locations reported receiving referrals to temp agencies.

Spouses in “Other” locations were most likely to receive help completing job application forms, with 62% of such spouses receiving this service. Spouses in Germany/UK/Italy (36%) were considerably more likely to use this service than were spouses living in CONUS. No other significant correlations with location were observed for spouses receiving this service.

Germany/UK/Italy based spouses had the highest percentage of spouses worldwide receiving information about colleges and schools (51%).

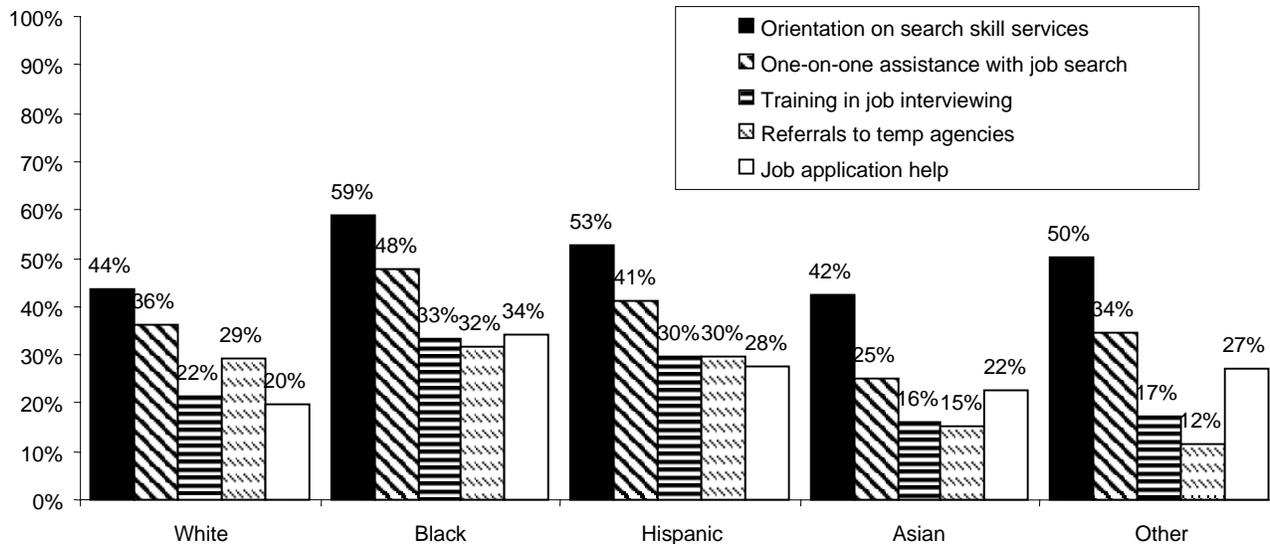
Figure 5-9.
Received Information about Colleges and Schools and Training on Résumé Writing, by Location



Black and Hispanic spouses had the highest utilization rates of a large number of EAP services than did spouses of other racial/ethnic groups. Black and Hispanic spouses surpassed all

other spouses in their receipt of the following services: orientation on search skill services, one-on-one assistance with job search, and training in job interviewing. Black, Hispanic and White spouses were most likely to receive referrals to temp agencies. Black spouses were also the most likely racial/ethnic group to receive help completing job applications.

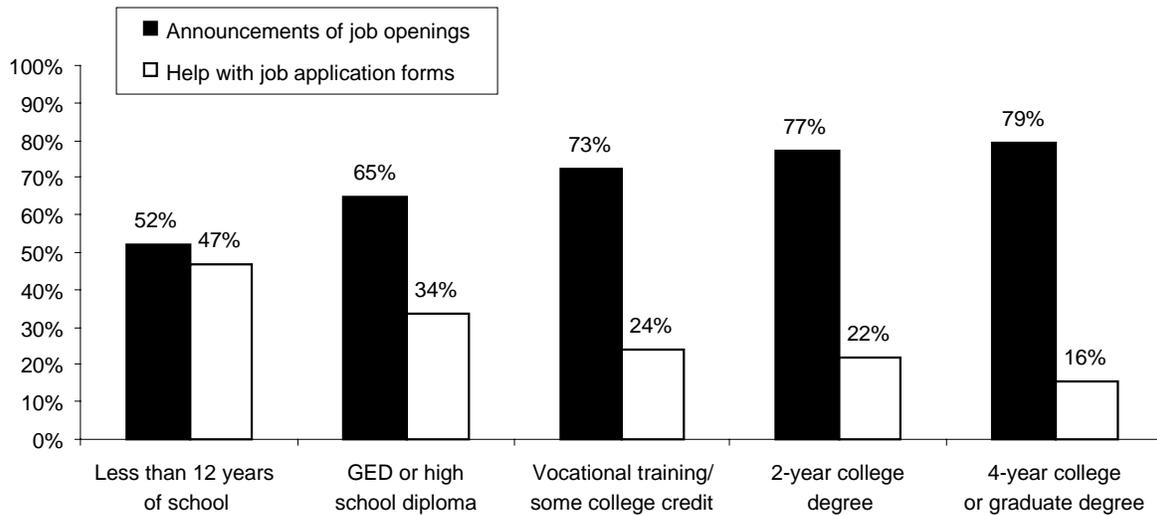
Figure 5-10.
Received Selected EAP Services, by Race/Ethnicity



Hispanic spouses exceeded all other spouses in receiving the following EAP services: involvement in a support group discussion of the job search and advice on dressing for job interviews. In both these areas, Black spouses were second in their receipt of these services. White spouses did not utilize any EAP service at significantly higher rates than other racial/ethnic groups.

Significant variations in the kinds of EAP services received by spouses at different levels of educational attainment occurred in only two areas. The more highly educated the spouse, the more likely she or he was to receive announcements of job openings ranging from 52% of spouses with less than 12 years of school to 79% of spouses with 4-year or graduate degrees. Forty-seven percent of spouses with less than 12 years of school received help in completing job application forms compared with only 16% of spouses with 4-year college degrees.

Figure 5-11.
Received Announcements of Job Openings and Help with Application Forms, by Education



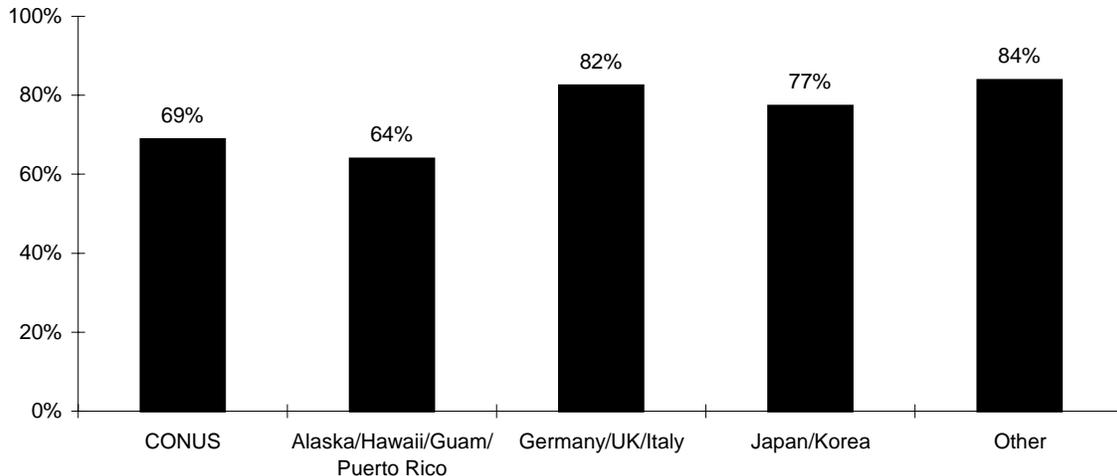
Use of Job-openings List

Seventy-one percent of the spouses who participated in an EAP (n = 31,959) indicated that they used the EAP’s job-openings list. Seventy-two percent of the group utilizing the job-openings list (n = 24,176) saw the job openings as being within commuting distance from their homes; 7% of the respondents did not know whether this was the case. Respondents were nearly equally divided in indicating the availability of the listed jobs by the time they learned about them: 44% of the group stated that openings were still available when they checked them, and 40% observed that they were not.

A higher percentage of E5 spouses (48%) found the job openings that were listed in the EAP still available when they learned of them than did E4 (42%) or E1-E3 (33%) spouses.

There was variation in the extent to which spouses in different locations made use of the job-openings list at the EAP. At the highest end of the spectrum, 84% of spouses in “Other” locations, 82% of spouses in Germany/UK/Italy, and 77% of Japan/Korea spouses used the listings. The least frequent users of the job openings were CONUS (69%) and Alaska/Hawaii/Guam/Puerto Rico spouses (64%).

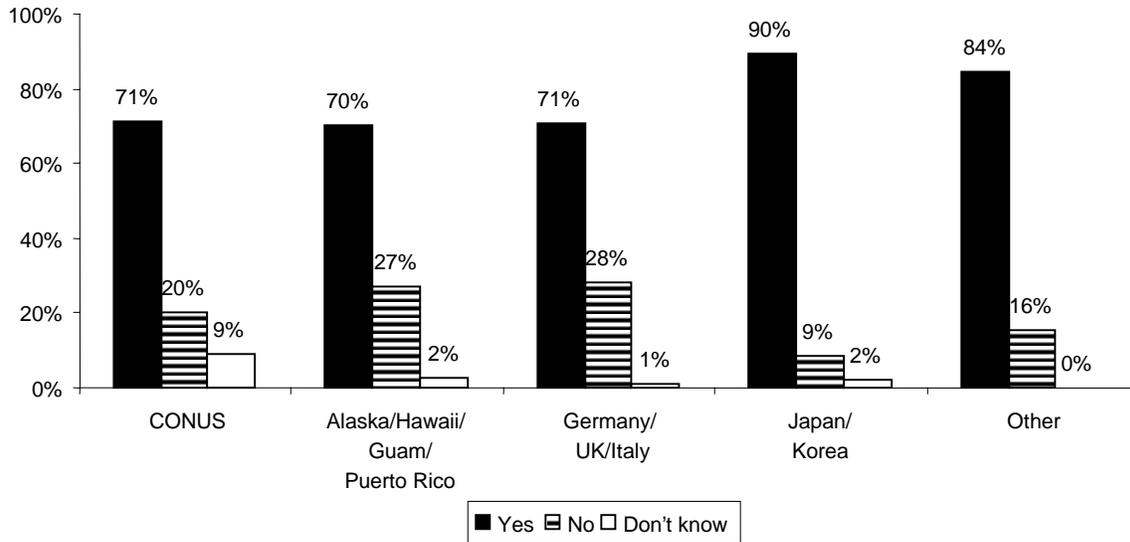
Figure 5-12.
Use of Job-openings List at EAP, by Location



Appendix Table B-10 contains breakouts by Service as well as by CONUS/OCONUS for use of the job-openings list.

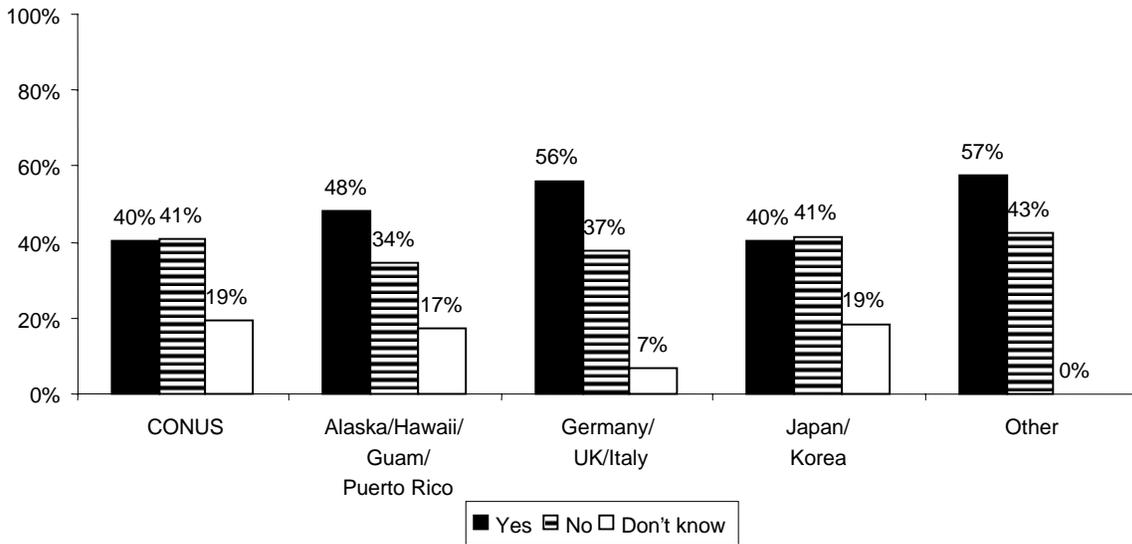
In all locations, job openings brought to spouses' attention through an EAP were within commuting distance for at least 70% of the spouses. While only 70-71% of spouses in CONUS, Alaska/Hawaii/Guam/Puerto Rico, and Germany/UK/Italy found listed job opening within commuting distance, 90% of Japan/Korea spouses were within commuting distance of the job openings.

Figure 5-13.
Job Openings Within Commuting Distance, by Location



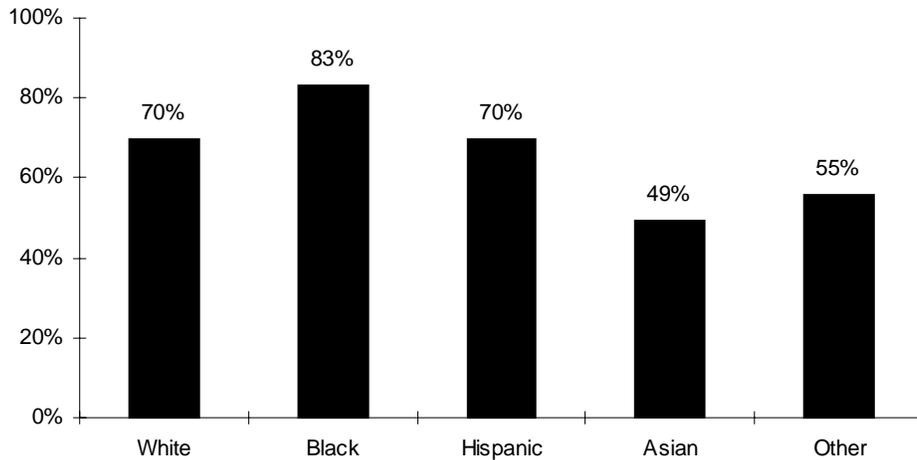
Fifty-seven percent of spouses in “Other” locations found the job openings they accessed at the Employment Assistance Center to be available when checked, followed by 56% of Germany/UK/Italy spouses. Nearly half (48%) of Alaska/Hawaii/Guam/Puerto Rico spouses found the openings still available. Two fifths (40%) of Japan/Korea and CONUS spouses found the job openings they accessed to be available when checked.

Figure 5-14.
Job Openings Still Available, by Location



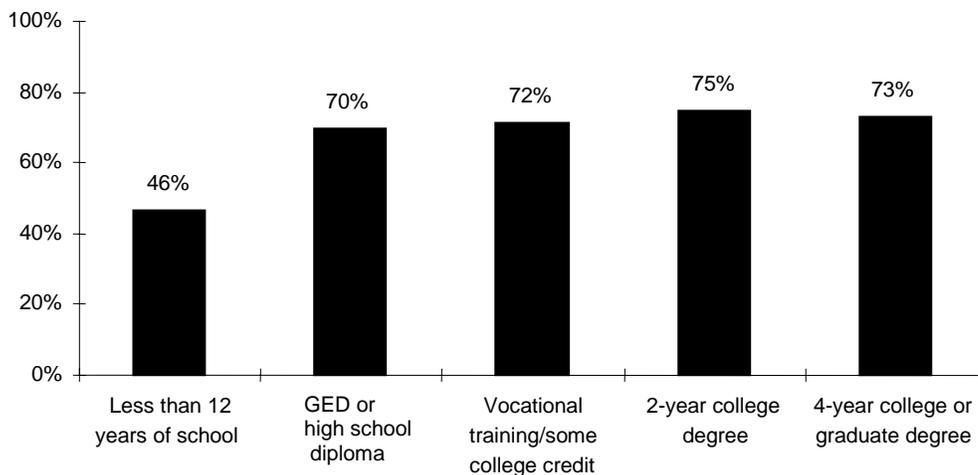
Black spouses were far and away the most frequent users of the job-openings list at the EAP. Some 83% of Black spouses made use of this resource, compared with 70% of Hispanic and White spouses. Fifty six percent of “Other” spouses used the job-openings list, with only 49% of Asian spouses making use of the list.

Figure 5-15.
Use of Job-openings List at EAP, by Race/Ethnicity



Spouses with postsecondary education were the most frequent users of the job-openings list at the EAP. While less than half (46%) of spouses with less than 12 years of school used the job-openings list, nearly three quarters of spouses with 2-year through 4-year college or graduate degrees did so.

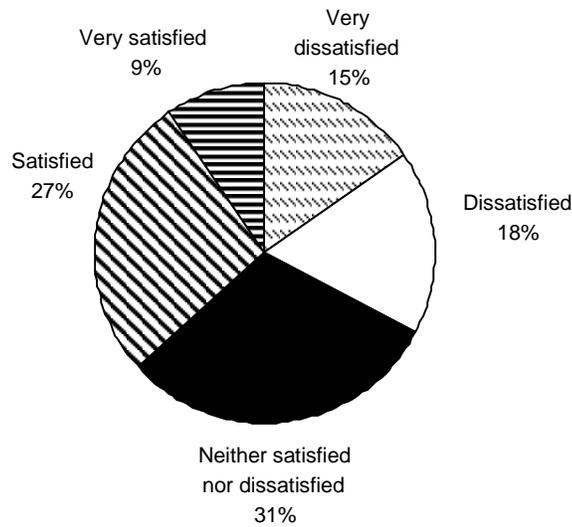
Figure 5-16.
Use of Job-openings List at EAP, by Education



Satisfaction with EAP

Overall spouse satisfaction with the EAP was nearly equally split, with some 36% of the group reporting they were either satisfied or very satisfied with the program, 33% indicating they were either dissatisfied or very dissatisfied, and 31% expressing neither satisfaction nor dissatisfaction (n = 31,959). The most strongly negative responses (very dissatisfied) came from 15% of all spouses, while the most strongly positive statements (very satisfied) came from 9%.

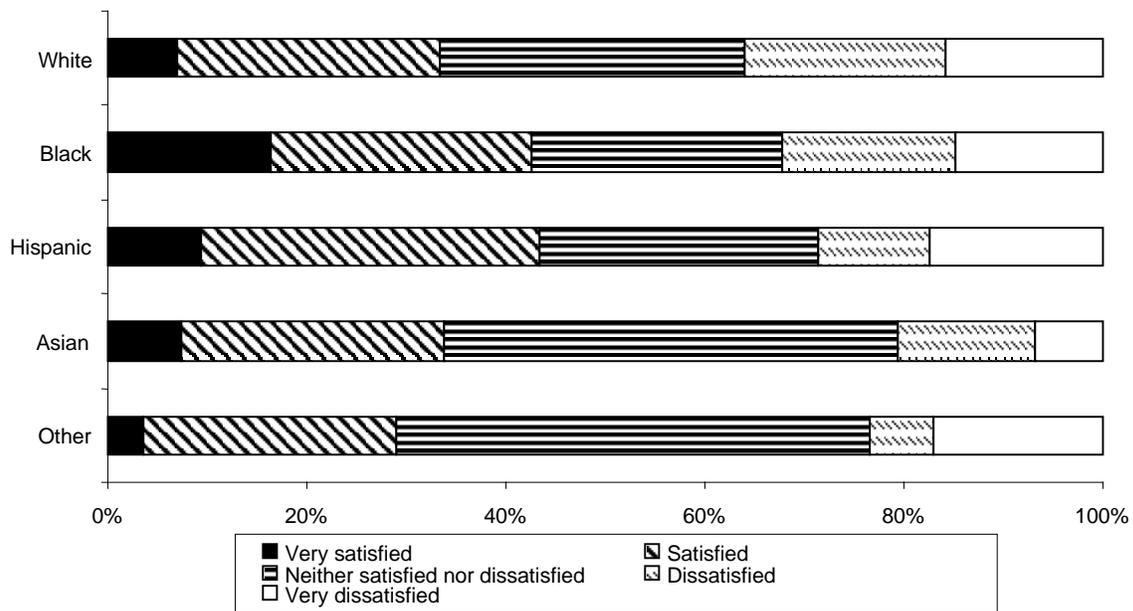
Figure 5-17.
Satisfaction with EAP



Appendix Table B-11 contains the Service and CONUS/OCONUS breakouts for satisfaction with the EAP.

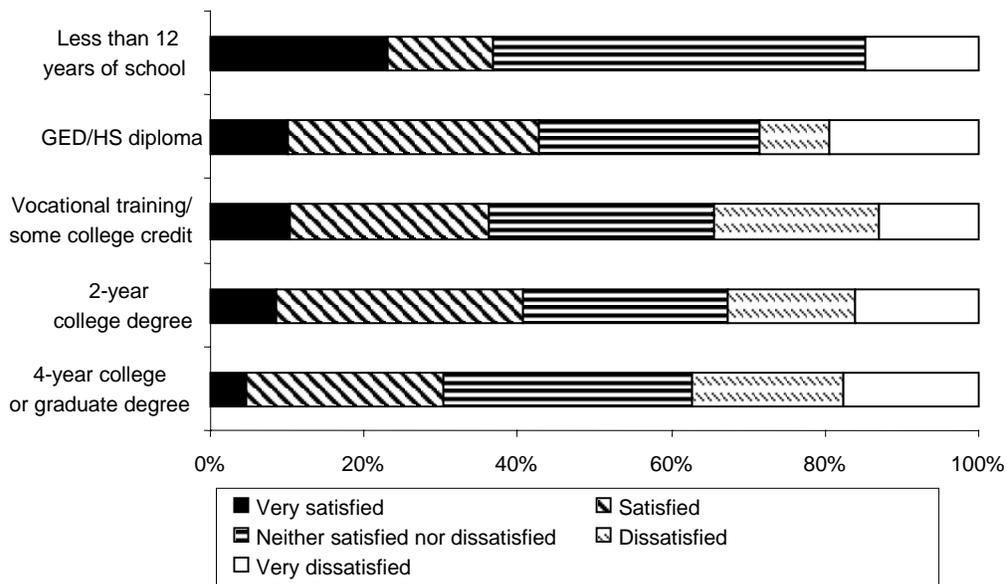
White spouses were the ethnic/racial group with the highest combined percentage of both “very dissatisfied” and “dissatisfied” with the services provided by the EAP (36%), followed by Black spouses (32%) and Hispanic spouses (29%). The groups with the highest percentages giving neutral responses (neither satisfied nor dissatisfied with the program) were Asian spouses (46%) and “Other” spouses (48%). Hispanic and Black spouses were essentially “tied” at 43% as the ethnic/racial groups with the highest combined percentage of both “very satisfied” and “satisfied” with the EAP. Thirty-four percent of Hispanic spouses were satisfied with the program and 9% very satisfied. Twenty-six percent of Black spouses were satisfied with the program and 16% very satisfied.

Figure 5-18.
Satisfaction with EAP, by Race/Ethnicity



The education group most likely to express at least some satisfaction with the EAP were holders of GEDs or high school diplomas (43%), followed by spouses with 2-year college degrees (41%). Most often expressing at least some dissatisfaction with the program were spouses with 4-year college or graduate degrees (37%) and spouses with vocational training/some college credit (34%). Some 48% of spouses with less than 12 years of school were neither satisfied nor dissatisfied with the EAP—the highest percentage across educational categories. While spouses at this level of educational attainment had the highest percentage of spouses who were very satisfied with the EAP (23%), this group comprises only 5% of military spouses.

Figure 5-19.
Satisfaction with EAP, by Education



Regarding satisfaction with the EAP, no significant differences emerged between spouses in different geographic locations or between spouses married to military members in different paygrades.

Usefulness of EAP Services

Spouses receiving EAP services were also asked to indicate the usefulness of these services. Spouses' rankings of the usefulness of EAP services ranged from a high of 87% of the users—for use of word processing equipment for résumé preparation, job applications, and so on—to a low of 47% for referrals to “temp” agencies. Spouses appeared to rank most highly those services with immediate, concrete outcomes—that is, services with direct, visible products or highly specific information that could be put to immediate use.

The services ranked most useful by spouses, after use of word processing equipment for résumé preparation, were: advice on how to dress for a job interview (86% marked “useful”); training in how to interview for a job (85%); help in completing job application forms (83%); training in job skills such as word processing (82%); and enrollment in a job search support group (81%). Three EAP services “tied” at 78%: training in résumé writing, training to operate one’s own business, and provision of child care. Information about colleges and schools and information about financial aid for college and school were also considered useful by more than 70% of the spouses (75% and 72%, respectively).

Nearly two thirds of spouses marked job openings announcements (66%), help on deciding what kind of job to do (63%), job fairs (62%), and one-on-one assistance with a job search (60%) as useful. Less than half thought referrals to “temp” agencies were useful (47%).

Figure 5-20.
Percent of Users of Different EAP Services Rating the Service as Useful

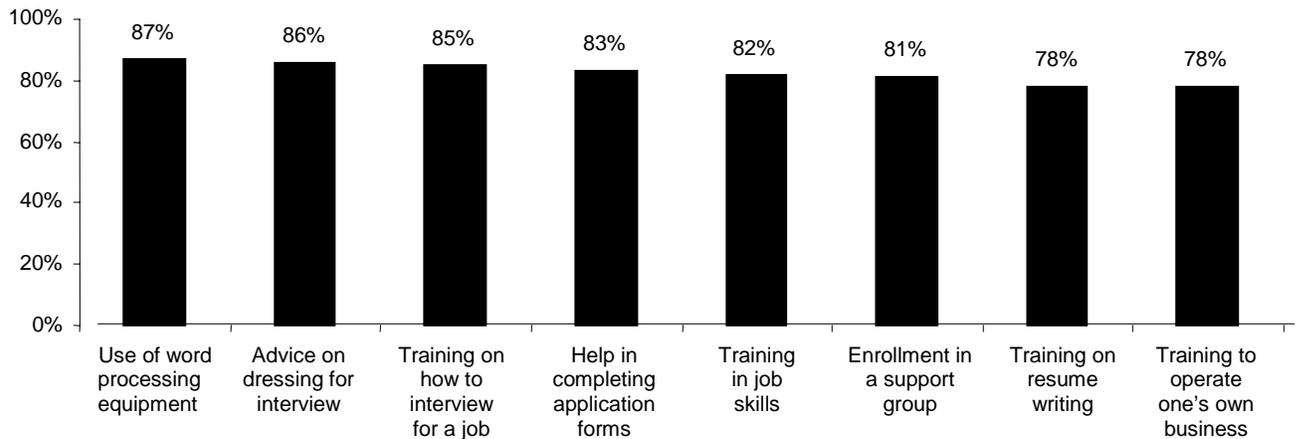
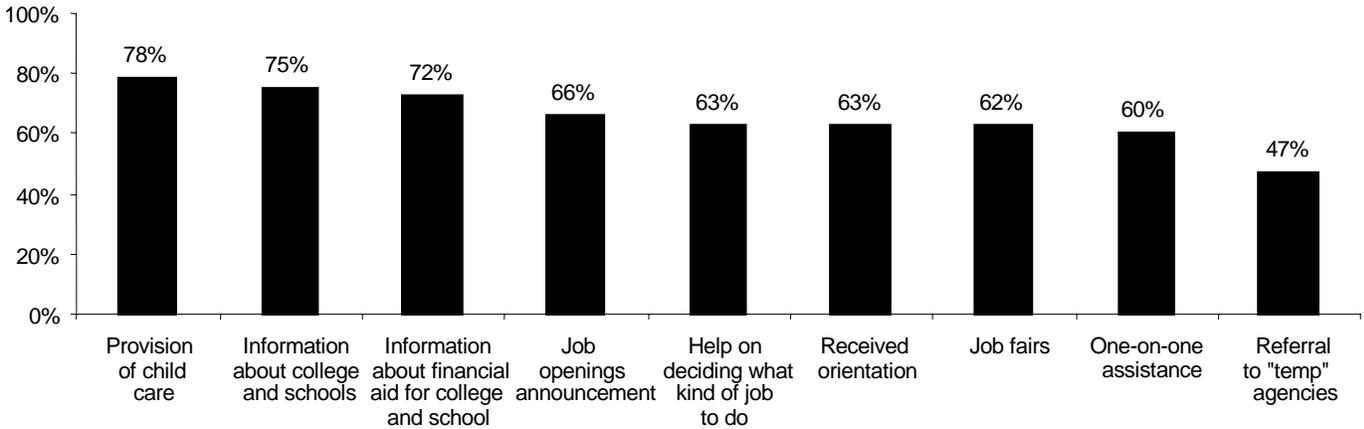


Figure 5-20.

Percent of Users of Different EAP Services Rating the Service as Useful, continued



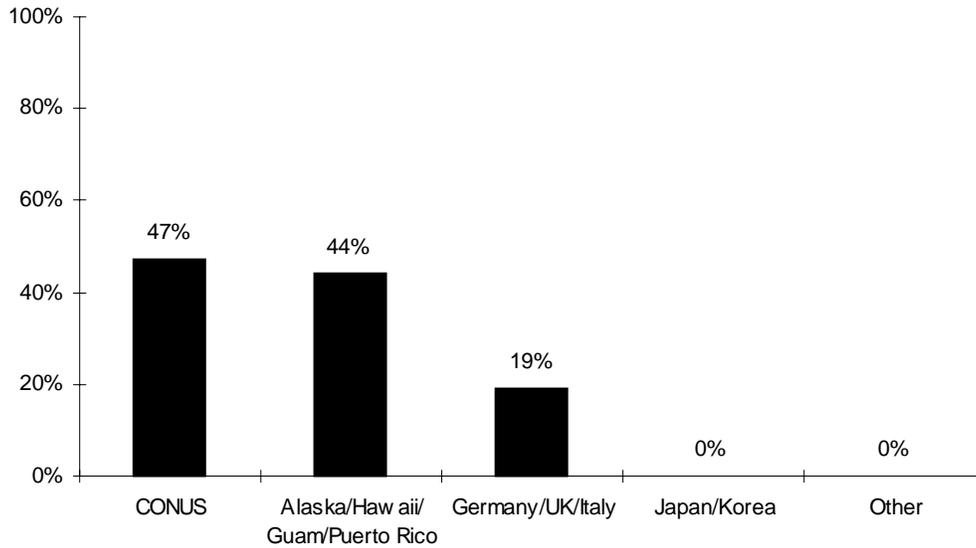
Looking at spouses' rankings of "not useful" for the range of EAP services provides a complementary perspective on these services' usefulness. Under this rubric, the service seen by the greatest number of spouses as not useful was referral to "temp" agencies, with 42% of spouses so assessing this service. Other EAP services frequently seen as not useful were: one-on-one assistance with job search (32%); help deciding what kind of work to do (30%); orientation on job searching skills and services (28%); announcements of job openings (28%); and information about financial aid for colleges and schools (23%).

Fewer than 1 in 5 spouses considered the following services not useful: more general information about colleges and schools (18%); training in job skills (16%); training in résumé writing (15%); training in job interviewing (12%); help completing job application forms (10%); and use of word processing equipment for résumé preparation (10%).

Significant differences arose among spouses in different paygrades only in assessing the usefulness of help completing job application forms. Seventy percent of E1-E3 spouses and 75% of E4 spouses found help completing job application forms useful, in contrast to 88% of E5 spouses.

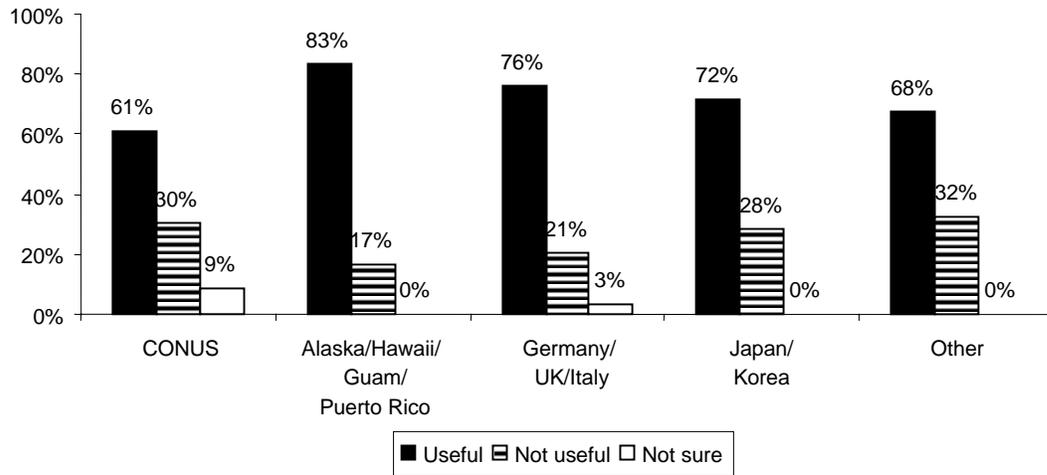
Geographical location appears to play a significant differentiating role in spouses' assessment of the usefulness of three EAP services: referrals to "temp" agencies, announcements of job openings, and information about financial aid for college or school. Forty-seven percent of CONUS spouses and 44% of Alaska/Hawaii/Guam/Puerto Rico spouses found referrals to temp agencies useful, in comparison to 19% of Germany/UK/Italy spouses and 0% of both Japan/Korea and "Other" spouses. This response reflects the higher referral rates of spouses to "temp" agencies in CONUS and Alaska/Hawaii/Guam/Puerto Rico compared with Germany/UK/Italy and Japan/Korea (where 3% of spouses reported receiving this service).

Figure 5-21.
Usefulness of Referrals to Temp Agencies, by Location



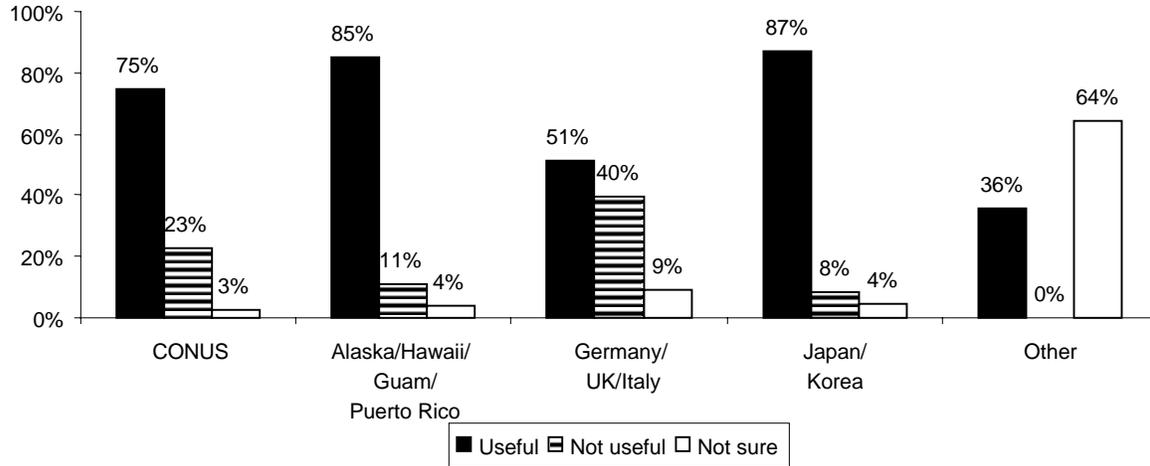
Eighty-three percent of Alaska/Hawaii/Guam/Puerto Rico spouses found announcements of job openings useful, as did 76% of Germany/UK/Italy spouses, compared with 72% of Japan/Korea spouses and 68% of spouses in “Other” locations. CONUS spouses were at the bottom of the list here, with only 61% of spouses indicating that these announcements were useful.

Figure 5-22.
Usefulness of Announcements of Job Openings, by Location



Eighty-seven percent of Japan/Korea spouses found information on financial aid for colleges and schools to be useful, as did 85% of Alaska/Hawaii/Guam/Puerto Rico and 75% of CONUS spouses. In contrast, only 51% of Germany/UK/Italy spouses found this information useful, as did only 36% of spouses in “Other” locations.

Figure 5-23.
Usefulness of Information on Financial Aid for Colleges and Schools, by Location

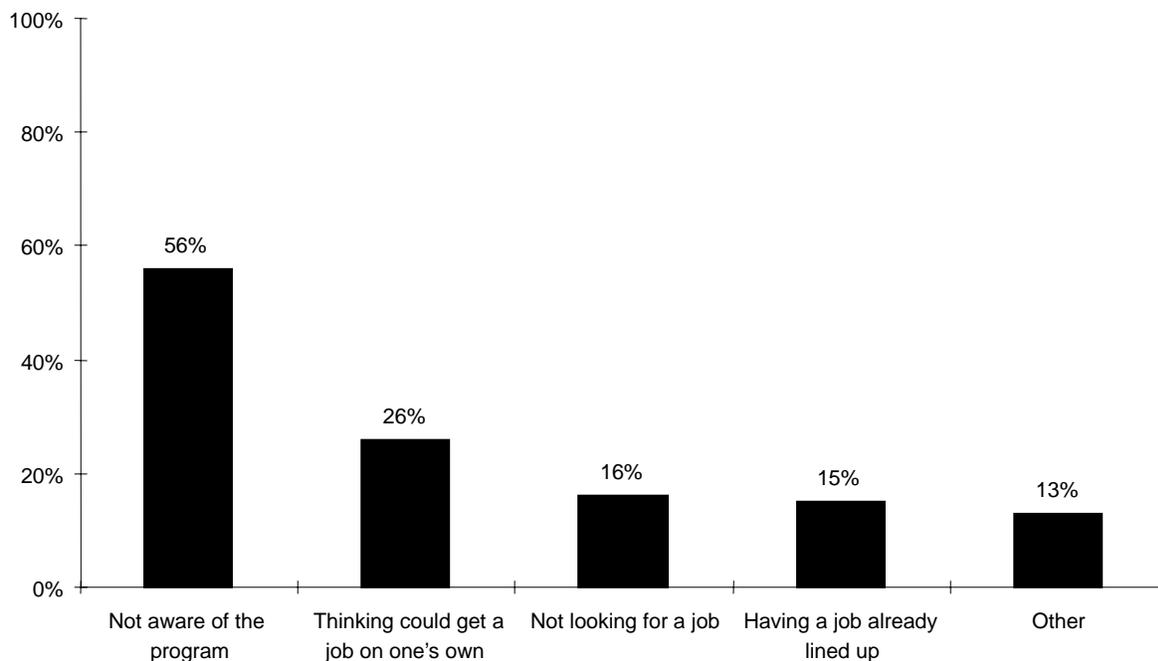


Non-Participation in EAP

As we have already indicated, 89% of spouses responded that they had not participated in an EAP within the last 12 months. Spouses were given the opportunity to indicate which of 11 listed reasons for non-EAP participation applied to them, and also given the option of choosing “Other” as such a reason.

More than half of the spouses (56%) indicated that they did not participate in the EAP because they were unaware of the program’s existence. This response is more than double that of the second most widespread answer to the question, “thinking that I could get a job on my own” (26%). Sixteen percent of spouses reported that their lack of EAP participation was due to their not looking for a job, with 15% indicating that their non-participation resulted from their having a job already lined up. Thirteen percent of the spouses designated “Other” as their reason for non-participation.

Figure 5-24.
Top Five Reasons for Non-Participation in EAP



Some 7% of spouses indicated that they did not participate in the program because they did not think the EAP would help them. Other reasons given by spouses for non-participation concerned inconvenient EAP hours (5%), program unavailability (4%), the spouse being “too busy” (3%), and the program’s location being difficult to reach (3%). Three percent of spouses noted that their non-participation concerned an excessively long time to get desired services, and 3% of spouses indicated they did not participate in the EAP because “the program staff was not helpful.”

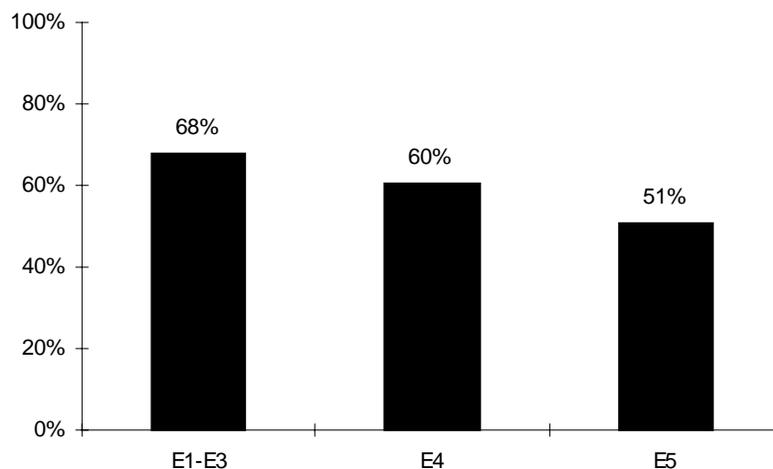
Table 5-1.
Reasons (Other than Top Five) for Non-Participation in EAP

Reason	Percent
I didn’t think the program would help me	7%
The hours of operation were inconvenient for me	5%
The program was not available	4%
I was too busy	3%
It was too difficult for me to get to the location where the program was offered	3%
It took too long to get the services I wanted	3%
The program staff was not helpful	3%

Appendix Table B-12 contains the Service and CONUS/OCONUS breakouts for reasons spouses did not participate in the EAP.

The most widespread reason, by far, for non-participation in the EAP was spouses’ lack of awareness of the program. E1-E3 spouses, however, were even more likely to cite this reason than were spouses at higher paygrades. About two thirds (68%) of E1-E3 spouses indicated not being aware of the program as a reason for their non-participation, compared to 60% of E4 spouses and 51% of E5 spouses.

Figure 5-25.
Non-Participation in EAP Due to Lack of Awareness, by Paygrade



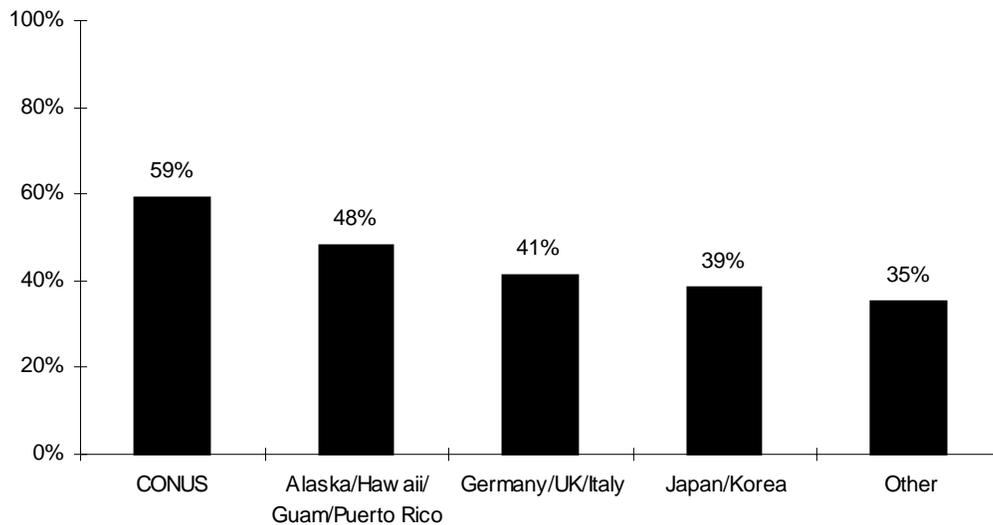
While 18% of E5 spouses chose not to participate in the EAP because they were not looking for a job, only 11% of E1-E3 and 14% of E4 spouses gave this response. E5 spouses were also more likely than E1-E3 spouses not to participate in the EAP because they had jobs already lined up (15% of E5 spouses cited this as a reason for non-participation, as compared with 12% of E1-E3 spouses).

Spouses at the higher paygrades, E4 and E5, were more likely than were spouses at the lower paygrades, E1-E3, to cite inconvenient hours as a factor in their non-participation in the EAP. Six percent of E4 spouses and 5% of E5 spouses cited this reason, compared with only 3% of E1-E3 spouses.

E1-E3, E4, and E5 spouses each cited non-helpfulness of EAP staff at the same 3% rate.

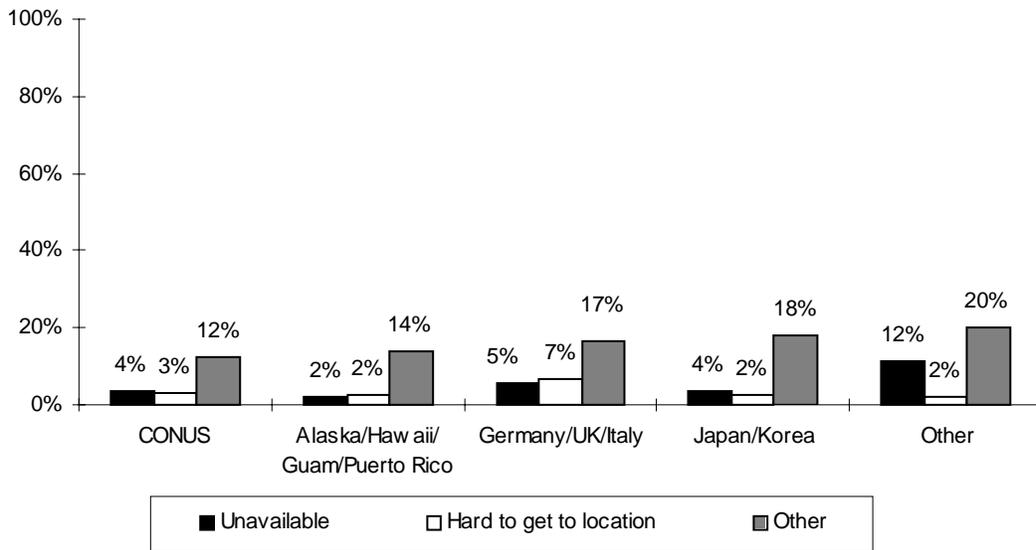
Across geographic locations, the predominant reason for non-participation in the EAP was unawareness of the program. However, the percentages of spouses citing unawareness as their reason for non-participation varied considerably, from 35% in “Other” locations and 39% in Japan to a high of 59% in CONUS.

Figure 5-26.
Non-Participation in EAP Due to Lack of Awareness, by Location



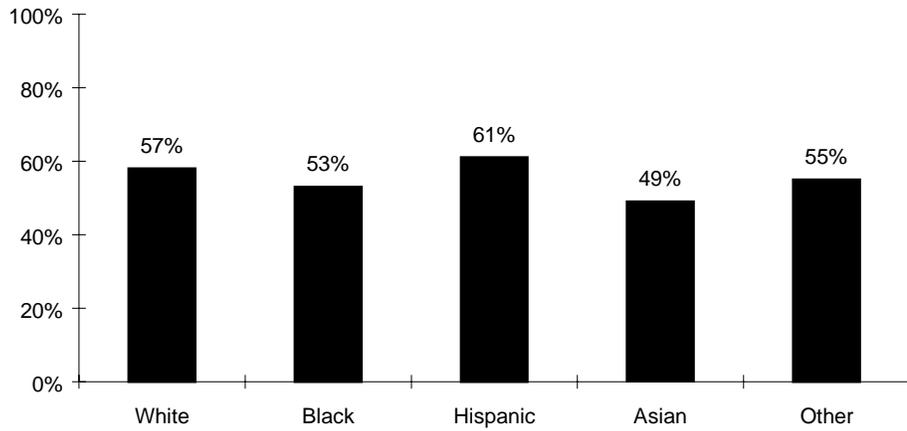
Two other areas affecting EAP participation by location were the program’s being unavailable and its being hard to get to. Twelve percent of spouses in “Other” locations, as compared to 2-5% of spouses worldwide, cited program unavailability as the reason for their non-participation. Seven percent of spouses in Germany/UK/Italy indicated that difficulty getting to the EAP was a reason for their non-participation, in contrast to 2-3% of spouses worldwide. “Other” reasons were cited by 12-20% of spouses—with 12% of CONUS spouses giving this blanket answer and 20% of spouses in “Other” locations giving this response.

Figure 5-27.
Non-Participation in EAP Due to Unavailability of Program, Difficulty in Getting to EAP, and “Other” Reasons, by Location



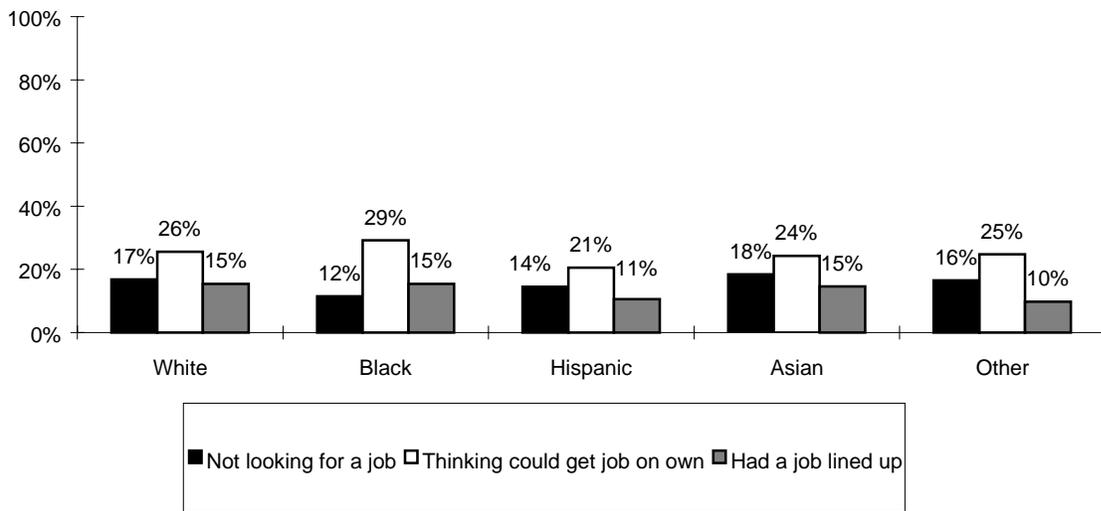
While the most prevalent reason for non-participation in the EAP, regardless of race/ethnicity, was lack of awareness of the program, the percentages varied for spouses of different racial/ethnic groups. Hispanic spouses expressed the greatest unawareness of the program (61%), followed by White (57%), “Other” race (55%), Black (53%), and Asian (49%) spouses.

Figure 5-28.
Non-Participation in EAP Due to Lack of Awareness, by Race/Ethnicity



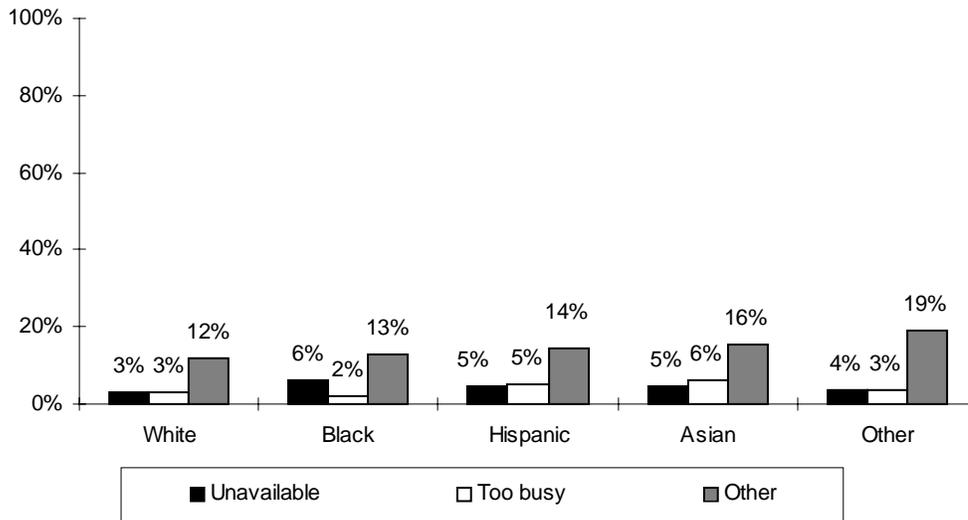
While 18% of Asian spouses, 17% of White spouses, and 16% of “Other” race spouses gave the reason, “I was not looking for a job” for not participating in the EAP, only 14% of Hispanic spouses and 12% of Black spouses reported this as a reason for their non-participation. Black spouses (29%) were most likely not to participate in the EAP because they thought they could get jobs on their own, followed by White (26%), “Other” race (25%), Asian (24%), and Hispanic (21%) spouses. Although 15% of Black, White, and Asian spouses did not participate in the EAP because they had a job already lined up, only 11% of Hispanic spouses and 10% of “Other” race spouses cited this reason.

Figure 5-29.
Non-Participation in EAP Due to Not Looking for a Job, Thinking Could Get Job on Own, and Having Job Lined Up, by Race/Ethnicity



Relatively similar percentages of spouses cited unavailability of an EAP as a reason for their non-participation (3% for White, 4% for “Other,” 5% for Asian, and 6% for Black spouses). Asian spouses (6%) were the most likely racial/ethnic group to indicate that their being “too busy” was a cause of their lack of EAP participation, followed by Hispanic spouses (5%), and “Other” race (3%) and White spouses (3%). Black spouses, at 2%, had the lowest percentage of all spouses citing this as a reason for non-participation in the EAP.

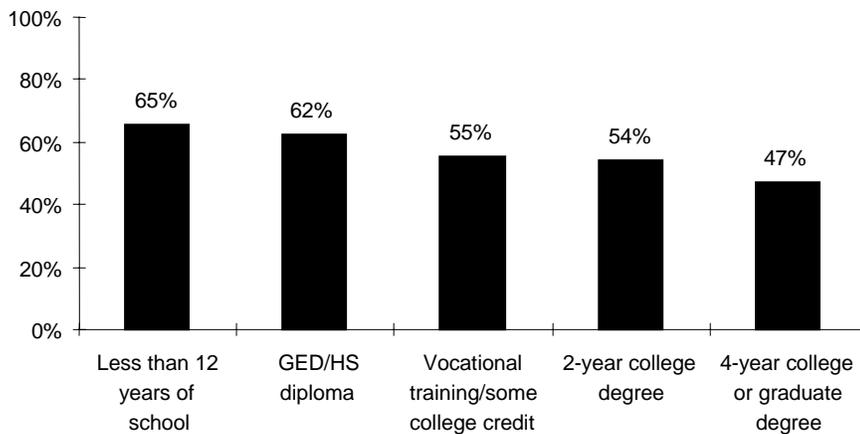
Figure 5-30.
Non-Participation in EAP Due to Unavailability of Program, Spouse Too Busy, and “Other” Reasons, by Race/Ethnicity



All the racial/ethnic groups were nearly identical in indicating the lack of helpfulness of program staff as a reason for their not participating in the EAP: 1) Asian (2%), 2) White, Hispanic and Black (3% each), 3) and “Other” race spouses (4%).

Lack of awareness of the EAP was the principal reason for non-participation in the program across educational levels. The lower the spouse’s educational level, however, the more likely she or he was to cite this as the reason for non-participation. While some 65% of spouses with less than 12 years of school and 62% of spouses with GEDs or high school diplomas gave lack of awareness as their reason for non-participation, this figure declined to 55% of spouses with vocational training/some college credit, 54% of spouses with 2-year college degrees, and 47% of spouses with 4-year college or graduate degree.

Figure 5-31.
Non-Participation in EAP Due to Lack of Awareness, by Education



The more highly educated the spouse, the more likely she or he was to cite having already lined up a job as a reason for non-participation in the EAP. Six percent of spouses with less than 12 years of school reported this as a factor in their non-participation. This figure jumped to 12% for spouses with GEDs or high school diplomas and gradually rose by educational level to 20% of spouses with 4-year college or graduate degrees.

The higher the spouse’s educational attainment, the more probable she or he was to indicate “I didn’t think the program would help me” as a reason for non-participation in the EAP. While only 3% of spouses with less than 12 years of school gave this response, this figure gradually climbed to 8% of spouses with 2-year college degrees and 10% of spouses with 4-year college or graduate degrees.

Learning about EAP

Those spouses who knew about the existence of an EAP in the area in which they currently lived and in which they were eligible to participate (n = 93,565) were asked to indicate all the ways they came to learn about the program. While no individual means overwhelmingly surpassed others in disseminating information on EAPs, word of mouth emerged as a particularly important source of information regarding the program, while e-mail or some other computer message was the least common source of EAP knowledge.

The most widespread way in which spouses learned of the EAP in their area was through the military member to whom they were married (34%). Welcome packets provided the second most frequent means of communications regarding the EAP (29%). Word of mouth, whether from the military member or from friends, acquaintances, or other sources, was also a popular means of information diffusion (23%). The Family Support Center served to introduce 24% of respondents to the EAP, while the orientation program for spouses of service members was the EAP information source for 13% of spouses.

Figure 5-32.
Means of Learning about EAP

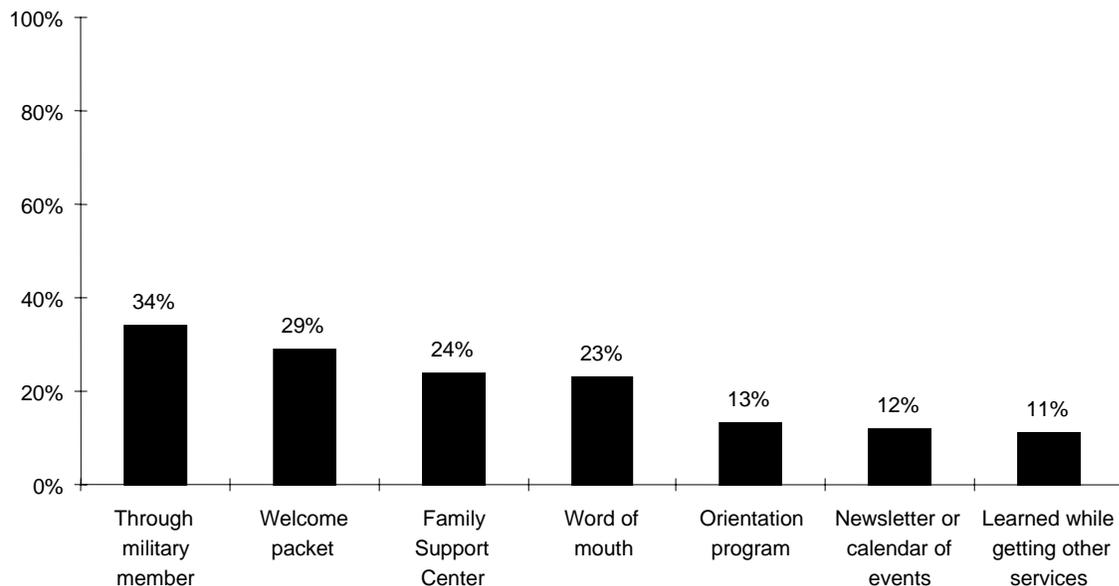
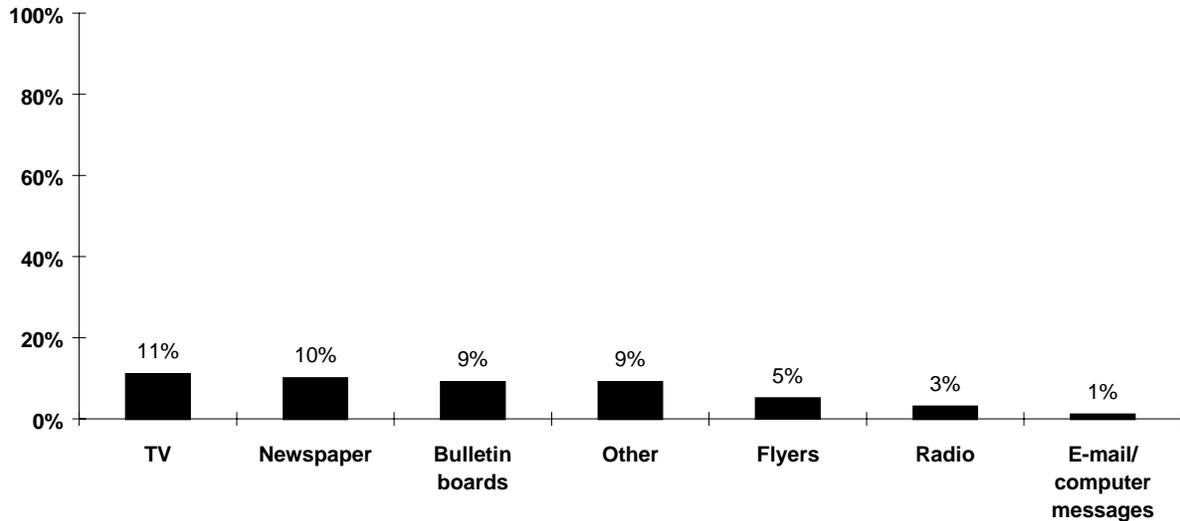


Figure 5-32.
Means of Learning about EAP, continued



TV and newsletters/calendars of events served to inform 11% and 12% of spouses about the programs, respectively, while 11% indicated they learned of the EAP while getting other services. The newspaper was cited by 10% of respondents as a source of information about EAP, and 9% cited announcements on bulletin boards. “Other” channels served to inform 9% of spouses, with 5% learning about the EAP through flyers. Least common sources of information regarding an EAP came from radio (3%) and e-mail/computer messages (1%).

Appendix Table B-13 contains the Service and CONUS/OCONUS breakouts for means of learning about the EAP.

Spouses learned about the EAP in generally similar ways regardless of the paygrade of the military member to whom they were married; however, the survey responses indicated that some differences existed in the frequency of use of information sources. Lower-paygrade spouses were more likely to learn of the EAP through word of mouth than were higher-paygrade spouses (28% of E1-E3 spouses and 22% of E4-E5 spouses). They were also more apt to learn of the EAP through the military member than were higher-paygrade spouses (37% of E1-E3 spouses and 36% of E4 spouses, compared to 33% of E5 spouses).

E5 spouses were more likely to learn about the EAP through newsletters or calendars of events (15 %) than were E1-E3 spouses (10 %) and E4 spouses (9%).

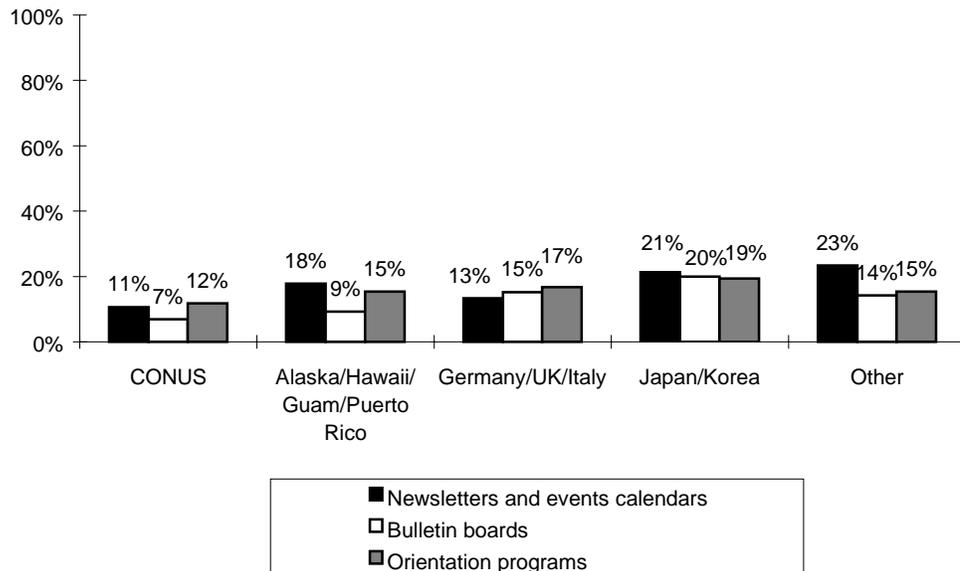
Television more commonly provided EAP information to E5 (11%) and E4 (11%) spouses than to E1-E3 spouses (6%). Radio provided information to only 4% of E5 spouses, 2% of E1-E3 spouses and 2% of E4 spouses. E-mail, the least prevalent EAP information source, was used by only 1% of spouses across all paygrades.

The Family Support Center was the source of EAP information for a greater percentage of E5 spouses (26%) than of E4 spouses (21%).

A number of patterns emerge by location: CONUS and Alaska/Hawaii/Guam/Puerto Rico spouses appeared to rely less than foreign-based spouses did on newsletters or calendars of events to learn about the EAP. Only 11% of CONUS spouses received information from newsletters or calendars of events, compared with 21% of Japan/Korea spouses and 23% of spouses from “Other” locations. Similarly, bulletin boards were more prevalent information sources for foreign-based spouses than for stateside ones, with 20% of spouses in Japan/Korea and 15% of spouses in Germany/UK/Italy gaining information through this medium compared with only 7% of spouses in CONUS and 9% in Alaska/Hawaii/Guam/Puerto Rico.

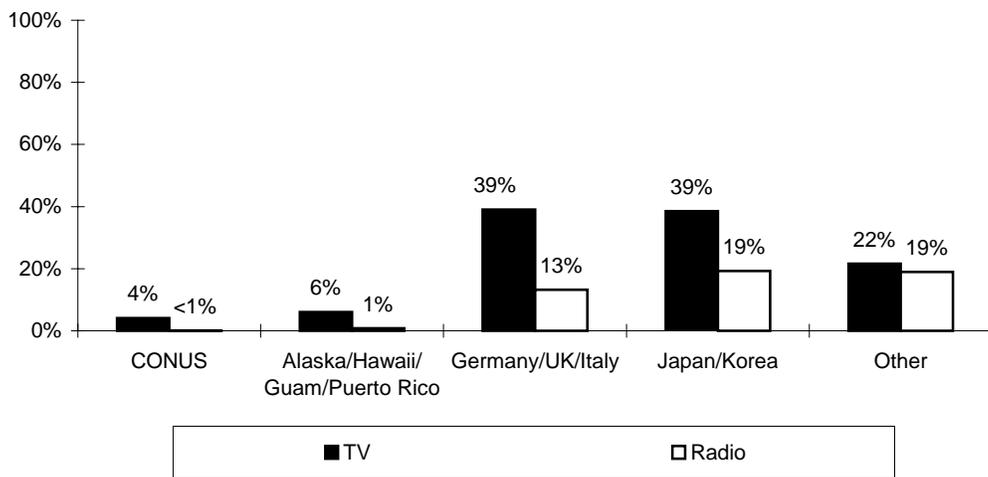
Similarly, the orientation program for spouses of Service members provided information on EAPs to larger percentages of foreign-based spouses (Japan/Korea, 19%; Germany/UK/Italy, 17%) than to those in CONUS (12%).

Figure 5-33.
Learning about EAP through Newsletters or Calendars of Events, Bulletin Boards, and Orientation Program, by Location



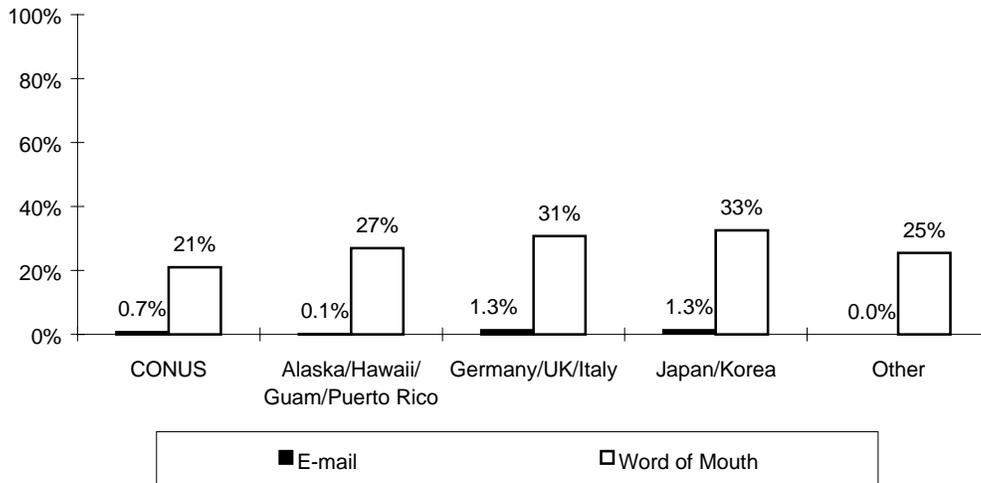
Military television was an extremely important source of EAP information for spouses posted outside the United States. Indeed, for spouses located in Germany/UK/Italy and Japan/Korea, television was the most common means of discovering the EAP: 39% of spouses in these locations learned about the program in this fashion, compared with only 4% of spouses in CONUS and 6% of spouses in Alaska/Hawaii/Guam/Puerto Rico. Similarly, military radio, while informing virtually no stateside spouses, was an EAP information source for at least 13% of spouses residing in other locations across the world.

Figure 5-34.
Learning about EAP through Television and Radio, by Location



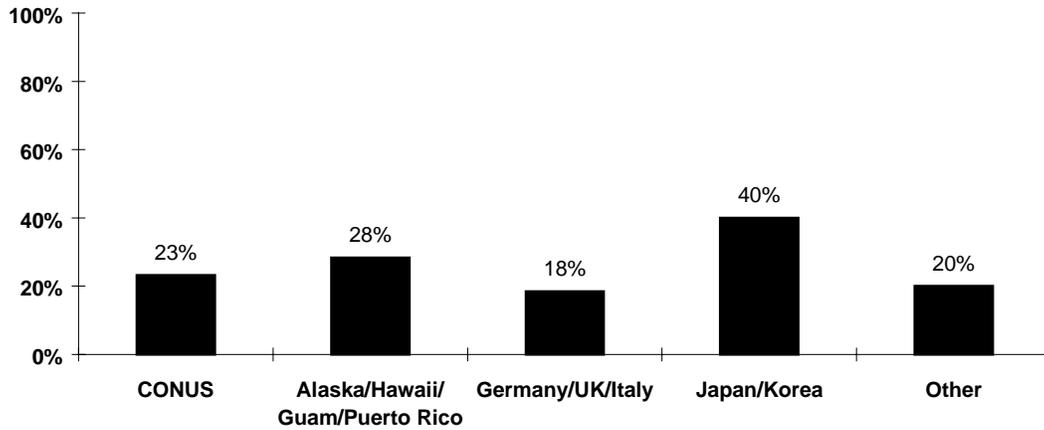
Direct, personal discourse—word of mouth—served to spread EAP information from one fifth to nearly one third of all spouses who utilized EAP. This communications channel was somewhat more popular outside CONUS (such as in Japan/Korea, 33%) than in the continental United States (21%). E-mail was the least utilized mechanism for learning about EAP.

Figure 5-35.
Learning about EAP through E-Mail and Word of Mouth, by Location



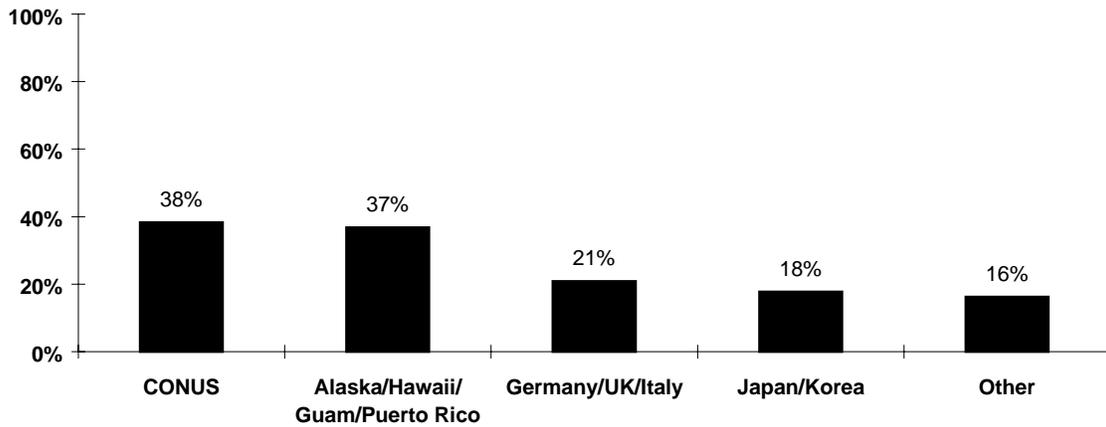
The Family Support Center provided EAP information to an average of some 22% of spouses. In the case of spouses located in Japan/Korea, however, 40% of the spouses learned about the EAP through the Center.

Figure 5-36.
Learning about EAP through the Family Support Center, by Location



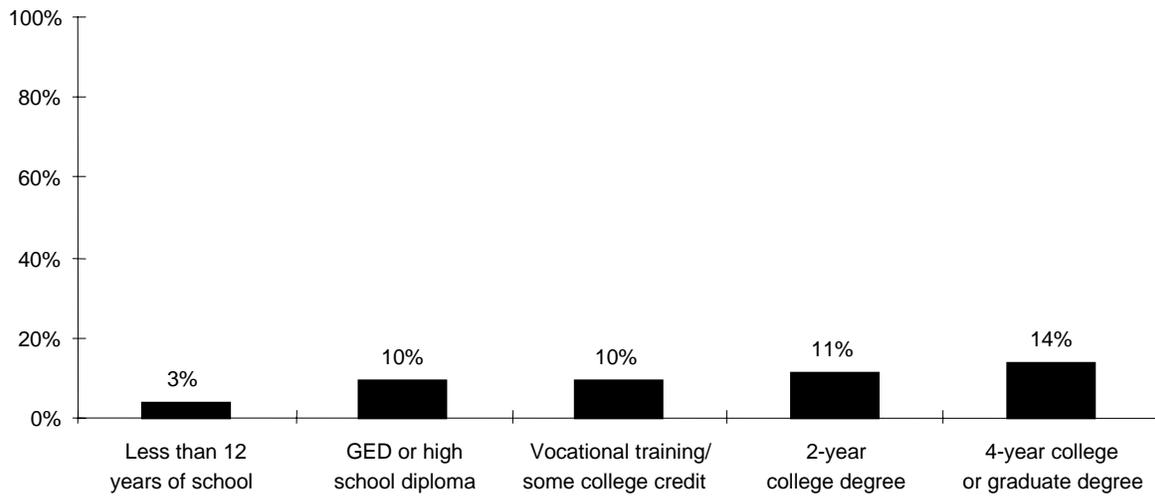
For more than one third of CONUS-based and Alaska/Hawaii/Guam/Puerto Rico-based spouses, their military members were an important EAP dissemination source. The military member played a less prominent role in this regard for spouses in other parts of the world, with spouses in Japan/Korea (18%) and “Other” locations (16%) indicating the lowest percentages worldwide of EAP information dissemination through this medium.

Figure 5-37.
Learning about EAP through Military Member, by Location



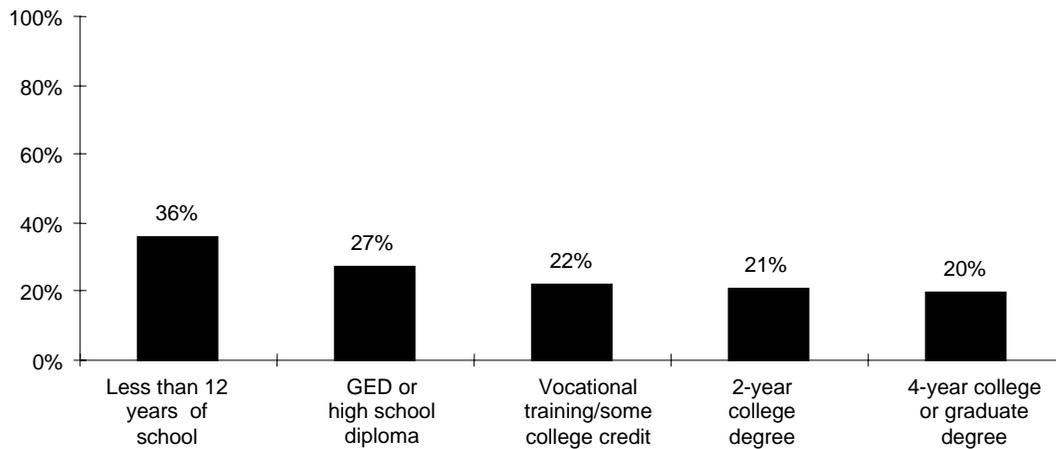
The more highly educated the spouse, the more likely she or he was to utilize printed or written sources of information; the less highly educated the spouse, the more likely she or he was to rely on interpersonal forms of communication. Fourteen percent of spouses with a 4-year college degree or higher learned about EAP through this a base newspaper, in contrast to 11% of spouses with 2-year college degrees and 10% of spouses with vocational training/some college credit or GED/high school diplomas. Only 3% of spouses with less than 12 years of school learned about the EAP through a base newspaper.

Figure 5-38.
Learning about EAP through Newspapers, by Education



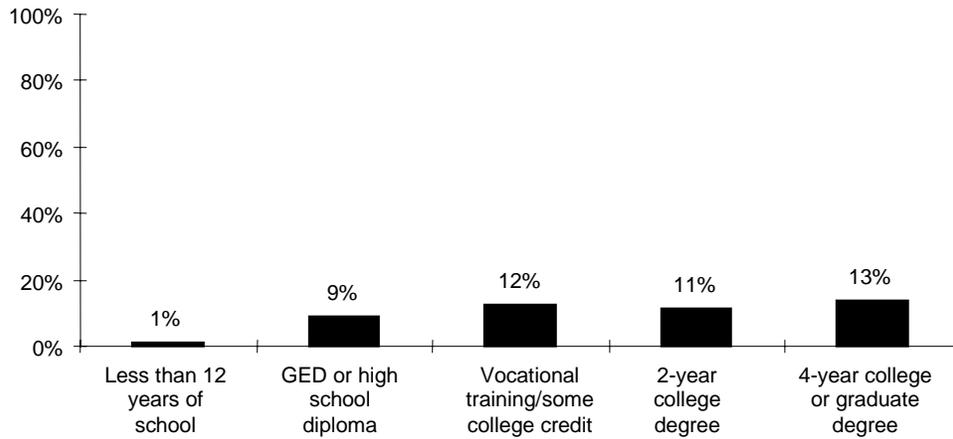
Word of mouth was a source of information about the EAP for 36% of spouses with less than high school education, while only 20% of spouses with 4-year college or graduate degrees cited word-of-mouth as a means of their learning about the EAP. As educational levels decreased, word of mouth became increasingly significant for spouse discovery of the EAP. Twenty-seven percent of spouses with GED or high school diplomas gained their information about the EAP in this manner, in contrast to 22% of spouses with vocational training/some college credit, and 21% of spouses with 2-year college degrees.

Figure 5-39.
Learning about EAP through Word of Mouth, by Education



Higher levels of educational attainment were also associated with spouses' learning about the EAP while getting other services. While only 1% of spouses with less than 12 years of school learned about the EAP in this manner, 9% of spouses with GEDs or high school diplomas did so, as did 12% of spouses with vocational training/some college credit, 11% of spouses with 2-year college degrees, and 13% of spouses with 4-year college or graduate degrees.

Figure 5-40.
Learning about EAP through Information Received while Getting Other Services, by Education



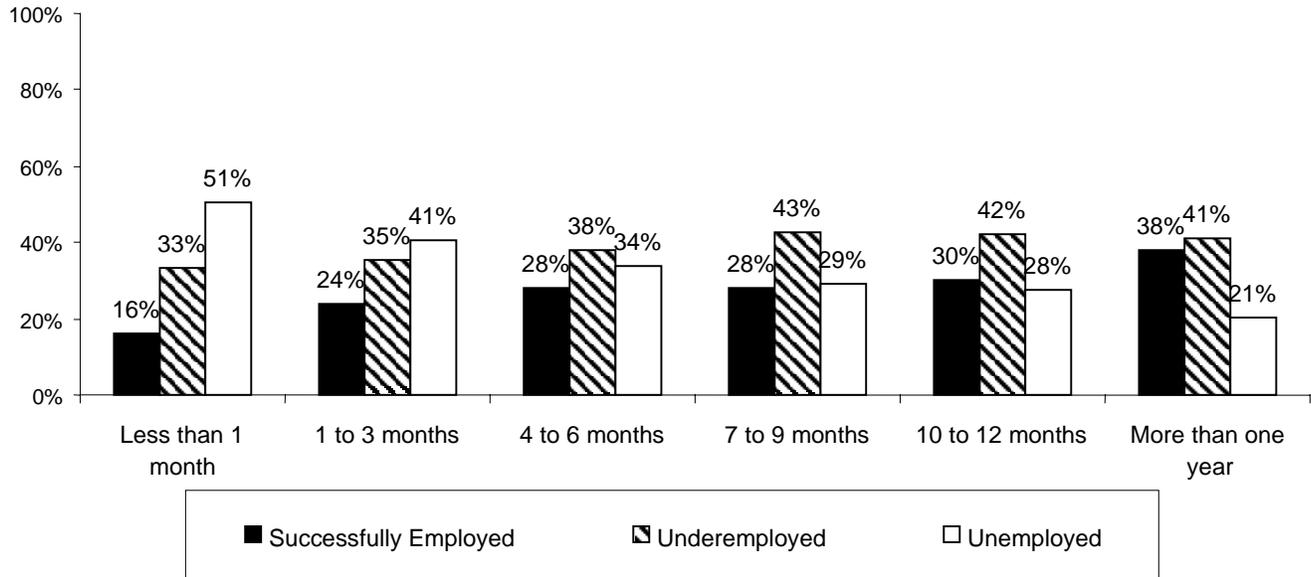
6. Characteristics Associated with Job Success

This chapter examined spouses who indicated they were currently working (full-time or part-time) or were unemployed but looking for work. We analyzed particular characteristics of these spouses in order to identify those that were associated with employment success.

We developed a composite *employment status* variable encompassing three status levels: (1) successfully employed, (2) underemployed, and (3) unemployed. *Successfully employed* spouses were those who were employed either full-time or part-time and were making use of their skills and training to a large extent and, in the case of those employed part-time, do not want to work more hours. *Underemployed* spouses were those who were employed full-time or part-time and were using their skills and training to a minor extent or not at all, and spouses who were employed part-time and wanting to work more hours. *Unemployed* spouses were those spouses who were not employed, but were seeking employment.

We found that spouses who had moved to their current residence less than one month ago were considerably more likely to be unemployed (51%) than those who moved to their current residence at least a month ago (21-41%). To mitigate the effect on unemployment caused by relocation, we excluded from our analyses those spouses who moved to their current residence within one month prior to completing the survey. The resulting analysis group contained 231,004 spouses.

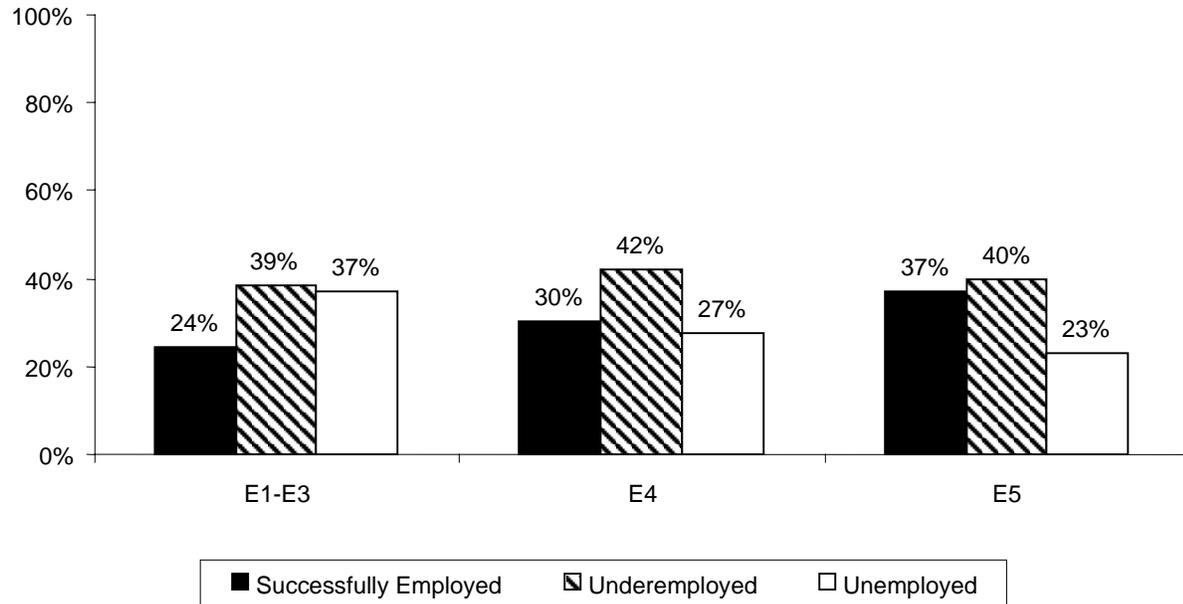
Figure 6-1.
Effect of Relocation on Employment Success



Demographic Characteristics

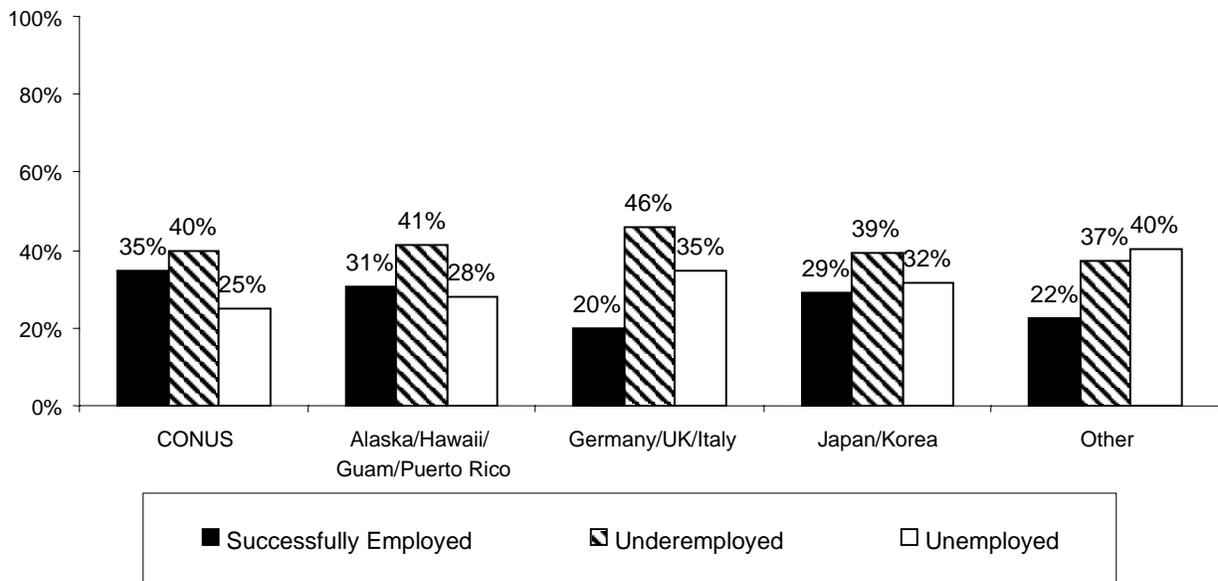
A greater percentage of E5 spouses (37%) were successfully employed than were E4 (30%) or E1-E3 (24%) spouses. Conversely, a greater percentage of E1-E3 (37%) and E4 (27%) spouses were unemployed than were E5 spouses (23%).

Figure 6-2.
Employment Status, by Paygrade



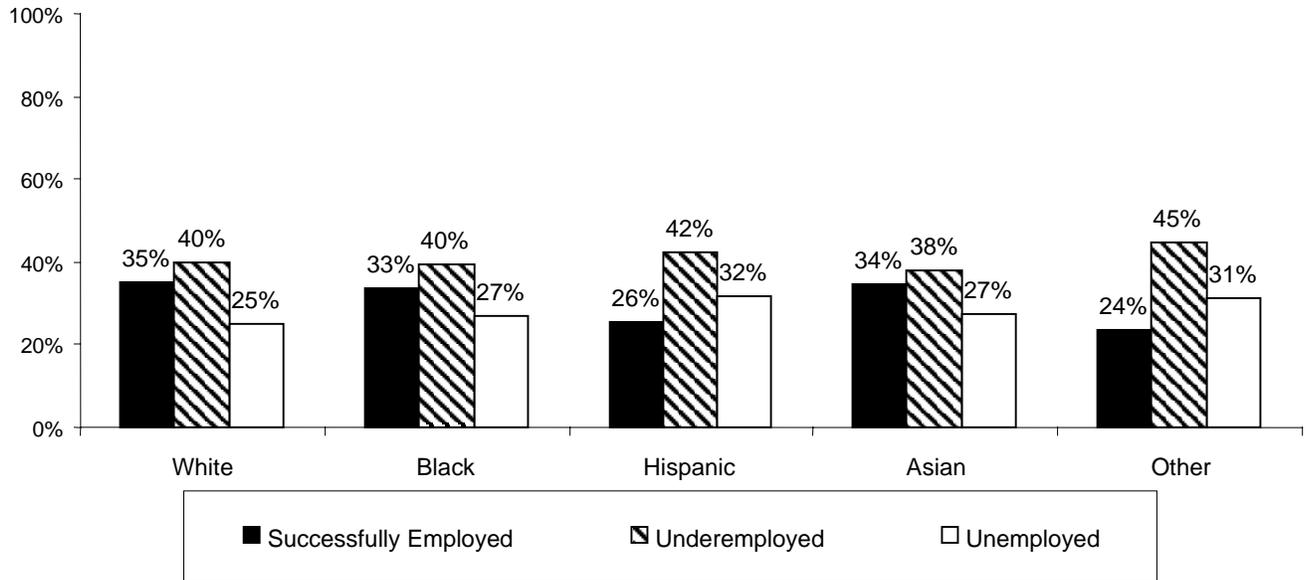
Opportunities for successful employment appear to be more limited in Germany/UK/Italy and “Other” locations. A greater percentage of spouses in CONUS (35%), Alaska/Hawaii (31%), and Japan/Korea (29%) were successfully employed than spouses in Germany/UK/Italy (20%) or “Other” locations (22%). Spouses in Germany/UK/Italy were also more likely to be underemployed (46%) than were spouses living in other locations (37-41%). In general, a greater percentage of spouses outside the United States and territories were likely to be unemployed: Germany/UK/Italy (35%), Japan/Korea (32%), and “Other” (40%) than within CONUS (25%) and Alaska/Hawaii/Guam/Puerto Rico (28%).

Figure 6-3.
Employment Status, by Location



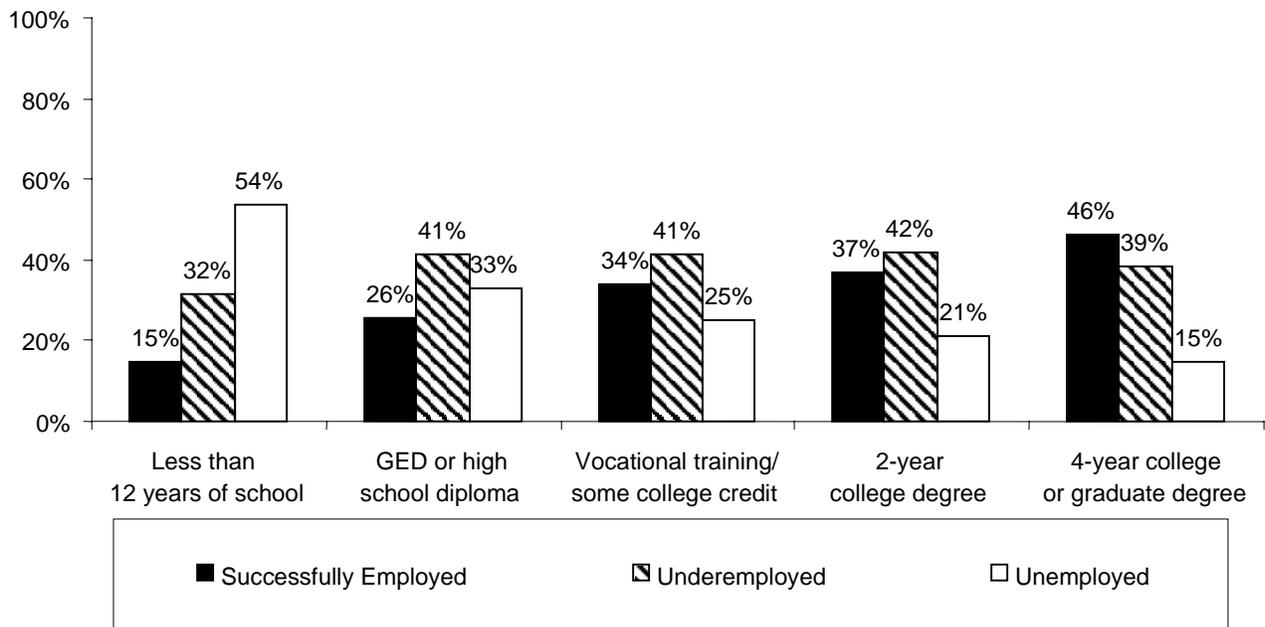
A greater percentage of White (35%), Black (33%), and Asian (34%) spouses were successfully employed than Hispanic (26%) or “Other” (24%) spouses. A greater percentage of Hispanic (32%) and “Other” (31%) spouses were unemployed than White (25%), Black (27%), or Asian (27%) spouses.

Figure 6-4.
Employment Status, by Race/Ethnicity



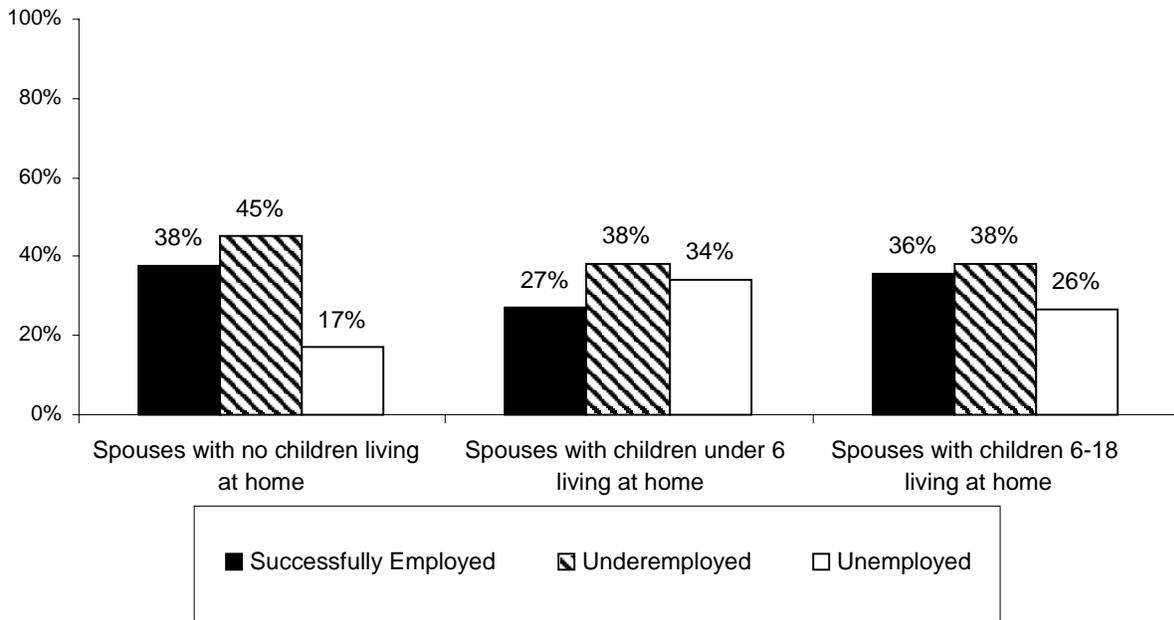
In general, the higher the educational level the greater the percentage of spouses who were successfully employed. For example, 46% of spouses with a four-year college or graduate degree were successfully employed, versus just 15% of those with less than 12 years of school. Conversely, the lower the educational level the greater percentage of spouses who were unemployed. The majority (54%) of spouses with less than 12 years of school were unemployed, versus just 15% of those with a 4-year college or graduate degree. Spouses with less than 12 years of school were less likely to be underemployed than were spouses of other educational levels (32% vs. 39-42%).

Figure 6-5.
Employment Status, by Education



Not surprisingly, spouses with children under 6 years of age living at home (27%) had a more difficult time being successfully employed than spouses without children (38%) and spouses with children aged 6-18 living at home (36%). Spouses with children under the age of 6 living at home were also more likely to be unemployed (34%) than spouses with no children (17%) and spouses with children aged 6-18 living at home (26%).

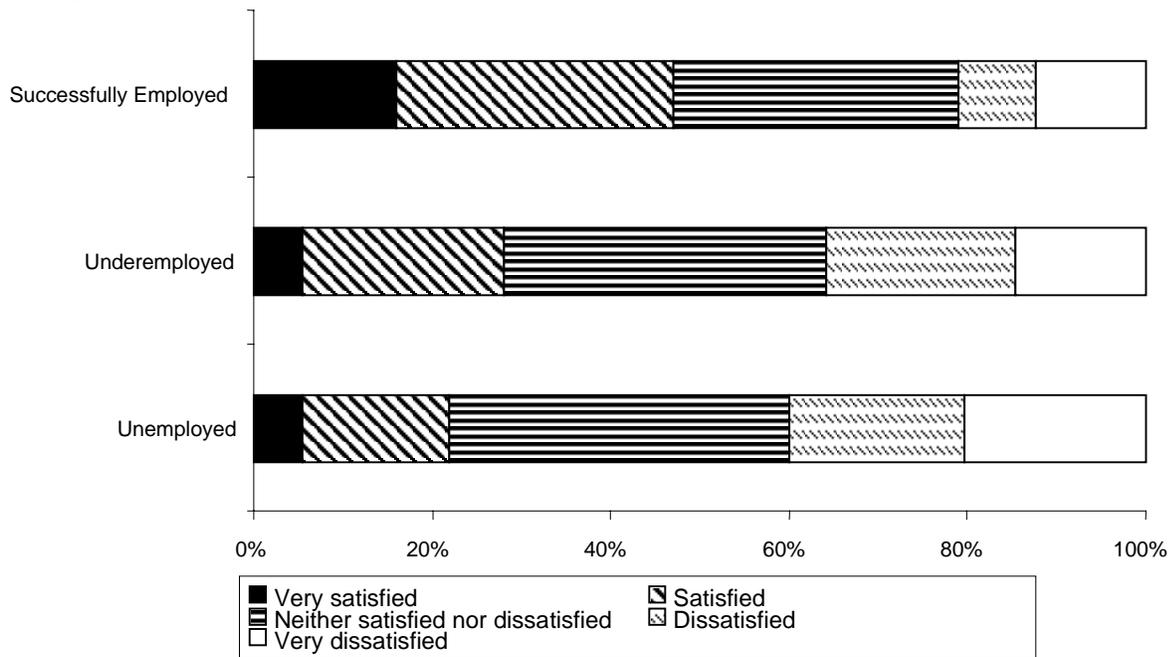
Figure 6-6.
Employment Status, by Age and Presence of Children who Live at Home



Overall Satisfaction with EAP

A greater percentage of spouses who were employed (47%) were satisfied or very satisfied with the military employment assistance program than underemployed (28%) or unemployed (21%) spouses. Conversely, a greater percentage of spouses who were unemployed (40%) or underemployed (36%) were dissatisfied or very dissatisfied with the program than employed (21%) spouses.

Figure 6-7.
Satisfaction with Military EAP, by Employment Status



Use and Usefulness of Individual EAP Services

At least 35% of employed, underemployed, and unemployed spouses who used the EAP services within the 12 months prior to responding to the survey read job announcements, attended an orientation session, and made use of the word processor. At least 35% of spouses who were currently employed or unemployed also took advantage of a résumé writing course or came in for one-on-one assistance, while only unemployed spouses received information on colleges and schools at more than 35%.

Table 6-1.
Most Frequently Used Services (35% or more), by Employment Status

Successfully Employed	Underemployed	Unemployed
<ul style="list-style-type: none"> • Job openings announcements (70%) 	<ul style="list-style-type: none"> • Job openings announcements (64%) 	<ul style="list-style-type: none"> • Job openings announcements (71%)
<ul style="list-style-type: none"> • Orientation (48%) 	<ul style="list-style-type: none"> • Orientation (41%) 	<ul style="list-style-type: none"> • Orientation (44%)
<ul style="list-style-type: none"> • Training on résumé writing (38%) 	<ul style="list-style-type: none"> • Use of word processing equipment (35%) 	<ul style="list-style-type: none"> • Training on résumé writing (42%)
<ul style="list-style-type: none"> • Use of word processing equipment (38%) 		<ul style="list-style-type: none"> • Information about colleges and schools (41%)
<ul style="list-style-type: none"> • One-on-one assistance with job search (35%) 		<ul style="list-style-type: none"> • One-on-one assistance with job search (40%)
		<ul style="list-style-type: none"> • Use of word processing equipment (37%)

At least 70% of spouses who were currently employed rated eight services as having been useful in contrast to underemployed spouses who rated two services as useful, and unemployed spouses who rated only one service as useful. The top ranked service among successfully employed and unemployed spouses was the “use of word processing equipment.” The top ranked service among the underemployed spouses was “advice on dressing for an interview.”

Table 6-2.
Most Useful Services (70% or more), by Employment Status

Successfully Employed	Underemployed	Unemployed
<ul style="list-style-type: none"> • Use of word processing equipment (87%) 	<ul style="list-style-type: none"> • Advice on dressing for an interview (72%) 	<ul style="list-style-type: none"> • Use of word processing equipment (75%)
<ul style="list-style-type: none"> • Training on résumé writing (81%) 	<ul style="list-style-type: none"> • Training on how to interview for a job (72%) 	
<ul style="list-style-type: none"> • Information about colleges and schools (77%) 		
<ul style="list-style-type: none"> • Advice on dressing for interview (77%) 		
<ul style="list-style-type: none"> • Orientation (77%) 		
<ul style="list-style-type: none"> • Training on how to interview for a job (75%) 		
<ul style="list-style-type: none"> • Help in completing application forms (72%) 		
<ul style="list-style-type: none"> • Job openings announcements (73%) 		

7. Summary and Conclusions

Two thirds (67%) of spouses of military members in paygrades E5 and below at least occasionally experienced difficulty making ends meet (Figure 2-21). About two fifths (41%) of spouses married to members ranked E3 or below characterized their financial situation as “tough to make ends meet” or “in over my head,” as did one third (33%) of E4 spouses and over one fourth (28%) of E5 spouses (Figure 2-22).

Close to four fifths of spouses (79%) said they wanted or needed to work for pay (page 47). Spouses of members at the lowest paygrades, E1-E3 (82%), were slightly more likely to say that they wanted or needed to work for pay than were E5 spouses (77%). Over four fifths (83%) of spouses said they needed to work to save money for the future, and 81% said they needed to work to get money for basic expenses (page 47). E1-E3 spouses were the most likely to seek work to help meet basic expenses (Figure 3-1). Thus motivated, 19% of the spouses who sought work at their current location began their job searches before they moved there; another 34% started looking for work less than one month after their move (Figure 4-1).

In their efforts to enter or remain in the job market, the biggest barrier most spouses faced was finding affordable child care. About three out of four spouses had children living at home with them (page 32). Of these spouses, finding affordable child care was a major problem for 61% (page 91). One half (50%) of spouses with children at home spent money on child care, and close to one half (46%) of these spent from \$51 to \$100 per week (Figure 4-14).

Other barriers also existed. Almost one fourth (23%) of spouses said that conflicts between work and parental or family responsibilities were a major problem (Figure 4-15). One in six (17%) said lack of skills or training for available jobs was a major problem (Figure 4-27).

Spouses were also asked to agree or disagree with statements related to difficulties they might face in seeking work. Almost half either agreed (15%) or agreed strongly (30%) that the relocation to a new area with their military spouses had interfered with their job advancement (Figure 4-22). About three out of ten spouses (29%) indicated that they did not know how to prepare a good résumé (Table 4-4). Only 14% of spouses indicated that they did not know how to find job openings (Table 4-4).

Despite the barriers and difficulties many spouses faced, nearly half (46%) of employed spouses reported finding their primary job less than one month after they started their job search (Figure 4-4). Of the jobs spouses held when they filled out the survey, 36% were found by directly contacting employers, 28% through information provided by friends or relatives, and 21% from answering help wanted advertisements. Only 7% were found through the Employment Assistance Program (Figure 4-7).

Only 9% of spouses did not express a desire to work and had neither worked nor sought work in the year prior to filling out the survey (page 56). Of the remaining 91% who were in the labor force that year or who wanted or needed employment, 39% were currently employed full-time, 24% were currently employed part-time, another 24% were not employed but seeking employment, and 13% were neither employed nor seeking employment currently (Figure 3-10).

As page 70 indicates, 31% of the spouses' current jobs were clerical, 15% were professional, managerial or administrative, and 14% fit the service category (e.g., waiter/waitress, practical nurse, or private household worker). One third of employed spouses wanted to work more hours per week (page 63).

Spouses who were employed full- or part-time were asked if their current primary job made use of their skills and training. Just over half (53%) of these jobs made use of the spouses' skills and training to a large extent, and 33% did so to a minor extent (page 68). Among employed spouses, those most likely to use their skills and training to a large extent were married to E5 personnel (Figure 3-23), or had at least a four-year college degree (Figure 3-25).

Similar to the 53% who said their current primary job made use of their skills and training to a large extent, 52% of employed spouses thought their qualifications matched the work they did in their current jobs. Most of the remaining working spouses (46%) thought they were overqualified for their jobs (Figure 3-20). The vast majority (95%) of spouses indicated they had at least a high school diploma or an equivalent certificate (Figure 2-6).

Utilization and Assessment of Employment Assistance Programs

Assessment of the EAP was greatly hampered by the finding that, of those spouses who were working, wanting to work or looking for work, only 10% had used an EAP service in the previous year (Figure 5-1). This low usage rate appears to be related to widespread lack of knowledge about the program (Figure 5-24).

Use of the EAP tended to increase and decrease with the spouse's level of education. EAP services were used by 14% of those with a 4-year college or graduate degree; 11% of spouses with vocational training, some college credit or a two-year college degree; 7% of spouses with high school diplomas or GEDs; and by just 2% of spouses who had neither completed high school nor earned an equivalent certificate (Figure 5-4). In addition, use of EAP services was related to geographic location. Junior enlisted spouses living in Europe were most likely to take advantage of their local EAP (Figure 5-2). Possible reasons for this may merit further investigation.

Race appears to play a role in EAP use and satisfaction. Black spouses used EAP services most often (Figure 5-3) and were most likely to be very satisfied with the results (Figure 5-18).

While the usage of EAP services did not differ significantly by paygrade for the majority of EAP services, E1-E3 spouses were less likely than other spouses to receive help in completing job applications, or to receive school and college information. E1-E3 spouses constituted the smallest percentage of spouses receiving information about colleges or schools (30%), compared with 43% of E5 spouses receiving this information. E1-E3 spouses also were the least likely to receive help completing job application forms. Only 14% of E1-E3 spouses received this service, compared with 23% of E4 spouses and 29% of E5 spouses (page 122).

The EAP service most widely used, by far, was the job-openings list. Of the 10% of spouses who reported using EAP services, about 7 in 10 used the job-openings list (page 125).

Of the spouses who had used the job-openings announcements, 66% rated it as useful, 28% rated it as not useful, and 6% were not sure (pages 132-133). The top-ranked EAP service was the use of word processing equipment for such tasks as résumé preparation and job applications. This equipment was described as useful by 87% of the spouses who had used it (Figure 5-20). Other services that could quickly yield concrete outcomes were also generally described as useful by those who had received the service. These services included advice on how to dress for a job interview, training in how to interview for a job, help in completing job application forms, and training in job skills such as word processing. Each of these services was described as useful by 82-86% of users (Figure 5-20). When spouses who had used EAP services were asked how satisfied they were with the EAP program they had used most recently, however, only 37% were satisfied or very satisfied, and 31% were dissatisfied or very dissatisfied (Figure 5-17).

Of the 10% of spouses who used an EAP, 34% learned about it from their military spouses, and 29% of users learned about the EAP from welcome packets (Figure 5-32). However, the ways spouses learned about the EAP varied by location (Figures 5-33 to 5-37). For example, 39% of spouses in Japan, Korea, Germany, the United Kingdom and Italy learned about the EAP from television (Figure 5-34).

Conclusions

Very few spouses used any EAP service. Accordingly, very few spouses found their jobs through the EAP. Among spouses who were working, wanting to work, or seeking employment, a majority did not know of EAP services in the area in which they currently lived. Thus, lack of knowledge hampered the use and the assessment of EAP services. There is, therefore, a need to expand spouses' awareness of the Employment Assistance Programs. There is also a need to determine why almost one third of those who did use the EAP were dissatisfied or very dissatisfied with the program.

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Appendix A

1997 Survey of Spouses of Enlisted Personnel

RCS: DD-P&R (OT) 2023
Exp. 05/13/98

SURVEY OF SPOUSES OF ENLISTED PERSONNEL



DMDC Survey No. 97-0012

DEFENSE MANPOWER DATA CENTER
ATTN: SURVEY PROCESSING ACTIVITY
C/O DATA RECOGNITION CORPORATION
P.O. BOX 9004
MINNETONKA, MN 55345

PLEASE DO NOT WRITE IN THE AREA BELOW



SERIAL #



Privacy Notice

In accordance with the Privacy Act of 1974 (Public Law 93-579), this notice informs you of the purpose of the survey and how the findings will be used. Please read it carefully.

Authority: 10 United States Code, Sections 136 and 2358, P.L. 104-106, Sections 1782, 1784.

Principal Purpose: Information collected in this survey will be used to assess the employment needs of spouses of enlisted personnel. Results will assist in improving policies and programs that benefit military families. Some findings may be published in DoD reports or professional journals or reported in manuscripts presented at conferences, symposia, and scientific meetings. In no case will data be reported or used for identifying individuals.

Routine Uses: None.

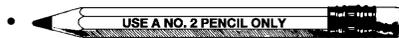
Disclosure: Providing information on this survey is voluntary. There is no penalty if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative. You may skip any question(s) you do not wish to answer, but please answer questions honestly. **Your responses will be confidential and your identity will be closely guarded.** Identifying information will be used only by persons engaged in, and for purposes of, mailing and tracking the survey materials. When data collection and data preparation are complete, all identifying information will be removed from the data files. Survey answers will be combined so that individuals cannot be identified. Only group statistics will be reported and no data that could identify individuals will be released to anyone.

INSTRUCTIONS FOR COMPLETING THE SURVEY

- Please use a No. 2 Pencil only. (Please do not use ink, ball-point, or felt-tip pens.)
- Make heavy black marks that fill the circle for your answer.
- Please do not make stray marks of any kind.

Correct Mark

Incorrect Marks



Sometimes you will be asked to "Mark ALL that apply." When this instruction appears, you may mark more than one answer. For example,

How did you find your current job(s)? (Mark all that apply)

- Answered an ad in newspaper/trade journal
- Contacted the employer directly
- Job fair
- Information provided by a friend or relative

Sometimes you will be asked to "Mark ONE for each item." For example,

Did any members of your household receive any of the following in the last 12 months? (Mark one response for each item)

- a) Earned income tax credit Yes No Don't Know
- b) Food stamps Yes No Don't Know
- c) Free or reduced price school breakfasts Yes No Don't Know
- d) Free or reduced price school lunches Yes No Don't Know

If you are asked to give numbers for your answer, please record them as shown below. For example,

How old were you on your last birthday?

Age	
2	6
↓	↓
①	①
②	②
③	③
④	④
⑤	⑤
⑥	⑥
⑦	⑦
⑧	⑧
⑨	⑨

12. Is your current residence more than 50 miles from your previous residence?

- Yes
- No

13. How soon after relocating to your current location did you begin an active job search?

- Does not apply. I did not search for a job after relocating.
- Began before I moved
- Less than one month
- 1 to 3 months
- 4 to 6 months
- 7 to 9 months
- 10 to 12 months
- More than a year

14. How many children, in each of the following age categories, live at home with you?

Does not apply. I do not have any children living at home with me. → Go to Question #18

(Mark one in each row)

	Five or more	Four	Three	Two	One	None
a. Under age 2	<input type="radio"/>					
b. Ages 2 to 5 years.....	<input type="radio"/>					
c. Ages 6 to 12 years.....	<input type="radio"/>					
d. Ages 13 to 18 years.....	<input type="radio"/>					

15. On average, what is the total amount you spend per week on child care (e.g., nursery school, daycare, babysitter), for the children who live at home with you?

- Does not apply. I do not spend money on child care.
- Less than \$50 per week
- \$51 to \$100 per week
- \$101 to \$150 per week
- \$151 to \$200 per week
- \$201 to \$250 per week
- \$251 to \$300 per week
- More than \$300 per week

16. How many children are covered by this weekly child care cost?

- Does not apply. I do not spend money on child care.
- One child
- Two children
- Three children
- Four children
- Five or more children

17. Do any of your children participate in military-provided day care (Child Development Center or Family Day Care)?

- Yes
- No

18. Which of the following describes your access to and use of a personal computer (PC)?

(Mark all that apply)

- I regularly use a PC as part of my employment
- I have access to a PC at my job but do not regularly use it
- I do not have access to a PC either at home or work
- I have a PC at home
- I have access to an on-line service (e.g., CompuServe, America Online)
- I have access to the Internet
- None of the above

19. Have you done any volunteer work during the last 12 months?

- Yes
- No

DEMOGRAPHIC INFORMATION

20. Are you of Spanish/Hispanic origin or descent? (Mark only one)

- No (not Spanish/Hispanic)
- Yes, Mexican, Mexican-Amer., Chicano
- Yes, Puerto Rican
- Yes, Cuban
- Yes, other Spanish/Hispanic

21. What race do you consider yourself? (Mark only one)

- White
- Black or African-Amer.
- Indian (Amer.), Eskimo, or Aleut
- Asian or Pacific Islander
- Other race (Please specify below)

38. Which one category BEST describes the kind of work you do in your current primary job? (If you have more than one job, respond for the job you consider to be your principal job.)

(Mark only one)

- Clerical such as bank teller, bookkeeper, secretary, typist, ticket agent, cashier, customer service representative
- Service such as barber, beautician, practical nurse, private household worker, janitor, waiter/waitress, food service worker, teacher's aide
- Child Development such as child care provider working with preschool children
- School Teacher such as elementary or secondary teacher
- Technical such as draftsman, medical or dental technician, computer operator, desktop publisher, paralegal
- Sales such as salesperson, advertising or insurance agent, real estate broker
- Crafts such as baker, automobile mechanic, machinist, painter, plumber, telephone installer, carpenter, seamstress/tailor
- Laborer such as construction worker, car washer, sanitary worker
- Manager, Administrator such as sales manager, office manager, school administrator, buyer, restaurant manager, government official
- Operative such as assembler, machine operator, welder, taxicab/bus/truck driver
- Professional such as social worker, accountant, computer programmer, artist, registered nurse, engineer, librarian, writer
- Advanced Professional such as dentist, physician, lawyer, scientist, college professor
- Proprietor or Owner such as owner of a small business, contractor
- Other (Please specify)

39. About how long have you been in your current primary job?

- Less than 1 month
- 1 to 3 months
- 4 to 6 months
- 7 to 9 months
- 10 to 12 months
- More than 1 year

40. From the time you started your job search, about how long did it take you to find your current primary job?

- Less than 1 month
- 1 to 3 months
- 4 to 6 months
- 7 to 9 months
- 10 to 12 months
- More than 1 year

41. To what extent does your current primary job allow you to use your skills and training?

- To a large extent
- To a minor extent
- Not at all

42. How well do your qualifications match the work you do in your current primary job?

- I am greatly overqualified for the work
- I am somewhat overqualified for the work
- My qualifications are appropriate for the work
- I am somewhat underqualified for the work
- I am greatly underqualified for the work

EMPLOYMENT ASSISTANCE PROGRAMS

49. Employment assistance programs offer services to individuals looking for work. Examples of such services are career counseling and training in resume preparation. Did you participate in an employment assistance program sponsored by the military within the last 12 months?

- Yes
- Don't know
- No → Go to Question #55

50. Below is a list of services you may have received the last time you used an employment assistance program sponsored by the military. For each service, (1) indicate whether you received the service, and (2) for each service you received, indicate whether the service was useful to you personally.

Service	1. Did you receive the service?			2. If you received the service, was it useful?		
	Yes	No	Not Available	Useful	Not Useful	Not Sure
a. Orientation on job-searching skills and services (for helping a person get a job)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. One-on-one assistance with my job search	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Help deciding what kind of work I should do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Training in how to write a resume	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Training in how to interview for a job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Training in how to operate my own business	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Training in job skills (e.g., word processing)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Support group in which I could discuss my job search with people like myself	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Referrals to "temp" agencies (i.e., agencies that provide temporary jobs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Advice on how to dress for a job interview	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Announcements of job openings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Job fairs (i.e., opportunities for job seekers to meet with a number of employers about jobs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Information about colleges or schools	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Information about financial aid for college or school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Child care during use of employment assistance services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Help in completing job application forms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. Use of word processing equipment for resume preparation, job applications, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

51. Did you make use of a list of job openings at the military-sponsored Employment Assistance Center you last used?

- Yes
- No → Go to Question #53

52. If yes, were most of the job openings that were listed . . .

a) . . . within commuting distance from your home?

- Yes
- No
- Don't know

b) . . . still available by the time you learned of them?

- Yes
- No
- Don't know

53. Overall, how satisfied were you with the military-sponsored employment assistance program in which you last participated?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

54. Was this program at your current location?

- Yes → Go to Question #56
- No → Go to Question #56

55. If you did not participate in an employment assistance program, what were your reasons for not participating?

(Mark all that apply)

- Does not apply. I participated in the program.
- I was not looking for a job
- I had a job already lined up
- The program was not available
- I was not aware of the program
- I thought I could get a job on my own
- I didn't think the program would help me
- It took too long to get the services I wanted
- The hours of operation were inconvenient for me
- It was too difficult for me to get to the location where the program was offered
- The program staff was not helpful
- I was too busy
- Other

56. For the area in which you currently live, does the military provide an employment assistance program in which you, as a military spouse, are eligible to participate?

- Yes
- No → Go to Question #59
- Don't know → Go to Question #59

57. If yes, how did you learn about this program?

(Mark all that apply)

- Newsletter or calendar of events
- Newspaper
- Announcement on a bulletin board
- Flyer
- Orientation for spouses of service members
- TV
- Radio
- E-mail or some other computer message
- Word of mouth
- "Welcome Packet" when I moved to this location
- Family Support Center at my current or previous location
- My spouse
- Information received while getting other services
- Other

58. Which Service sponsors the program?

- Army
- Navy
- Marine Corps
- Air Force
- Don't know

PLEASE DO NOT WRITE IN THIS AREA



SERIAL #

THANK YOU FOR COMPLETING THIS SURVEY!



PLEASE RETURN YOUR COMPLETED SURVEY IN THE BUSINESS REPLY ENVELOPE.

IF YOU ARE RETURNING THE SURVEY FROM ANOTHER COUNTRY, BE SURE TO RETURN THE BUSINESS REPLY ENVELOPE ONLY THROUGH A U.S. GOVERNMENT MAIL ROOM OR POST OFFICE.

FOREIGN POSTAL SYSTEMS WILL NOT DELIVER BUSINESS REPLY MAIL.

PLEASE DO NOT WRITE IN THE AREA BELOW



SERIAL #

Appendix B

Supplementary Tables

Table B-1

Length of Time Military Member Away from Home, by Service and Spouse Location

		Total		CONUS		OCONUS	
		Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval
Total	Not away past yr	19	(18, 20)	19	(18, 20)	17	(16, 19)
	Less than 1 mnth	15	(14, 16)	15	(14, 17)	12	(11, 14)
	1 to 3 months	25	(24, 26)	25	(24, 27)	25	(23, 26)
	4 to 6 months	23	(22, 24)	24	(23, 25)	20	(18, 21)
	7 to 9 months	12	(11, 13)	12	(11, 13)	13	(11, 14)
	10 to 12 months	6	(6, 7)	4	(4, 5)	13	(12, 14)
Army	Not away past yr	10	(8, 11)	10	(9, 12)	8	(6, 9)
	Less than 1 mnth	11	(9, 12)	12	(10, 14)	9	(7, 11)
	1 to 3 months	32	(30, 35)	35	(32, 38)	26	(23, 28)
	4 to 6 months	26	(24, 28)	28	(25, 30)	22	(20, 24)
	7 to 9 months	12	(10, 13)	10	(8, 12)	15	(13, 18)
	10 to 12 months	10	(8, 11)	5	(4, 6)	20	(18, 23)
Navy	Not away past yr	21	(19, 23)	19	(17, 21)	31	(27, 35)
	Less than 1 mnth	11	(9, 12)	10	(9, 12)	11	(8, 14)
	1 to 3 months	15	(13, 17)	15	(13, 17)	14	(11, 18)
	4 to 6 months	24	(22, 26)	25	(22, 27)	18	(15, 21)
	7 to 9 months	23	(21, 25)	24	(21, 26)	18	(15, 21)
	10 to 12 months	7	(6, 8)	7	(5, 8)	8	(5, 11)
Marine Corps	Not away past yr	15	(12, 17)	16	(13, 19)	7	(5, 10)
	Less than 1 mnth	14	(11, 16)	15	(12, 18)	6	(3, 9)
	1 to 3 months	26	(23, 30)	29	(25, 32)	13	(9, 18)
	4 to 6 months	23	(20, 26)	23	(19, 26)	24	(19, 29)
	7 to 9 months	16	(13, 18)	13	(11, 16)	29	(24, 35)
	10 to 12 months	7	(5, 9)	5	(3, 6)	20	(15, 25)
Air Force	Not away past yr	26	(24, 28)	27	(24, 29)	24	(21, 26)
	Less than 1 mnth	21	(20, 23)	23	(20, 25)	18	(15, 20)
	1 to 3 months	26	(24, 28)	25	(22, 27)	30	(28, 33)
	4 to 6 months	20	(18, 22)	21	(19, 23)	17	(15, 20)
	7 to 9 months	4	(3, 5)	4	(3, 5)	4	(3, 5)
	10 to 12 months	3	(2, 3)	1	(1, 2)	7	(5, 8)

Table B-2

Weekly Child Care Costs, Where Applicable, by Service and Location

		Total		CONUS		OCONUS	
		Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval
Total	Less than \$50	30	(28, 32)	29	(27, 31)	32	(29, 35)
	\$51-\$100	46	(44, 48)	47	(45, 50)	41	(38, 44)
	Over \$100	24	(22, 26)	24	(21, 26)	26	(24, 29)
Army	Less than \$50	30	(27, 34)	32	(27, 37)	26	(22, 30)
	\$51-\$100	46	(42, 49)	46	(41, 51)	45	(40, 50)
	Over \$100	24	(21, 27)	22	(18, 26)	29	(24, 33)
Navy	Less than \$50	27	(23, 31)	26	(22, 30)	33	(25, 40)
	\$51-\$100	48	(44, 52)	49	(44, 53)	45	(37, 52)
	Over \$100	25	(21, 29)	26	(21, 30)	23	(16, 29)
Marine Corps	Less than \$50	29	(23, 35)	28	(21, 35)	34	(21, 47)
	\$51-\$100	45	(38, 51)	44	(36, 51)	49	(35, 62)
	Over \$100	27	(21, 33)	28	(21, 35)	18	(9, 26)
Air Force	Less than \$50	32	(28, 35)	30	(26, 34)	39	(34, 43)
	\$51-\$100	45	(42, 49)	48	(44, 53)	34	(30, 39)
	Over \$100	23	(20, 26)	22	(18, 26)	27	(23, 32)

Table B-3
Financial Situation, by Service and Location

		Total		CONUS		OCONUS	
		Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval
Total	In over my head	5	(4, 6)	5	(5, 6)	4	(3, 5)
	Tough/ends meet	26	(25, 27)	28	(26, 29)	21	(19, 22)
	Some difficulty	36	(35, 37)	36	(35, 38)	36	(34, 38)
	Able/ends meet	29	(28, 30)	27	(26, 29)	34	(32, 35)
	Comftbl/secure	4	(3, 4)	3	(3, 4)	6	(5, 7)
Army	In over my head	7	(6, 8)	8	(6, 9)	5	(4, 6)
	Tough/ends meet	31	(29, 33)	33	(30, 36)	26	(23, 28)
	Some difficulty	35	(33, 37)	35	(32, 38)	35	(32, 38)
	Able/ends meet	24	(22, 26)	22	(20, 25)	30	(27, 32)
	Comftbl/secure	3	(2, 3)	2	(1, 3)	4	(3, 5)
Navy	In over my head	5	(4, 6)	5	(3, 6)	5	(3, 7)
	Tough/ends meet	26	(24, 28)	27	(25, 30)	18	(15, 22)
	Some difficulty	37	(35, 39)	37	(34, 40)	39	(34, 43)
	Able/ends meet	28	(26, 31)	28	(25, 31)	31	(27, 35)
	Comftbl/secure	4	(3, 5)	4	(2, 5)	7	(4, 10)
Marine Corps	In over my head	4	(3, 5)	4	(2, 6)	3	(1, 5)
	Tough/ends meet	26	(23, 29)	27	(23, 30)	24	(19, 29)
	Some difficulty	39	(36, 43)	39	(35, 43)	39	(33, 45)
	Able/ends meet	27	(24, 30)	27	(23, 31)	29	(23, 35)
	Comftbl/secure	4	(2, 5)	3	(2, 5)		
Air Force	In over my head	4	(3, 5)	4	(3, 6)	3	(2, 3)
	Tough/ends meet	23	(21, 24)	25	(22, 27)	16	(14, 18)
	Some difficulty	35	(33, 37)	35	(32, 38)	35	(32, 38)
	Able/ends meet	33	(31, 35)	31	(29, 34)	40	(37, 43)
	Comftbl/secure	5	(4, 6)	5	(4, 6)	6	(5, 8)

Note. Some cells in these tables were suppressed and are shown as empty because there were too few cases to produce statistically valid estimates.

Table B-4
Computer Access and Use, by Service and Location

		Total		CONUS		OCONUS	
		Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval
Total	PC use at job	23	(22, 24)	24	(22, 25)	19	(17, 20)
	PC access at job	6	(5, 6)	6	(5, 7)	6	(5, 7)
	No PC access	22	(21, 23)	23	(21, 24)	21	(19, 22)
	PC at home	44	(43, 46)	43	(41, 44)	49	(47, 51)
	On-line service	25	(24, 26)	26	(24, 27)	23	(22, 25)
	Internet access	29	(28, 30)	28	(27, 30)	31	(30, 33)
	None of the above	19	(18, 19)	19	(18, 20)	18	(16, 19)
Army	PC use at job	19	(17, 20)	19	(17, 22)	17	(15, 19)
	PC access at job	6	(4, 6)	5	(4, 7)	5	(4, 7)
	No PC access	26	(24, 28)	26	(23, 28)	25	(22, 27)
	PC at home	39	(37, 41)	38	(35, 41)	42	(39, 45)
	On-line service	20	(19, 22)	21	(18, 23)	20	(18, 22)
	Internet access	23	(21, 25)	22	(20, 25)	24	(22, 27)
	None of the above	22	(20, 24)	23	(20, 25)	20	(18, 23)
Navy	PC use at job	22	(20, 24)	23	(20, 25)	17	(14, 20)
	PC access at job	6	(5, 7)	6	(5, 7)	6	(3, 8)
	No PC access	21	(19, 23)	22	(19, 24)	17	(14, 19)
	PC at home	41	(38, 43)	39	(37, 42)	48	(43, 52)
	On-line service	26	(24, 28)	26	(24, 29)	24	(20, 27)
	Internet access	28	(26, 30)	28	(25, 31)	29	(25, 31)
	None of the above	21	(19, 23)	21	(19, 23)	21	(18, 25)
Marine Corps	PC use at job	22	(19, 26)	22	(19, 26)	23	(18, 28)
	PC access at job	4	(3, 5)	4	(2, 6)	4	(2, 7)
	No PC access	28	(25, 31)	29	(25, 32)	23	(19, 28)
	PC at home	35	(32, 39)	36	(32, 40)	34	(28, 40)
	On-line service	22	(19, 25)	22	(19, 26)	22	(17, 27)
	Internet access	27	(24, 30)	27	(23, 31)	29	(25, 33)
	None of the above	21	(18, 24)	21	(18, 24)	23	(18, 28)
Air Force	PC use at job	27	(25, 29)	28	(26, 31)	21	(18, 23)
	PC access at job	7	(6, 8)	7	(5, 8)	7	(6, 9)
	No PC access	18	(16, 20)	18	(16, 20)	18	(16, 20)
	PC at home	54	(52, 56)	53	(50, 55)	60	(57, 63)
	On-line service	29	(27, 31)	30	(27, 32)	27	(24, 30)
	Internet access	36	(33, 38)	34	(32, 37)	40	(37, 43)
	None of the above	13	(12, 15)	13	(12, 15)	12	(10, 14)

Table B-5
Likelihood of Reenlistment by Service and Location

		Total		CONUS		OCONUS	
		Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval
Total	Very unlikely	20	(19, 21)	21	(19, 22)	16	(15, 18)
	Somewhat unlikely	7	(6, 8)	7	(7, 8)	6	(5, 7)
	50-50 likelihood	19	(18, 20)	19	(18, 20)	17	(16, 19)
	Somewhat likely	12	(11, 13)	12	(11, 13)	14	(12, 15)
	Very likely	42	(41, 44)	41	(40, 43)	47	(45, 48)
Army	Very unlikely	22	(20, 24)	23	(21, 26)	19	(16, 21)
	Somewhat unlikely	8	(7, 9)	8	(7, 10)	7	(5, 8)
	50-50 likelihood	20	(18, 22)	20	(18, 22)	20	(18, 23)
	Somewhat likely	13	(12, 15)	13	(11, 15)	13	(11, 15)
	Very likely	37	(35, 39)	35	(32, 38)	41	(38, 44)
Navy	Very unlikely	20	(18, 22)	21	(18, 23)	14	(10, 18)
	Somewhat unlikely	6	(5, 7)	6	(5, 8)	6	(4, 8)
	50-50 likelihood	22	(19, 24)	22	(20, 25)	18	(14, 21)
	Somewhat likely	13	(11, 15)	13	(11, 15)	13	(10, 16)
	Very likely	39	(37, 42)	38	(35, 41)	50	(45, 54)
Marine Corps	Very unlikely	27	(24, 30)	27	(24, 31)	23	(18, 28)
	Somewhat unlikely	10	(8, 12)	11	(8, 13)	7	(5, 10)
	50-50 likelihood	17	(14, 20)	17	(14, 20)	18	(13, 23)
	Somewhat likely	11	(9, 13)	11	(8, 13)	12	(8, 17)
	Very likely	35	(32, 39)	34	(30, 38)	39	(33, 45)
Air Force	Very unlikely	16	(14, 17)	16	(14, 18)	14	(12, 16)
	Somewhat unlikely	6	(5, 7)	6	(5, 8)	5	(4, 6)
	50-50 likelihood	16	(14, 17)	16	(14, 18)	14	(12, 16)
	Somewhat likely	11	(10, 13)	10	(9, 12)	15	(13, 17)
	Very likely	51	(49, 54)	51	(48, 54)	53	(50, 55)

Table B-6

Conflicts Between Work and Family Responsibilities, by Service and Location

		Total		CONUS		OCONUS	
		Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval
Total	Major problem	23	(22, 24)	24	(22, 25)	21	(19, 22)
	Minor problem	28	(27, 29)	28	(27, 30)	27	(25, 28)
	Not a problem	49	(48, 50)	48	(47, 50)	53	(51, 54)
Army	Major problem	25	(23, 27)	25	(22, 28)	23	(21, 26)
	Minor problem	28	(26, 30)	28	(25, 31)	28	(25, 31)
	Not a problem	47	(45, 50)	47	(44, 50)	49	(46, 52)
Navy	Major problem	22	(20, 24)	23	(20, 25)	18	(15, 22)
	Minor problem	27	(24, 29)	27	(24, 30)	26	(22, 31)
	Not a problem	51	(48, 54)	50	(47, 53)	55	(50, 60)
Marine Corps	Major problem	22	(19, 25)	23	(19, 26)	19	(13, 25)
	Minor problem	28	(25, 32)	29	(25, 33)	26	(21, 31)
	Not a problem	49	(46, 53)	48	(44, 53)	55	(48, 61)
Air Force	Major problem	22	(20, 24)	23	(21, 26)	20	(18, 23)
	Minor problem	29	(26, 31)	30	(27, 32)	25	(23, 28)
	Not a problem	49	(47, 51)	47	(44, 50)	55	(52, 58)

Table B-7

Military Member's Opposition to Spouse Working, by Service and Location

		Total		CONUS		OCONUS	
		Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval
Total	Minor problem	5	(4, 6)	5	(4, 6)	6	(5, 6)
	Major problem	2	(1, 2)	1	(1, 2)	2	(1, 3)
	Not a problem	93	(93, 94)	94	(93, 95)	92	(91, 93)
Army	Minor problem	6	(4, 7)	5	(4, 7)	6	(4, 8)
	Major problem	2	(1, 3)	2	(1, 3)	3	(1, 5)
	Not a problem	92	(91, 94)	93	(91, 95)	91	(89, 93)
Navy	Minor problem	6	(5, 8)	6	(4, 7)	9	(6, 12)
	Major problem	2	(1, 3)	2	(1, 3)		
	Not a problem	92	(90, 93)	92	(90, 94)	89	(86, 92)
Marine Corps	Minor problem	4	(3, 6)	5	(3, 7)		
	Major problem	2	(1, 3)				
	Not a problem	94	(92, 96)	94	(91, 96)	96	(93, 98)
Air Force	Minor problem	4	(3, 5)	4	(3, 5)	5	(3, 6)
	Major problem	1	(1, 1)			1	(1, 2)
	Not a problem	95	(94, 96)	95	(94, 97)	94	(92, 96)

Note. Some cells in these tables were suppressed and are shown as empty because there were too few cases to produce statistically valid estimates.

Table B-8

Arranging Transportation To and From Work, by Paygrade and Location

		Total		CONUS		OCONUS	
		Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval
Total	Not a problem	68	(66, 69)	69	(67, 70)	64	(62, 66)
	Minor problem	19	(18, 20)	18	(17, 19)	22	(20, 24)
	Major problem	13	(12, 14)	13	(12, 14)	14	(13, 15)
E1-E3	Not a problem	58	(55, 61)	59	(55, 62)	56	(51, 60)
	Minor problem	22	(20, 25)	22	(19, 25)	26	(23, 30)
	Major problem	19	(17, 22)	20	(17, 22)	18	(15, 21)
E4	Not a problem	64	(62, 66)	64	(62, 67)	62	(59, 65)
	Minor problem	21	(19, 22)	20	(18, 23)		
	Major problem	16	(14, 17)	15	(13, 17)	16	(14, 19)
E5	Not a problem	73	(71, 75)	75	(73, 77)		
	Minor problem	17	(15, 18)				
	Major problem	10	(9, 11)	10	(8, 11)	12	(10, 14)

Note. Some cells in these tables were suppressed and are shown as empty because there were too few cases to produce statistically valid estimates.

Table B-9
Participation in EAP, by Service and Location

		Total		CONUS		OCONUS	
		Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval
Total	Did participate	10	(9, 11)	9	(8, 10)	14	(13, 16)
	Did not participate	89	(88, 90)	90	(89, 91)	84	(83, 86)
	Don't know	1	(1, 1)	1	(1, 1)	2	(1, 2)
Army	Did participate	12	(10, 13)	11	(9, 13)	14	(12, 16)
	Did not participate	87	(85, 89)	88	(86, 90)	84	(82, 86)
	Don't know	1	(1, 2)			2	(1, 3)
Navy	Did participate	10	(9, 12)	9	(7, 11)	19	(14, 23)
	Did not participate	89	(87, 90)	90	(88, 92)	80	(75, 84)
	Don't know	1	(0, 1)			2	(1, 3)
Marine Corps	Did participate	7	(5, 9)	7	(5, 9)	11	(7, 14)
	Did not participate	92	(90, 94)	93	(90, 95)	88	(84, 92)
	Don't know						
Air Force	Did participate	9	(8, 11)	8	(7, 10)	13	(11, 16)
	Did not participate	89	(88, 91)	90	(89, 92)	86	(83, 88)
	Don't know	1	(1, 2)	1	(1, 2)		

Note. Some cells in these tables were suppressed and are shown as empty because there were too few cases to produce statistically valid estimates.

Table B-10
Use of Job-openings List, by Service and Location

	Total		CONUS		OCONUS	
	Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval
Total	71	(67, 74)	69	(65, 74)	75	(70, 79)
Army	77	(71, 82)	75	(67, 83)	79	(73, 85)
Navy	72	(66, 79)	73	(65, 81)	71	(60, 82)
Marine Corps	70	(57, 82)	67	(52, 82)	79	(65, 93)
Air Force	64	(57, 71)	61	(52, 70)	71	(63, 79)

Table B-11
Satisfaction with EAP, by Service and Location

		Total		CONUS		OCONUS	
		Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval
Total	Very dissatisfied	15	(12, 18)	14	(11, 18)	16	(12, 21)
	Dissatisfied	18	(15, 21)	18	(15, 22)	17	(13, 20)
	Neither satisfied nor dissatisfied	31	(27, 34)	31	(27, 36)	29	(25, 34)
	Satisfied	27	(24, 31)	27	(23, 32)	27	(22, 31)
	Very Satisfied	9	(7, 11)	9	(6, 11)	11	(7, 14)
Army	Very dissatisfied	16	(11, 20)	14	(8, 20)	19	(13, 25)
	Dissatisfied	21	(15, 26)	21	(14, 29)	19	(14, 25)
	Neither satisfied nor dissatisfied	28	(23, 34)	29	(21, 37)	27	(21, 34)
	Satisfied	24	(18, 29)	24	(16, 32)	23	(17, 29)
	Very Satisfied	12	(7, 16)	12	(6, 18)	12	(7, 17)
Navy	Very dissatisfied	18	(12, 24)	17	(10, 24)		
	Dissatisfied	16	(10, 22)	18	(10, 25)	11	(5, 16)
	Neither satisfied nor dissatisfied	27	(20, 34)	26	(18, 35)	28	(16, 39)
	Satisfied	31	(23, 38)	29	(20, 38)	35	(22, 48)
	Very Satisfied	9	(5, 13)	10	(5, 16)		
Marine Corps	Very dissatisfied						
	Dissatisfied	31	(19, 43)	34	(18, 49)		
	Neither satisfied nor dissatisfied	37	(25, 50)	39	(23, 55)	30	(16, 45)
	Satisfied	17	(7, 26)			23	(10, 37)
	Very Satisfied						
Air Force	Very dissatisfied	13	(9, 18)	14	(8, 20)	11	(6, 16)
	Dissatisfied	13	(9, 18)	12	(6, 17)	16	(10, 23)
	Neither satisfied nor dissatisfied	35	(28, 41)	36	(27, 44)	33	(24, 41)
	Satisfied	31	(24, 37)	33	(24, 41)	27	(19, 34)
	Very Satisfied	8	(4, 12)			13	(5, 21)

Note. Some cells in these tables were suppressed and are shown as empty because there were too few cases to produce statistically valid estimates.

Table B-12

Reasons for Nonparticipation in EAP, by Service and Location

		Total		CONUS		OCONUS	
		Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval
Total	Not looking for job	16	(15, 17)	16	(14, 17)	17	(16, 19)
	Had job lined up	15	(14, 16)	14	(13, 16)	15	(14, 17)
	Program unavailable	4	(3, 4)	3	(3, 4)	6	(5, 8)
	Unaware of program	56	(55, 58)	59	(57, 61)	46	(44, 48)
	Could get job on own	25	(24, 27)	25	(24, 27)	27	(25, 29)
	Didn't think it'd help	7	(6, 8)	7	(6, 8)	7	(6, 8)
	Took too long	3	(3, 4)	3	(2, 4)	3	(2, 4)
	Hours inconvenient	5	(5, 6)	5	(4, 6)	6	(5, 7)
	Hard to get to location	3	(3, 4)	3	(2, 3)	5	(4, 6)
	Staff unhelpful	3	(3, 4)	3	(2, 4)	3	(2, 4)
	Too busy	3	(3, 4)	3	(3, 4)	4	(3, 4)
	Other	13	(12, 14)	12	(11, 14)	15	(14, 17)
	Army	Not looking for job	15	(13, 17)	14	(12, 17)	17
Had job lined up		12	(10, 14)	11	(9, 13)	16	(13, 19)
Program unavailable		5	(4, 7)	4	(3, 6)	8	(6, 10)
Unaware of program		57	(54, 59)	60	(56, 63)	49	(46, 53)
Could get job on own		25	(22, 27)	25	(22, 28)	23	(20, 26)
Didn't think it'd help		7	(5, 8)	7	(5, 9)	5	(4, 7)
Took too long		5	(3, 6)	5	(3, 6)	5	(3, 7)
Hours inconvenient		7	(6, 8)	7	(5, 9)	6	(4, 8)
Hard to get to location		4	(3, 5)	3	(2, 4)	5	(3, 7)
Staff unhelpful		4	(3, 5)	4	(3, 5)	5	(3, 7)
Too busy		3	(2, 4)	3	(2, 5)	3	(1, 4)
Other		15	(13, 17)	15	(12, 17)	15	(13, 18)
Navy		Not looking for job	16	(14, 18)	16	(13, 18)	15
	Had job lined up	14	(12, 16)	13	(11, 16)	15	(12, 18)
	Program unavailable	3	(2, 4)	3	(2, 4)		
	Unaware of program	58	(55, 61)	60	(57, 63)	44	(39, 50)
	Could get job on own	26	(23, 28)	25	(23, 28)	27	(23, 31)
	Didn't think it'd help	7	(5, 8)	6	(5, 8)	7	(5, 10)
	Took too long	2	(1, 3)	2	(1, 3)	4	(2, 6)
	Hours inconvenient	5	(4, 6)	5	(4, 6)	6	(4, 8)
	Hard to get to location	4	(3, 5)	4	(2, 5)	5	(3, 7)
	Staff unhelpful	3	(2, 4)	3	(2, 4)		
	Too busy	3	(2, 4)	3	(2, 4)	4	(2, 6)

Table B-12

Reasons for Nonparticipation in EAP, by Service and Location (continued)

		Total		CONUS		OCONUS	
		Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval
Navy	Other	13	(11, 15)	13	(11, 15)	15	(12, 19)
Marine Corps	Not looking for job	14	(11, 17)	14	(11, 17)	14	(10, 19)
	Had job lined up	13	(11, 16)	14	(11, 17)	12	(7, 18)
	Program unavailable	3	(2, 5)	3	(1, 4)	8	(4, 11)
	Unaware of program	67	(63, 71)	68	(64, 72)	62	(56, 69)
	Could get job on own	23	(19, 26)	22	(18, 26)	28	(21, 36)
	Didn't think it'd help	4	(3, 6)	5	(3, 7)		
	Took too long	2	(1, 4)				
	Hours inconvenient	5	(3, 6)	4	(2, 6)		
	Hard to get to location	4	(2, 5)	3	(2, 5)		
	Staff unhelpful	2	(1, 3)				
	Too busy	2	(1, 4)				
	Other	12	(9, 14)	11	(9, 14)	14	(9, 19)
Air Force	Not looking for job	18	(16, 20)	17	(15, 20)	19	(17, 22)
	Had job lined up	17	(16, 19)	18	(16, 20)	16	(13, 18)
	Program unavailable	3	(2, 4)	3	(2, 4)	5	(3, 7)
	Unaware of program	51	(48, 53)	54	(51, 57)	39	(36, 42)
	Could get job on own	27	(25, 29)	26	(23, 29)	31	(28, 34)
	Didn't think it'd help	8	(7, 9)	8	(6, 9)	9	(7, 11)
	Took too long	3	(2, 4)	3	(2, 4)	2	(1, 2)
	Hours inconvenient	4	(3, 5)	4	(3, 5)	5	(4, 7)
	Hard to get to location	2	(2, 3)	2	(1, 3)	4	(3, 6)
	Staff unhelpful	3	(2, 3)	3	(2, 4)	2	(1, 3)
	Too busy	4	(3, 5)	4	(3, 5)	4	(3, 6)
	Other	12	(10, 13)	11	(9, 12)	16	(13, 18)

Note. Some cells in these tables were suppressed and are shown as empty because there were too few cases to produce statistically valid estimates.

Table B-13
Means of Learning about EAP, by Service and Location

	Total		CONUS		OCONUS	
	Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval
Total						
Newsletter or events calendar	12	(11, 14)	11	(9, 12)	16	(14, 18)
Newspaper	10	(9, 11)	10	(8, 12)	11	(9, 13)
Bulletin boards	9	(8, 10)	7	(6, 9)	12	(11, 14)
Flyers	5	(4, 6)	4	(3, 6)	7	(5, 9)
Orientation program	13	(12, 15)	12	(10, 13)	17	(15, 20)
TV	10	(9, 12)	5	(4, 6)	25	(23, 28)
Radio	3	(2, 4)			10	(8, 12)
E-mail/computer messages	1	(0, 1)				
Word of mouth	23	(21, 25)	21	(19, 24)	28	(25, 31)
Welcome packet	28	(26, 30)	28	(26, 31)	28	(26, 31)
Family support center	24	(22, 26)	24	(21, 26)	25	(22, 27)
Through military member	34	(32, 36)	37	(34, 40)	27	(24, 29)
While getting other services	11	(10, 13)	11	(10, 13)	11	(9, 13)
Other	9	(7, 10)	9	(7, 11)	8	(6, 10)
Army						
Newsletter or events calendar	9	(6, 11)	6	(4, 9)	13	(10, 17)
Newspaper	9	(7, 11)	9	(6, 12)	9	(6, 12)
Bulletin boards	10	(8, 13)	9	(6, 12)	12	(9, 16)
Flyers	5	(3, 6)	4	(2, 6)	7	(4, 10)
Orientation program	13	(10, 15)	11	(7, 14)	17	(13, 21)
TV	12	(9, 14)	5	(3, 7)	25	(21, 30)
Radio	3	(2, 5)			10	(6, 13)
E-mail/computer messages						
Word of mouth	28	(24, 31)	26	(21, 30)	32	(28, 37)
Welcome packet	32	(28, 36)	33	(28, 38)	30	(25, 34)
Family support center	11	(9, 14)	11	(8, 14)	12	(9, 15)
Through military member	32	(28, 36)	33	(28, 38)	29	(25, 33)
While getting other services	11	(8, 13)	11	(8, 14)	11	(8, 14)
Other	13	(10, 16)	14	(10, 18)	12	(8, 15)
Navy						
Newsletter or events calendar	16	(13, 19)	14	(10, 18)	25	(19, 31)
Newspaper	8	(5, 10)	7	(4, 9)	12	(8, 17)
Bulletin boards	7	(5, 9)	5	(3, 7)	16	(11, 21)
Flyers	6	(4, 7)	5	(3, 6)	10	(7, 14)
Orientation program	11	(9, 14)	9	(6, 12)	21	(16, 27)
TV	5	(3, 7)			19	(14, 24)
Radio	1	(1, 2)			6	(3, 9)
E-mail/computer messages						
Word of mouth	21	(17, 25)	20	(15, 24)	27	(21, 33)

Table B-13

Means of Learning about EAP, by Service and Location (continued)

		Total		CONUS		OCONUS	
		Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval	Percent (%)	95% Confidence Interval
Navy	Welcome packet	28	(24, 32)	29	(24, 34)	25	(19, 30)
	Family support center	28	(24, 32)	28	(23, 33)	27	(20, 33)
	Through military member	36	(32, 41)	38	(33, 43)	29	(24, 35)
	While getting other services	13	(10, 17)	14	(11, 18)	8	(5, 12)
	Other	7	(5, 10)	8	(5, 11)		
Marine Corps	Newsletter or events calendar	15	(10, 21)	15	(8, 22)	16	(8, 24)
	Newspaper	7	(4, 10)			12	(5, 19)
	Bulletin boards	13	(8, 18)	15	(8, 22)		
	Flyers	8	(3, 12)				
	Orientation program	9	(5, 14)				
	TV	6	(3, 10)				
	Radio						
	E-mail/computer messages						
	Word of mouth	28	(21, 35)	28	(20, 36)	30	(19, 42)
	Welcome packet	20	(14, 26)	18	(11, 25)	27	(15, 39)
	Family support center	13	(8, 18)	11	(5, 17)	21	(12, 30)
	Through military member	38	(30, 45)	42	(33, 52)	22	(14, 30)
	While getting other services	9	(5, 13)				
	Other	10	(5, 14)	10	(4, 15)	10	(5, 15)
Air Force	Newsletter or events calendar	12	(10, 14)	11	(7, 14)	15	(12, 19)
	Newspaper	13	(11, 16)	14	(11, 18)	12	(9, 14)
	Bulletin boards	8	(6, 10)	6	(4, 8)	12	(9, 15)
	Flyers	5	(3, 6)	4	(2, 6)	6	(4, 8)
	Orientation program	16	(13, 19)	15	(12, 19)	17	(14, 21)
	TV	14	(12, 17)	8	(5, 10)	30	(26, 35)
	Radio	4	(3, 5)			14	(11, 17)
	E-mail/computer messages						
	Word of mouth	19	(16, 22)	17	(13, 21)	24	(20, 27)
	Welcome packet	27	(24, 30)	26	(22, 30)	29	(24, 33)
	Family support center	35	(31, 38)	34	(29, 39)	36	(32, 41)
	Through military member	34	(30, 38)	38	(33, 43)	24	(20, 27)
	While getting other services	10	(8, 13)	10	(7, 13)	11	(8, 14)
	Other	6	(4, 8)	6	(3, 8)	6	(4, 8)

Note. Some cells in these tables were suppressed and are shown as empty because there were too few cases to produce statistically valid estimates.

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6. AUTHOR(S) Rita Bureika, Mindy Reiser, Sameena Salvucci (Synectics for Management Decisions, Inc.) Betty Maxfield and Robert Simmons (DMDC)				
7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES) Synectics for Management Decisions, Inc. 1901 North Moore St. Arlington, VA 22209			8. PERFORMING ORGANIZATION REPORT NUMBER	
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13. ABSTRACT (Maximum 200 words) The Army, Navy, Marine Corps, and Air Force each offer separate yet similar spouse employment assistance programs (EAPs). To evaluate these programs, and to provide a demographic and employment-related profile of spouses of junior enlisted members, the Defense Manpower Data Center conducted a survey of non-military spouses of military members in paygrades E5 and below. The survey found that two thirds of spouses of military members in paygrades E5 and below at least occasionally experienced difficulty making ends meet. Most of these spouses wanted or needed to work, usually at least in part to save money for the future and to get money for basic expenses. Thus motivated, many spouses quickly sought and found employment at their new locations despite such barriers as difficulty finding affordable child care. However, the majority of spouses in the employment market did not find a job that made much use of their skills and training. Very few spouses found their jobs through the EAP. Among spouses who were working, wanting to work, or seeking employment, a majority did not know of EAP services in the area in which they currently lived.				
14. SUBJECT TERMS survey, spouse employment, job search, financial condition, employment assistance program, spouse demographics, trailing spouse, military spouse, spouses of junior enlisted, junior spouse, junior enlisted, enlisted personnel, military families			15. NUMBER OF PAGES 215	
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