



Military Spouses & Children: A Talent Pipeline for America



Financial issues of military pay, spouse employment, and saving for retirement and children's college are among the top concerns for military families*.

21%

of military spouses are unemployed (actively seeking work).

Military families are

27%

less likely to have dual incomes than civilian families.

51%

of military families list spouse under/unemployment as top obstacle to financial security.

78%

of active-duty families plan to transfer the post-9/11 GI Bill to their spouse or child.

79%

do not believe military compensation is keeping up with civilian compensation.

57%

of active-duty military families are unlikely to recommend service to their own children.

There are 560,000 service member families claiming 1.1 million children as dependents in active-duty households across the country.

With 700,000 military spouses and more than 105,000 children aged 17-22, college affordability has become one of the greatest burdens facing military families.

Education benefits were the top reason for joining the military among active-duty and veteran millennials.

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Military children at DoD schools have consistently outperformed the national average in all tested grades and subjects, as well as high school graduation and college-going rates.

The post-9/11 G.I. Bill simply isn't enough for hundreds of thousands of families with multiple children and only one source of income.

Over a 20-year career, enlisted service members earn on average less than \$46,000 annually plus variable allowances for housing and cost of living.



MILITARY SPOUSE UNEMPLOYMENT IS COSTING THE U.S. ECONOMY UP TO \$1 BILLION ANNUALLY.

(Social Cost Analysis of the Unemployment and Under-employment of Military Spouses, 2016)

“Thank you for your continued support in assisting military families in achieving their dreams of a brighter future!”

ThanksUSA Scholar, Army Spouse Stacey Fleurijean



Skills Gap in America

U.S. ECONOMY

“America has people without jobs, but it also has jobs without people — **about 5.6 million of them**. Why can’t those jobs be filled? Because job candidates lack the required skills. We call this situation the skills gap.”

“The Conversation About America’s Skills Gap is Changing,” *US News and World Report* (April 21, 2016)

73% of CEOs surveyed in Pricewaterhouse-Cooper’s “2015 Global CEO Survey” said that the skills gap is a “threat” impacting future growth of their business.

PUBLIC SERVICE

Demand for teachers in America will continue to increase over the next decade in line with the growing K-12 population. By 2018, the annual shortfall is forecasted to grow to **112,000** teachers.

Employment of social workers is projected to grow **12%** during 2014–2024, faster than the average for all occupations.

STEM

Only 4% of U.S. workers are scientists or engineers.

The Bureau of Labor Statistics (BLS) estimates that **over 8.6 million** STEM related jobs will exist by 2018.

Only 42% of employers believe that recent college graduates are adequately prepared to enter the workforce.



ENERGY

1.5 million new energy jobs will be created in the U.S. by 2030.

38% of current employees in the energy sector are expected to retire by 2023.

75% of energy companies report difficulty in hiring qualified candidates.

MANUFACTURING

“The United States faces a need for **nearly 3.5 million** manufacturing jobs over the next decade and **two million** of those jobs are likely to go unfilled due to the skills gap, according to new research from Deloitte and The Manufacturing Institute.”

February 2015 Skills Gap Report

67% of manufacturing companies are experiencing a shortage of qualified workers; more than half of these expect the shortage to increase in the next five years.

HEALTHCARE

The BLS estimates that over **300,000** physicians and surgeons and over **1.2 million** registered nurses will be needed between 2012 and 2022.

HOSPITALITY

It is estimated that the travel and tourism industry will face a global shortfall of **14 million** jobs over the next 10 years.