WELCOME AND REVIEW OF AGENDA

David Hiller
Robert R. McCormick Foundation
Meeting Overview

Welcome and Review of Agenda
  David Hiller, Robert R. McCormick Foundation

Lightning Round
  Veterans Working Group Introductions and 1.1.1

Remarks from Illinois Department of Veterans Affairs
  Stephen Curda, Director

Presentations

*Panel Introduction*
  Amy Sherman, Council for Adult and Experiential Learning

*Panel: Military Spouse Employment*
  *Moderator* – Amy Sherman, Council for Adult and Experiential Learning
  - Amy Taft, Institute for Veteran and Military Families
  - Anna Christen, Hiring Our Heroes
  - Tamara Fletcher, CDW
  - Erica Tyree, U.S. Trust, Bank of America

Wrap Up and Meeting Evaluation
  David Hiller, Robert R. McCormick Foundation

Networking and Lunch
  Hilary Holbrook, Commercial Club of Chicago
LIGHTNING ROUND
REMARKS FROM IDVA

Stephen Curda, Director
PANEL:
FACILITATING THE TRANSITION TO THE CIVILIAN WORKFORCE

Moderator: Amy Sherman, Council for Adult and Experiential Learning
Amy Taft, EdD
IVMF, Manager Curriculum and Learning Onward to Opportunity
66% MILITARY SPOUSES Report they are either working or looking for work

23% MILITARY SPOUSES Are unemployed

3% MILITARY SPOUSES Are not in the labor force because they do not want to work

20.7 WEEKS Average time unemployed military spouses have been looking for work

27 WEEKS Is considered long-term unemployment

84% MILITARY SPOUSES Have some college education

25% MILITARY SPOUSES Have a bachelor’s degree

10% MILITARY SPOUSES Have graduate or advanced degrees

FAMILIES WITH 2 ADULT EARNERS

48% CIVILIAN FAMILIES

41% MILITARY FAMILIES

56% MILITARY SPOUSES Report they are working in the area of their education and training

68% of military spouses report volunteering

Military spouses volunteer in the community as a strategy to:

• Maintain continuity on their resumes
• Network or socialize
• Contribute to their community
• Develop or use workforce skills

The average time for active duty families at each location 3-4 YEARS

The average time female workers stay in the same job 4 YEARS
WHY HIRE MILITARY SPOUSES?

**The Business Case**

**Resilient**
Military spouses face challenges including family separations, frequent relocation, separation from friends and family, and difficulty finding employment or finishing their education. Yet, despite juggling multiple responsibilities, they report better coping than the average civilian.

**Adaptable**
Military families live with consistent uncertainty. Deployments often occur without warning; families may be asked to move without notice; and benefits and allowances frequently change unexpectedly. Despite these challenges, 68% of active duty spouses say they are satisfied with the military way of life.

**Diverse**
The active duty military spouse community has a larger proportion of ethnic and racial minorities compared to the broader civilian population.

**Entrepreneurial**
28% of military spouse respondents have either been self-employed or operated their own business, and 34% indicated they had an interest in online or work-from-home opportunities.

**Multi-Taskers**
In a study of over 6,200 military spouses, despite juggling multiple responsibilities, 75% reported feeling confident in their ability to handle problems.

**Team-Oriented**
Military support infrastructure largely depends on at-home spouses relying on one another through social activities, child care, and overall social support.

**Civically Engaged**
Blue Star Families, in their 2014 survey of military families, found that 68% of their respondents reported that they had either formally or informally volunteered in the past year—significantly higher than the 21.6% of the general public who formally volunteered with an organization in 2015 as reported by the Department of Labor.

**Educated**
- **84%** have some college education or higher
- **25%** have a bachelor’s degree
- **10%** have an advanced degree

**Socially Aware**
Military spouses often interact with a variety of people of different cultures, backgrounds, ages, and ethnicities. The military exposes spouses to a variety of cross-cultural and social experiences, and interactions with VIPs and the press. Military spouses understand norms around operational security and safety.
MILITARY SPOUSE HIRING: THE DO’S

- Encourage military spouses to apply using specific language
- Educate human resource employees and hiring managers on the impact of military spouses and how resumes appear
- Evaluate candidates on their credentials and job suitability vs. length of time they may be with the company
- Use expedited practices to move spouses into positions to maximize their talent and maximize opportunities for training, mentoring and advancement

- Leverage capabilities for remote, telework, or flexible arrangements
- Ensure that job descriptions on career websites reflect when remote or alternate work schedules are available
- Encourage open communication in an effort to get the candidate to highlight experiences not conveyed in the resume
- Consider flexible benefits such as child care credits and transferability options
- Encourage spouses to self-identify when applying
Self-identification
Deployment
Parenting and childcare conflicts
Unable to offer remote opportunities
Recent experience or credentialing gaps
Difficulty differentiating between veteran and military spouse hiring initiatives
Relocation and turnover
HIRING OUR HEROES
U.S. CHAMBER OF COMMERCE FOUNDATION
Hiring Our Heroes (HOH) is a 501(c)(3) affiliate of the U.S. Chamber of Commerce.

HOH is a nationwide, grassroots initiative to help veterans, transitioning service members, and military spouses find meaningful employment.

Launched in 2011 to address a national crisis in veteran unemployment.
MILITARY SPOUSE EMPLOYMENT DATA

- Unemployment: 16%
- 4x Times Higher than National Average
- 1 in 10 Actively Seeking Employment
- 71% More Formal Education Than Required
- 69% More Work Experience Than Required
- 67% Quit Job Due to Military Move
- 65% Unemployed 4+ Months after PCS

http://www.hiringourheroes.org/publications/
MILITARY SPOUSE HIRING TIPS

• Understand the Military Spouse value proposition to your organization

• Provide top-down support by joining the Hiring 100K Military Spouses coalition

• Seek to retain spouses upon PCS by creating remote opportunities
ESTABLISHING A MILITARY SPOUSE PIPELINE – CDW VETERAN’S WORKING GROUP MEETING

Tamara Fletcher, PhD.
Senior Manager, Inclusion
September 5, 2018
ABOUT CDW

Company Facts

- Headquarters: Vernon Hills, Ill.
- Annual Net Sales (2017): $15.2 billion
- Number of Customers: 250,000
- Number of Coworkers: 8,900
- Number of Locations: 26
- Fortune 500 Rank (2018): 189
- Fortune 500 Industry (2018): Information Technology Services
- Ticker Symbol: CDW (NASDAQ)

CDW is a leading multi-brand technology solutions provider to business, government, education and healthcare organizations in the United States, the United Kingdom and Canada. A Fortune 500 company with multi-national capabilities, CDW was founded in 1984 and employs more than 8,900 coworkers. For the trailing twelve months ended June 30, 2018, the company generated net sales of over $15 billion. For more information about CDW, please visit www.CDW.com.

Our broad array of offerings range from hardware and software to integrated IT solutions such as security, cloud, data center and networking.
CDW IS A PROUD MILITARY FRIENDLY EMPLOYER

CDW recognizes that the skills and experiences of Military Talent adds tremendous organizational value.

Opportunities for Greater Impact:

Despite CDW’s efforts to attract and retain Military/Veteran talent, there was an opportunity to consider the full landscape of Military Hiring, which includes Military Spouses.

CDW became a partner with the Military Spouse Employment Partnership in 2016.

Inclusion Efforts:

CDW’s Military Business Resource Group welcomes new military coworkers and drives community, development, and exposure for military/veteran coworkers.

Military Awards:

- CDW has earned a 2019 Military Friendly Silver Employer Designation (10 consecutive years)
- CDW is listed on the Military Times “Best for Vets” Employer List

Customize Recruiting Efforts:

- CDW created and hosts an annual customized hiring event: “Vet Who Get IT”
- CDW leverages a virtual tool to translate skills acquired within a military occupational specialty to available CDW positions
CDW has started developing a robust military spouse pipeline

CDW is currently working towards a more targeted approach to military spouse hiring.

Military Spouse Representation Data

CDW does not have data regarding Military Spouses.

**Goal:** Identify our current military spouse population, and establish a way to track military spouse talent within the hiring process.

Role Alignment

CDW has a limited number of opportunities that allow for relocation.

**Goal:** Identify or create roles that can adapt to the needs of military spouses and enable career sustainment.

Organizational Buy In

**Goal:** Educate hiring managers on the importance of hiring military spouses.

Recruitment

**Goal:** Create a strategy to build a pipeline of Military Spouse talent.
Erica Tyree – Mother of Two / Military Spouse / Valued Employee

Daughter of a Retired Marine
Bank of America employee for over 20 years
Married a sailor
2 kids
Gabe 10
Cobia 5
2 deployments & too many workups to count
Relocated 5 times
Enterprise Co-Chair for BAC employee network group
Involved with financial education to veterans and their families
Committed to helping Military spouses have fulfilling careers

Tyree Family Video
military.com article
Life can be a little uncertain when your spouse is in the military. We’re proud to offer military spouses the opportunity, stability and flexibility they need to support their service member and families. The traits you share with your spouse – leadership, courage and conviction – are what we value. When you join our team, we want you to be able to continue your career with Bank of America in the event of relocation. We have great job transition assistance for employees relocating due to permanent change of station, as well as for employees with a spouse in the military.

As part of our continued support, Bank of America participates with the Military Spouse Employment Partnership to provide assistance and resources for military spouses.

Within MSAP, we have a Military Spouse group, with an Enterprise leader. We hold a quarterly forum for information sharing and feedback for spouses working at the Bank.

As a military spouse, you also served. We’re ready to support you too.

Within our Military Spouse group, we work to:

- Create a community for current and former military spouses/significant others to support each other personally and professionally.
- Help other military spouses gain employment with the bank.
- Build partnerships to promote military spouse hiring and development.
- Support the spouses and families of a deployed soldier/sailor/marine/airman by sending Christmas gifts, care packages, and any other support uncovered.
- Link effective internal and external resources for military spouses.
- Work with HR to enable continuity of employment when faced with PCS moves.
- Educate on Bank benefits like Military qualifying exigency leave, caregiver leave and intermittent leave/reduced work schedules.
Tips for Military Spouses & Employers

**Military Spouses**

1. Be open and honest with your employer
2. Leverage the benefits your company, the military or organizations offer
3. Trust in others

**Employers**

1. Be open minded
2. Think outside the box when it comes to accommodating military spouses
3. Leverage their skillsets
4. Regardless of timeframe – let their true strengths come out

Bank of America External Resources

- **Military Transition**
- **Better Money Habits**
- **About Bank of America**
DISCUSSION:
MILITARY SPOUSE EMPLOYMENT

*Moderator: Amy Sherman, Council for Adult and Experiential Learning*
WRAP UP AND MEETING EVALUATION

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NETWORKING AND LUNCH

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