

ARI Research Note 90-18

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# Spouse Employment: First Annual In Process Review

Research Triangle Institute

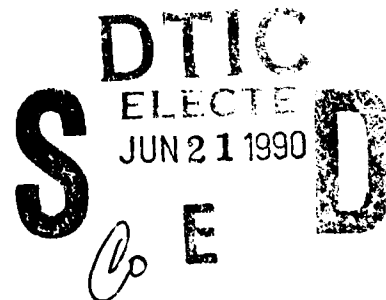
for

Contracting Officer's Representative  
D. Bruce Bell

Personnel Utilization Technical Area  
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Manpower and Personnel Research Laboratory  
Paul A. Gade, Acting Director

April 1990



United States Army  
Research Institute for the Behavioral and Social Sciences

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Technical review by

Albert C. F. Gilbert



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| FIELD                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | GROUP                                          | SUB-GROUP                                                                                                     |                                  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                | Spouse employment, Family factors. (Stu)                                                                      |                                  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                | Army Family Research Program,                                                                                 |                                  |
| 19. ABSTRACT (Continue on reverse if necessary and identify by block number)<br>This report presents a series of briefing slides on research issues, activities, and plans concerning the spouse employment research area of the Army Family Research Program (AFRP). Topics covered include policy and research questions, the spouse employment conceptual model, activities and findings to date, and planned activities. The report concludes with a summary of outstanding issues. Keywords: |                                                |                                                                                                               |                                  |
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SPOUSE EMPLOYMENT: FIRST ANNUAL IN PROCESS REVIEW

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## **SPOUSE EMPLOYMENT**

### **POLICY QUESTIONS**

- WHAT ARE THE EFFECTS OF ARMY POLICIES, PROGRAMS AND PRACTICES ON SPOUSE EMPLOYMENT/CAREERS? (WHAT PROBLEMS, NEEDS ARE CREATED?)
- WHAT ARE THE EFFECTS OF SPOUSE EMPLOYMENT/CAREERS ON KEY MILITARY OUTCOMES:
  - READINESS
  - RETENTION
  - FAMILY STRENGTH/WELLNESS?
- WHAT ARE THE NEEDS FOR SPOUSE EMPLOYMENT PROGRAMS AND POLICIES TO ADDRESS PROBLEMS/SPECIAL NEEDS OF ARMY SPOUSES?
- WHAT ARE THE EFFECTS OF SPOUSE EMPLOYMENT PROGRAMS/ POLICIES ON:
  - SPOUSE EMPLOYMENT/CAREERS
  - MILITARY OUTCOMES?

## TASK 4

### SPOUSE EMPLOYMENT

#### POLICY QUESTIONS

1. What are the effects of spouse employment on retention?

A. How important is spouse employment for retention?

Compare magnitude of effects relative to effects of other family factors, pay and benefits, work conditions, and other factors.

B. What aspects of spouse employment are important for retention?

Examine effects of such factors as: current employment status or wages; spouse lifetime employment or career goals; assessment of opportunities for spouse employment success over the FLC or SCC in military vs. civilian life.

C. Through what mechanisms does spouse employment affect retention?

What are the direct effects (e.g., member and spouse assessment of relative spouse opportunities in military vs. civilian life)?

What are the effects through spouse employment effects on mediating factors (e.g., spouse self esteem, spouse power in couple decisionmaking, spouse support for member military career, family well-being)?

D. How do the effects differ by individual, family, soldier career, other factors?

Examine effects by such factors as: spouse education, skills, experience; spouse employment and career expectations; member pay grade; FLC stage; and SCC stage.

E. How will such changes as increasing female employment and greater civilian-military competition for personnel affect the importance of spouse employment for retention in the future?

2. What are the effects of spouse employment on readiness?

A. How does spouse employment affect readiness?

What aspects of readiness does it affect?

Through what mechanisms does it affect different aspects of readiness (e.g., time/schedule conflicts; enhanced spouse self-confidence, independence, and ability to cope when member is away)?

B. How large are the effects of spouse employment on readiness?

What is the magnitude of the effect of spouse employment compared with FLC, SCC, other factors?

C. How do the effects differ by individual, family, soldier career, other factors?

Examine effects by such factors as FLC; SCC; MOS; location.

D. How do the effects differ by availability and characteristics of programs/services/facilities for Army families?

Examine effects by availability of such programs/services, facilities as: child development services; on-post housing; financial management and legal services.

E. Will on-going changes in spouse employment and related services (e.g., planned expansion of CDS) change the relationship of spouse employment to readiness in the future?

3. What are the benefits of spouse employment programs for the Army?

A. What are the spouse employment assistance needs and benefits for families and the Army?

1. What are the key target populations for spouse employment programs? What services are needed for those populations?

2. What will be the key target populations and service needs for spouse employment programs in the 1990's?

How will these be affected by changing technology, employment patterns, and other factors?

3. How do Army spouse employment services, related services (e.g., child development services) and other benefits compare with civilian employment benefits?

What benefits are likely to be included in benefit packages in the future?

4. What are the effects of spouse employment on the family and member?

Examine effects on such outcomes as family economic situation, household division of labor, spouse support for member's military career, family wellness, etc.

5. What are the benefits to local communities and Army-community relations of Army spouse employment and employment programs?

B. What are the effects of spouse employment programs on retention?

1. What components of spouse employment programs are most effective in meeting employment needs that are related to retention?

2. What changes in spouse employment programs or policies would have the most benefits for retention? What are the costs of such changes?

3. How important are the effects of spouse employment programs on retention?

Compare employment program effects with the effects of other family programs and services.

C. What are the effects of spouse employment programs on readiness?

1. What components of spouse employment programs are most effective in meeting employment needs that are related to readiness?

2. What changes in spouse employment programs or policies would have the most benefits for readiness? What are the costs of such changes?

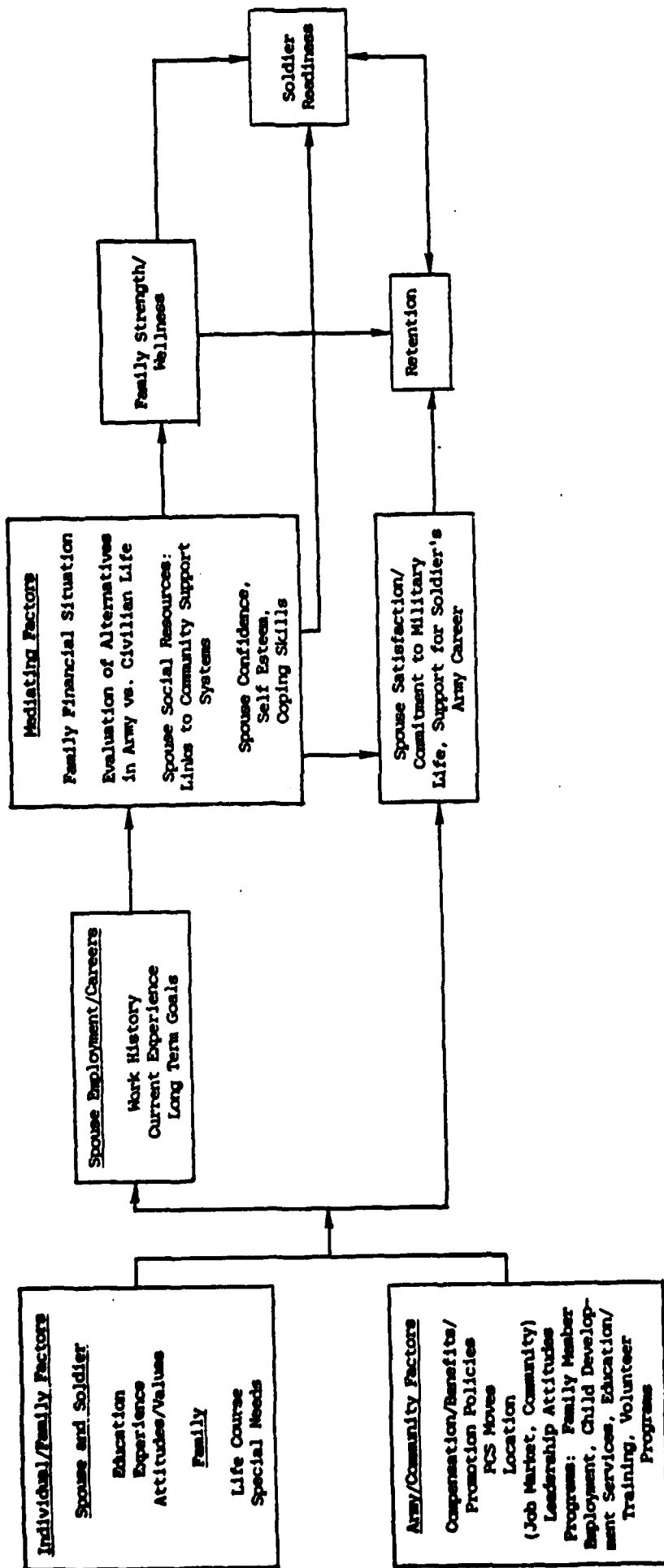
3. How important are the effects of spouse employment programs on readiness?

Compare spouse employment program effects with the effects of other family programs and services.

## **SPOUSE EMPLOYMENT**

### **RESEARCH QUESTIONS**

- **THROUGH WHAT MEANS DOES SPOUSE EMPLOYMENT AFFECT KEY OUTCOMES? WHERE ARE INTERVENTIONS NEEDED, POSSIBLE, LIKELY TO HAVE AN EFFECT?**
- **WHAT IS THE MAGNITUDE OF THE EFFECT OF SPOUSE EMPLOYMENT RELATIVE TO OTHER CATEGORIES OF FACTORS, OTHER PROGRAMS?**
- **WHAT ARE THE EFFECTS FOR KEY TARGET GROUPS? (TARGET GROUPS DEFINED BY IMPORTANCE FOR MILITARY OUTCOMES, NEEDS, OTHER FACTORS)**
- **WHAT EFFECTS WILL FUTURE CONDITIONS/POLICIES/NEEDS HAVE? (CHANGE IN DEMOGRAPHIC CONDITIONS, WOMEN'S EMPLOYMENT/CAREERS, TECHNOLOGY AND WORK)**



Spouse employment: conceptual framework for research

## **SPOUSE EMPLOYMENT**

### **ACTIVITIES TO DATE**

- **DEVELOPMENTAL ACTIVITIES**

- **LITERATURE REVIEW**

- **SECONDARY ANALYSES**

**COMPARED LABOR FORCE OUTCOMES FOR WIVES OF MILITARY  
AND WIVES OF MEN IN CIVILIAN LABOR FORCE**

**ANALYZED THE EFFECTS OF MILITARY LIFE EXPERIENCE  
ON ARMY SPOUSE LABOR FORCE OUTCOMES**

**ANALYZED THE EFFECTS OF SPOUSE EMPLOYMENT FACTORS  
ON ARMY SPOUSES' SATISFACTION WITH THE MILITARY  
AS A WAY OF LIFE**

## **SPOUSE EMPLOYMENT**

### **ACTIVITIES TO DATE (PAGE 2)**

- **EXPLORATORY FIELD INVESTIGATIONS**

- INTERVIEWED CFSC, OTHER PERSONNEL TO IDENTIFY POLICY ISSUES AND RESEARCH NEEDS

- SITE VISITS: FT. MCCLELLAN, FT. ORD, USAREUR (MANNHEIM, FULDA)

INTERVIEWED PROGRAM STAFF AND LEADERSHIP ABOUT SPOUSE ISSUES, PROGRAMS, AND PROBLEMS

CONDUCTED GROUP DISCUSSIONS WITH SPOUSES ABOUT EMPLOYMENT/CAREER EXPERIENCES, PROBLEMS, PROGRAM NEEDS

## **SPOUSE EMPLOYMENT**

### **ACTIVITIES TO DATE (PAGE 3)**

- **COMPLEMENTARY RESEARCH**
- PROVIDED INPUT TO AIT SURVEY INSTRUMENTS
- DEVELOPING SPOUSE INSTRUMENT FOR TRANSITION MANAGEMENT PROGRAM
- **OTHER ACTIVITIES**
- PROVIDED ASSISTANCE TO CFSC IN PREPARATION FOR GOSC MEETING AND FOR PDIP DEFENSES

|                                 |                                                                                                                                                                                                             |
|---------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>SPOUSE EMPLOYMENT</b></p> | <ul style="list-style-type: none"> <li>● <b>PRINCIPAL FINDINGS</b></li> <li>● <b>LITERATURE REVIEW</b></li> <li>● <b>SECONDARY ANALYSES</b></li> <li>● <b>INTERVIEWS/SMALL GROUP DISCUSSIONS</b></li> </ul> |
|---------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

## **SPOUSE EMPLOYMENT**

### **PRINCIPAL FINDINGS**

#### **● LITERATURE REVIEW**

- U.S. HAS HAD MARKED INCREASES IN EMPLOYMENT OF MARRIED WOMEN, ESPECIALLY THOSE WITH YOUNG CHILDREN
- MILITARY SPOUSE EMPLOYMENT HAS INCREASED, BUT IS LOWER THAN CIVILIAN RATES
- EMPLOYMENT PROBLEMS OF MILITARY SPOUSES: HIGHER UNEMPLOYMENT, EMPLOYED IN LOW-LEVEL JOBS, DIFFICULTIES OF DEVELOPING CAREER
- MILITARY SPOUSES ARE RELATIVELY WELL-EDUCATED, BUT SOME MAY NEED TRAINING FOR EMPLOYMENT OR EDUCATION TO ENABLE CAREER DEVELOPMENT
- SPOUSE SUPPORT IS IMPORTANT TO SOLDIER CAREER COMMITMENT

## **SPOUSE EMPLOYMENT**

### **SECONDARY DATA ANALYSES: ISSUES AND DATA**

- **ISSUES**
- **IMPACT OF MILITARY LIFE ON SPOUSE LABOR FORCE OUTCOMES**
- **RELATIONSHIP OF SPOUSE LABOR FORCE EXPERIENCE TO SATISFACTION WITH THE MILITARY AS A WAY OF LIFE**
- **DATA SOURCES AND POPULATIONS**
- **1985 DoD SURVEYS OF OFFICERS AND ENLISTED PERSONNEL AND MILITARY SPOUSES**

#### **ARMY WIVES**

- **MARCH 1985 CURRENT POPULATION SURVEY**

**WOMEN AGE 16-45 LIVING IN CONTINENTAL U.S. MARRIED TO MEN WHO ARE IN THE ARMED FORCES OR EMPLOYED FULL-TIME IN THE U.S. CIVILIAN LABOR FORCE**

## **SPOUSE EMPLOYMENT**

### **SECONDARY DATA ANALYSES: MEASURES AND TECHNIQUES**

- **OUTCOME MEASURES**  
WHETHER IN LABOR FORCE  
FOR WOMEN IN LABOR FORCE: EMPLOYED VS. UNEMPLOYED  
FOR EMPLOYED WOMEN  
WHETHER JOB USES SKILLS TRAINING (1985 DoD SURVEY ANSWERS)  
WAGE RATE, ANNUAL EARNINGS (MARCH 1985 CPS ANALYSES)  
SATISFACTION WITH MILITARY AS A WAY OF LIFE (1985 DoD SURVEY ANALYSES)
- **INDEPENDENT AND CONTROL VARIABLES**  
INDIVIDUAL AND FAMILY CHARACTERISTICS (EDUCATION, RACE/ETHNICITY,  
FAMILY LIFE COURSE STAGE, SPOUSE OCCUPATION, SOLDIER OCCUPATION, AGE)  
MILITARY PROGRAM/POLICY/PRACTICE FACTORS: MOVES, LOCATION, AVAILABILITY OF FAMILY  
MEMBER EMPLOYMENT PROGRAMS AND CHILD DEVELOPMENT SERVICES
- **ANALYTIC TECHNIQUES**  
DESCRIPTIVE STATISTICS/COMPARISONS: FREQUENCIES, MEANS  
MULTIVARIATE MODELS: PROBIT, ORDINARY LEAST SQUARES, SIMULATIONS

## **SPOUSE EMPLOYMENT**

### **SECONDARY DATA ANALYSES: PRODUCTS**

- **PRODUCTS TO DATE:**

- 1. THE IMPACT OF MILITARY LIFE ON SPOUSE LABOR FORCE OUTCOMES, J. BRAD SCHWARTZ, LISA WOOD, JANET GRIFFITH, AUGUST 1987.
- 2. LABOR FORCE PARTICIPATION, EMPLOYMENT, AND EARNINGS OF MARRIED WOMEN: A COMPARISON OF MILITARY AND CIVILIAN WIVES, J. BRAD SCHWARTZ, OCTOBER 1987.

- **PLANNED PRODUCTS BASED ON WORK CARRIED OUT TO DATE:**

- 1. TR14. THE EMPLOYMENT STATUS OF ARMY SPOUSES (NOVEMBER 1987)
- 2. FAMILY ECONOMIC FACTORS AND RETENTION (NOVEMBER 1987)
- 3. USER SUMMARY REPORT ON SPOUSE EMPLOYMENT

## **SPOUSE EMPLOYMENT**

### **PRINCIPAL FINDINGS**

#### **• SECONDARY ANALYSES**

- WIVES OF MILITARY PERSONNEL APPEAR TO BE LESS LIKELY THAN WIVES OF CIVILIANS TO BE IN THE LABOR FORCE AND TO BE EMPLOYED, ALL ELSE EQUAL.
- YOUNGER AGES, YOUNGER CHILDREN, RELOCATION, AND LOCATION OF MILITARY WIVES ALSO APPEAR TO BE IMPORTANT FACTORS OF THE LOWER LIKELIHOOD OF PARTICIPATION AND EMPLOYMENT, AND LOWER EARNINGS COMPARED TO CIVILIAN WIVES.
- SPOUSE EMPLOYMENT PROGRAMS, CONUS LOCATION, EDUCATION, AND TIME AT A LOCATION TEND TO INCREASE THE LIKELIHOOD THAT ARMY SPOUSES PARTICIPATE IN THE LABOR FORCE.
- LENGTH OF TIME AT A LOCATION TENDS TO INCREASE THE LIKELIHOOD OF EMPLOYMENT OF ARMY SPOUSES.
- EDUCATION AND LENGTH OF TIME AT A LOCATION TEND TO INCREASE THE LIKELIHOOD THAT AN ARMY SPOUSE HAS A JOB THAT USES HER SKILLS.

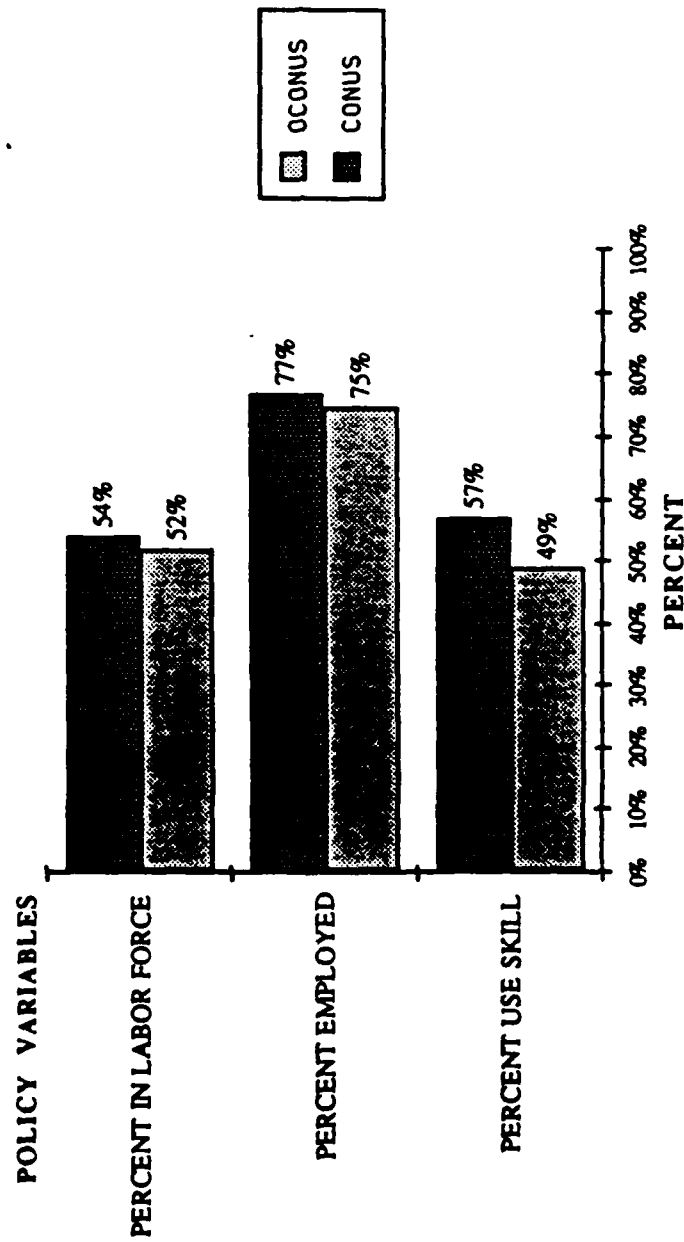
## LABOR FORCE CHARACTERISTICS

- 
- THE PERCENTAGE OF ARMY SPOUSES IN THE LABOR FORCE.
- 
- *Of those in the labor force, the percent employed, the*
- *percent employed full-time, and the percent who use*
- *their skills.*
- 
- 53% in Labor Force
- 77% employed of those in the Labor Force
- 67% employed full-time of those employed
- 55% use skills of those employed

# LOCATION CHARACTERISTICS BY LABOR FORCE OUTCOMES

## HOW SPOUSE LABOR FORCE OUTCOMES VARY BY

### CONUS/OCONUS LOCATION



SOURCE: SCHWARTZ, J. BRAD, L. WOOD, AND J. GRIFFITH.

"THE IMPACT OF MILITARY LIFE ON SPOUSE EMPLOYMENT."

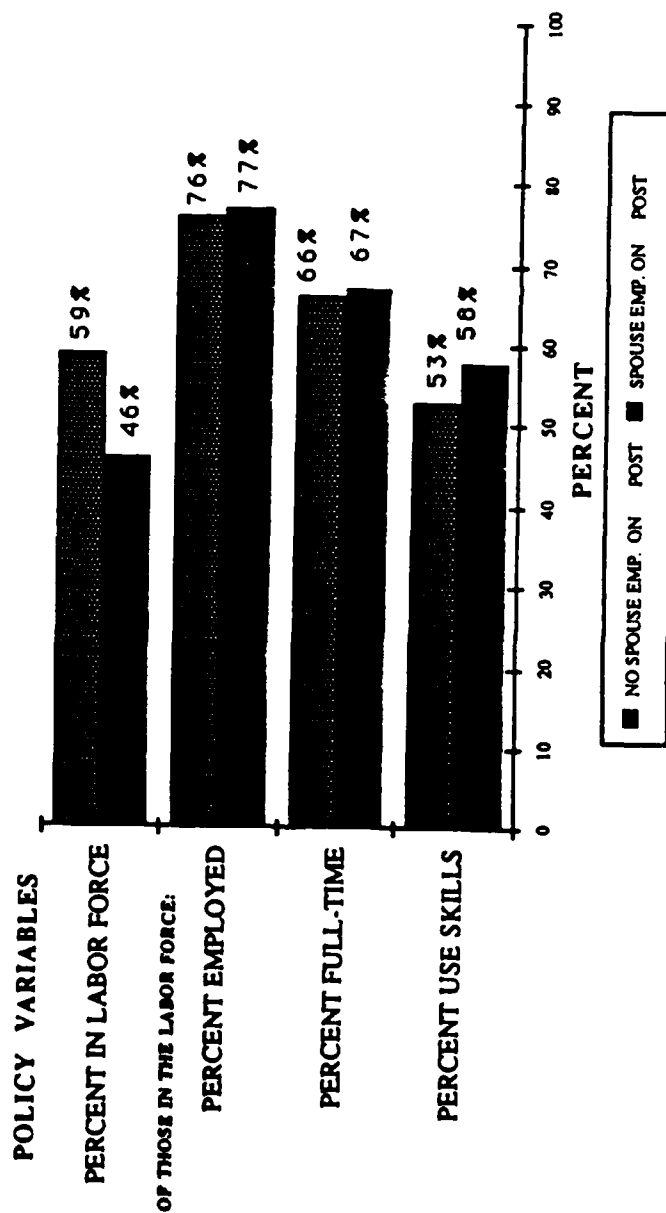
RESEARCH TRIANGLE INSTITUTE, 1987.

BASED ON 1985 DOD SURVEY OF MILITARY SPOUSES.

ARMY SAMPLE. MODEL RESULTS

# PRESENCE OF SPOUSE EMPLOYMENT SERVICE ON BASE BY LABOR FORCE OUTCOME

HOW LABOR FORCE OUTCOMES VARY BY THE PRESENCE OF  
SPOUSE EMPLOYMENT SERVICES ON ARMY BASES.



SOURCE: SCHWARTZ, J. BRAD, L. WOOD, AND J. GRIFFITH.

"THE IMPACT OF MILITARY LIFE ON SPOUSE EMPLOYMENT."

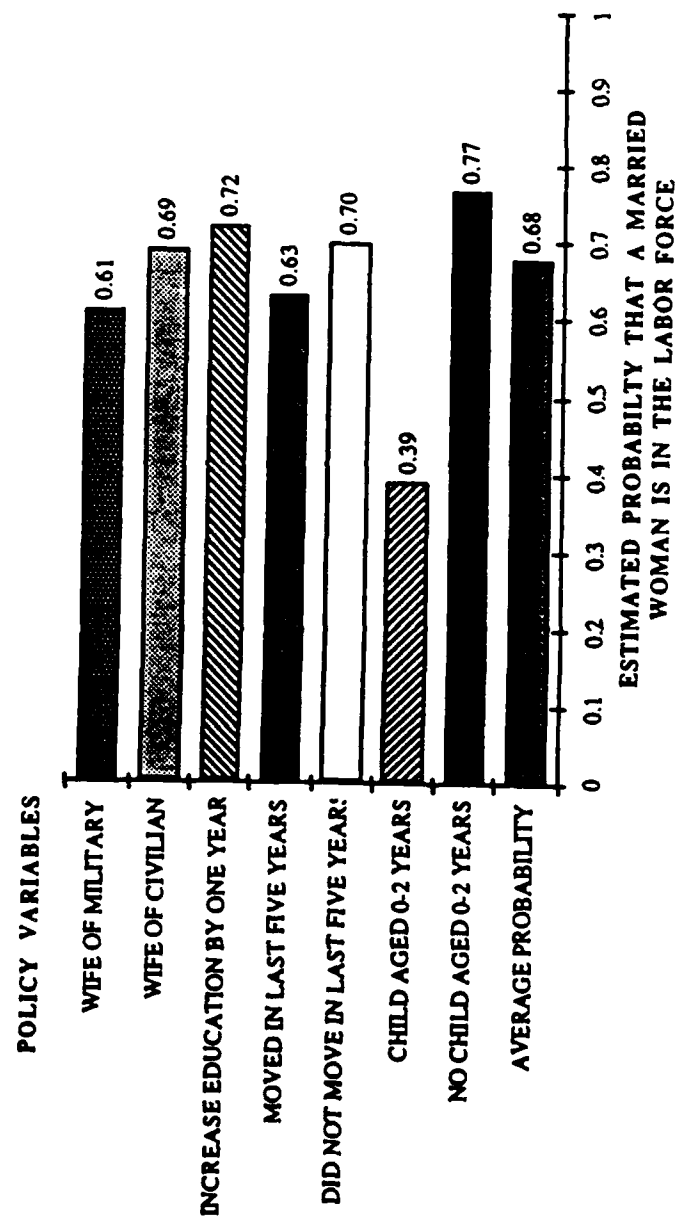
RESEARCH TRIANGLE INSTITUTE, 1987.

BASED ON 1985 DOD SURVEY OF MILITARY SPOUSES.

ARMY SAMPLE. MODEL RESULTS

## LABOR FORCE PARTICIPATION

WIVES OF MILITARY PERSONNEL ARE LESS LIKELY THAN WIVES OF CIVILIANS TO BE IN THE LABOR FORCE, ALL ELSE EQUAL. OTHER FACTORS ALSO CONTRIBUTE TO LOWER LABOR FORCE PARTICIPATION OF MILITARY WIVES.

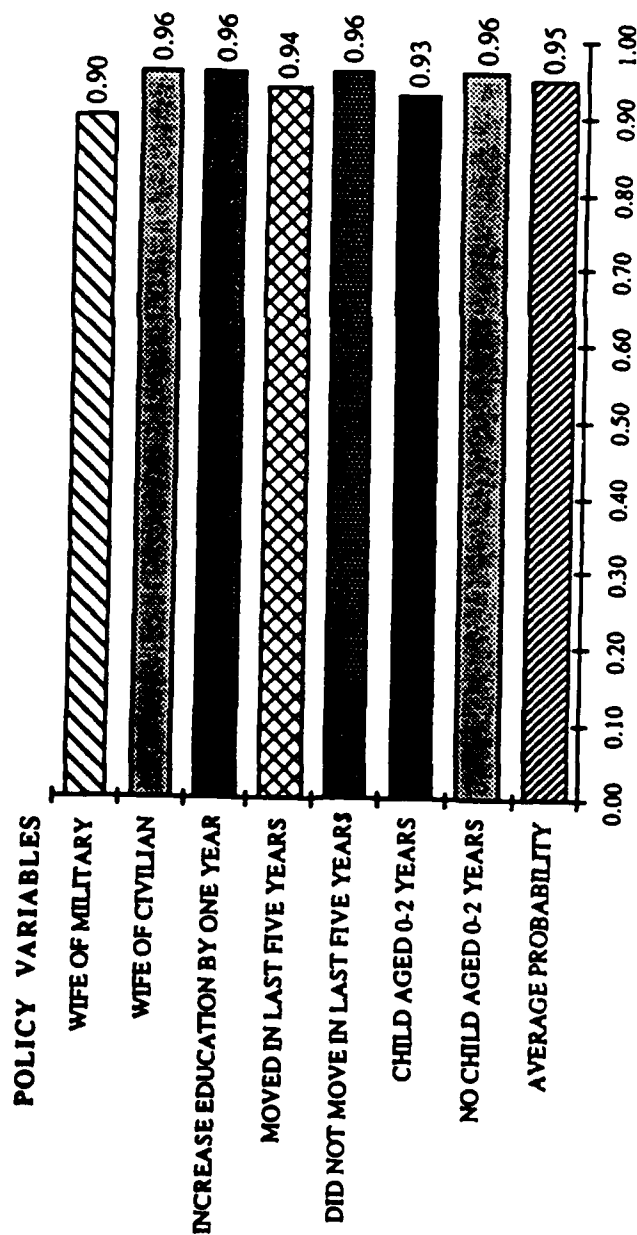


SOURCE: SCHWARTZ, J. BRAD, "LABOR FORCE PARTICIPATION, EMPLOYMENT, AND EARNINGS OF MARRIED WOMEN: A COMPARISON OF MILITARY AND CIVILIAN WIVES," RESEARCH TRIANGLE INSTITUTE, 1987.

DATA: CURRENT POPULATION SURVEY, MARCH 1985.

## EMPLOYED VERSUS UNEMPLOYED

WIVES OF MILITARY PERSONNEL ARE LESS LIKELY THAN WIVES OF CIVILIANS TO BE EMPLOYED, ALL ELSE EQUAL. OTHER FACTORS ALSO CONTRIBUTE TO UNEMPLOYMENT OF MILITARY WIVES.



SOURCE: SCHWARTZ, J. BRAD., "LABOR FORCE PARTICIPATION,

EMPLOYMENT, AND EARNINGS OF MARRIED WOMEN:

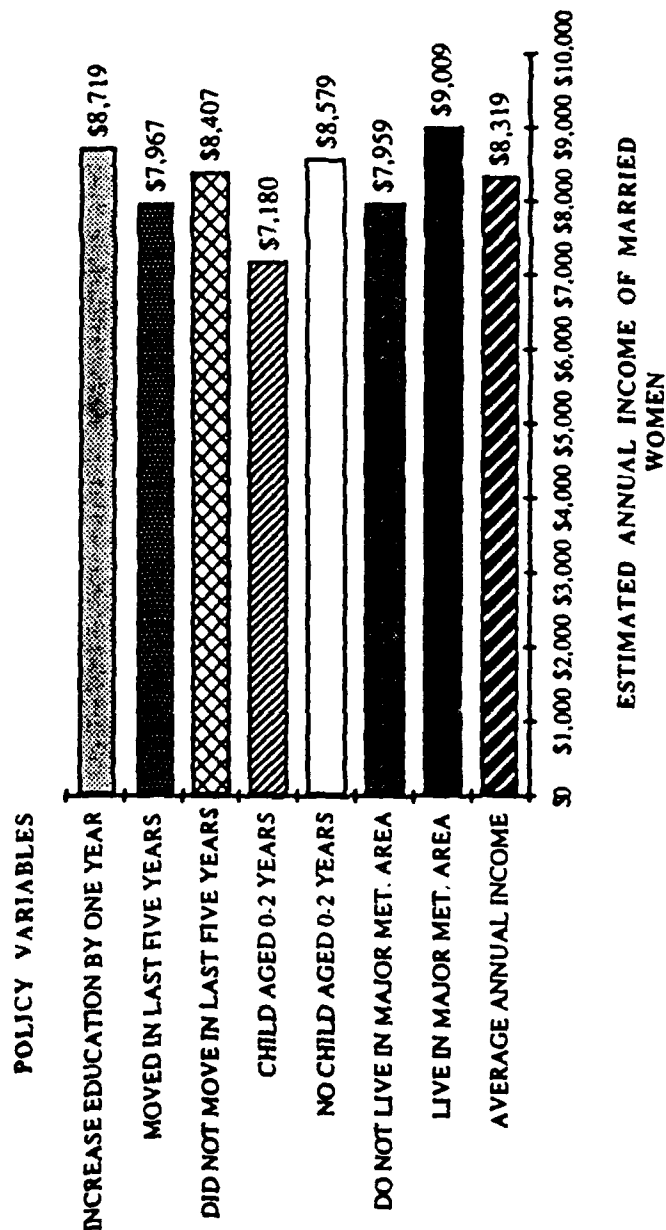
A COMPARISON OF MILITARY AND CIVILIAN WIVES,"

RESEARCH TRIANGLE INSTITUTE, 1987.

DATA: CURRENT POPULATION SURVEY, MARCH 1985.

## ANNUAL INCOME

WIVES OF MILITARY PERSONNEL EARN LESS PER YEAR THAN CIVILIANS, DUE TO MORE FREQUENT MOVES, LIFE CYCLE FACTORS, AND LOCATION.

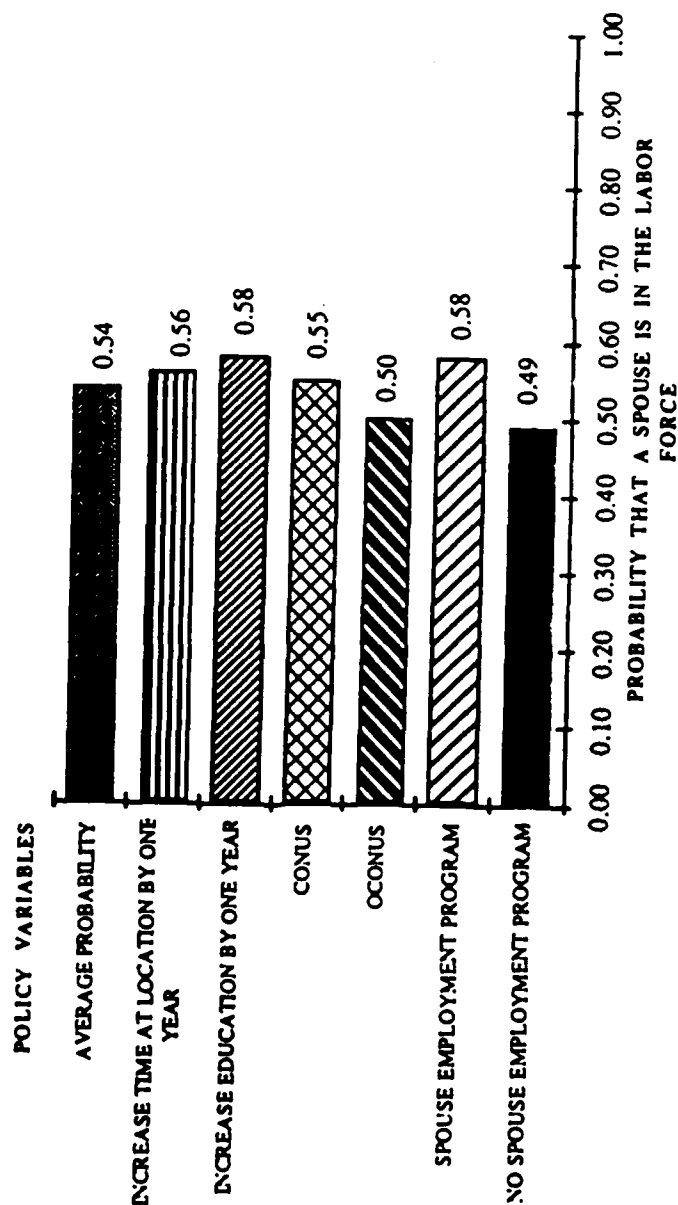


SOURCE: SCHWARTZ, J. BRAD, "LABOR FORCE PARTICIPATION, EMPLOYMENT, AND EARNINGS OF MARRIED WOMEN: A COMPARISON OF MILITARY AND CIVILIAN WIVES." RESEARCH TRIANGLE INSTITUTE, 1987

DATA: CURRENT POPULATION SURVEY, MARCH 1985

## LABOR FORCE PARTICIPATION

SPOUSE EMPLOYMENT PROGRAMS, CONUS LOCATION, INCREASED EDUCATION, AND TIME AT A LOCATION INCREASE THE LIKELIHOOD THAT A SPOUSE IS IN THE LABOR FORCE.



SOURCE:

SCHWARTZ, J. BRAD, L. WOOD, AND J. GRIFFITH.

"THE IMPACT OF MILITARY LIFE ON SPOUSE EMPLOYMENT."

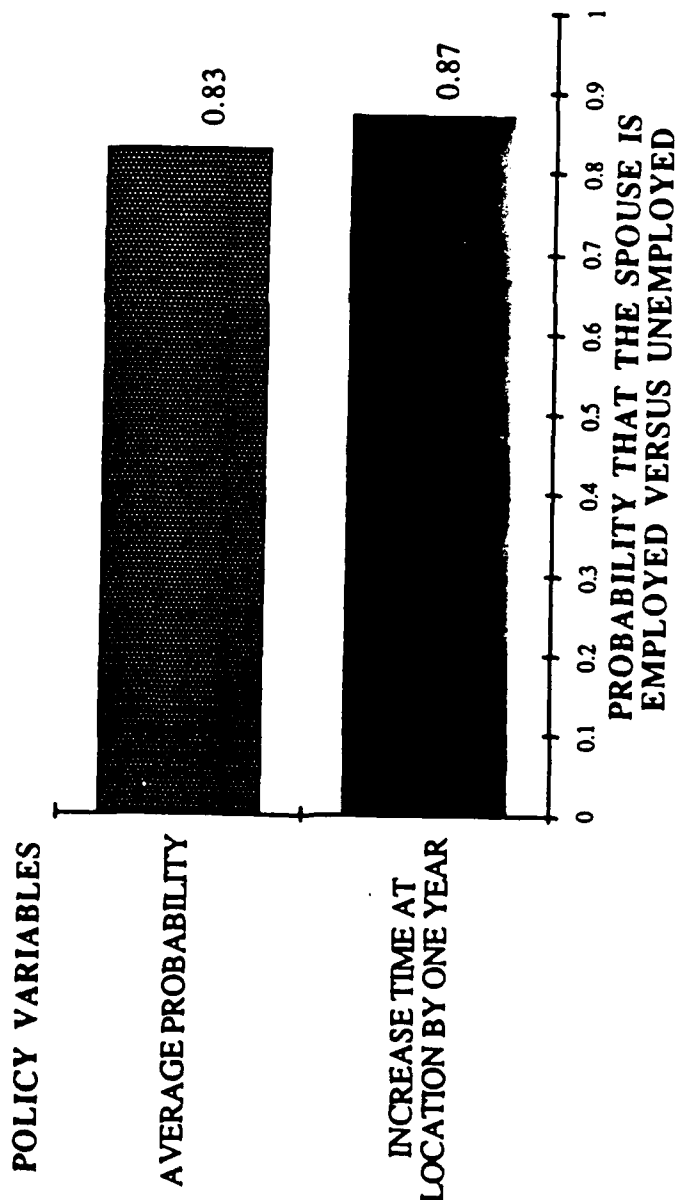
RESEARCH TRIANGLE INSTITUTE, 1987.

BASED ON 1985 DOD SURVEY OF MILITARY SPOUSES.

ARMY SAMPLE. MODEL RESULTS

## EMPLOYED VERSUS UNEMPLOYED

INCREASING TIME AT A LOCATION INCREASES THE  
LIKELIHOOD THAT THE SPOUSE IS EMPLOYED.



SOURCE: SCHWARTZ, J. BRAD, L. WOOD, AND J. GRIFFITH.

"THE IMPACT OF MILITARY LIFE ON SPOUSE EMPLOYMENT."

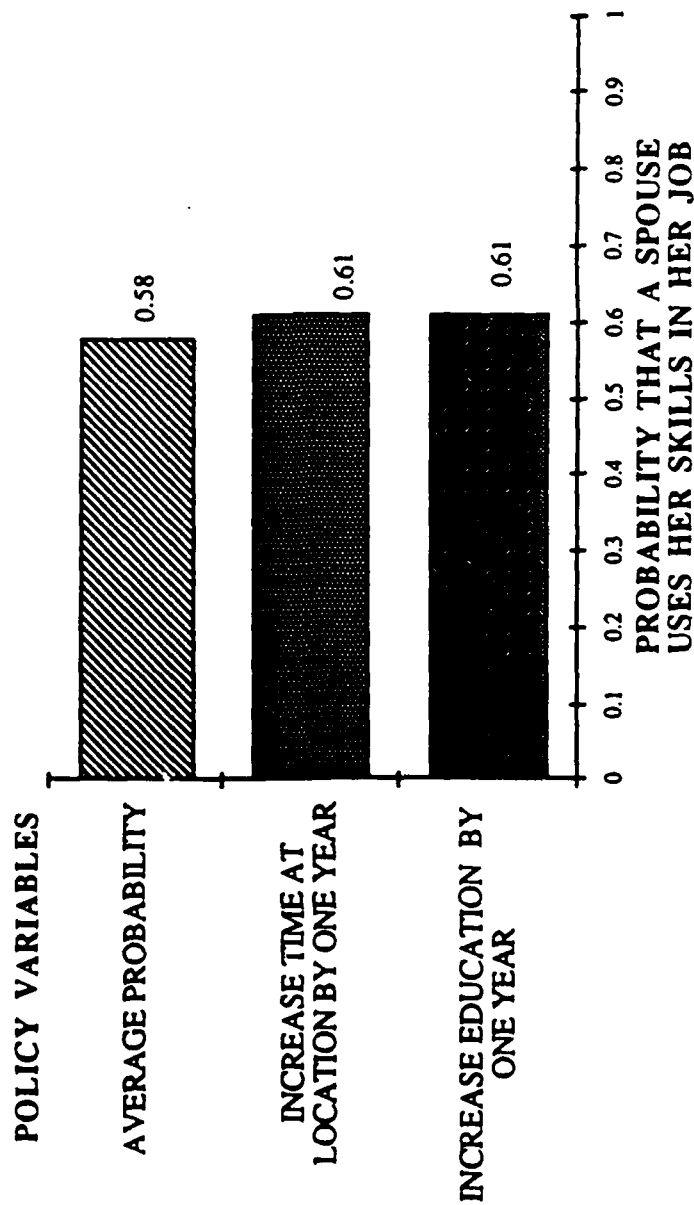
RESEARCH TRIANGLE INSTITUTE, 1987.

BASED ON 1985 DOD SURVEY OF MILITARY SPOUSES.

ARMY SAMPLE: MODEL RESULTS

## USE SKILLS

INCREASING EDUCATION AND TIME AT A LOCATION INCREASES  
THE LIKELIHOOD THAT A SPOUSE WILL HAVE A JOB THAT USES  
HER SKILLS.



SOURCE: SCHWARTZ, J. BRAD, L. WOOD, AND J. GRIFFITH.

"THE IMPACT OF MILITARY LIFE ON SPOUSE EMPLOYMENT."

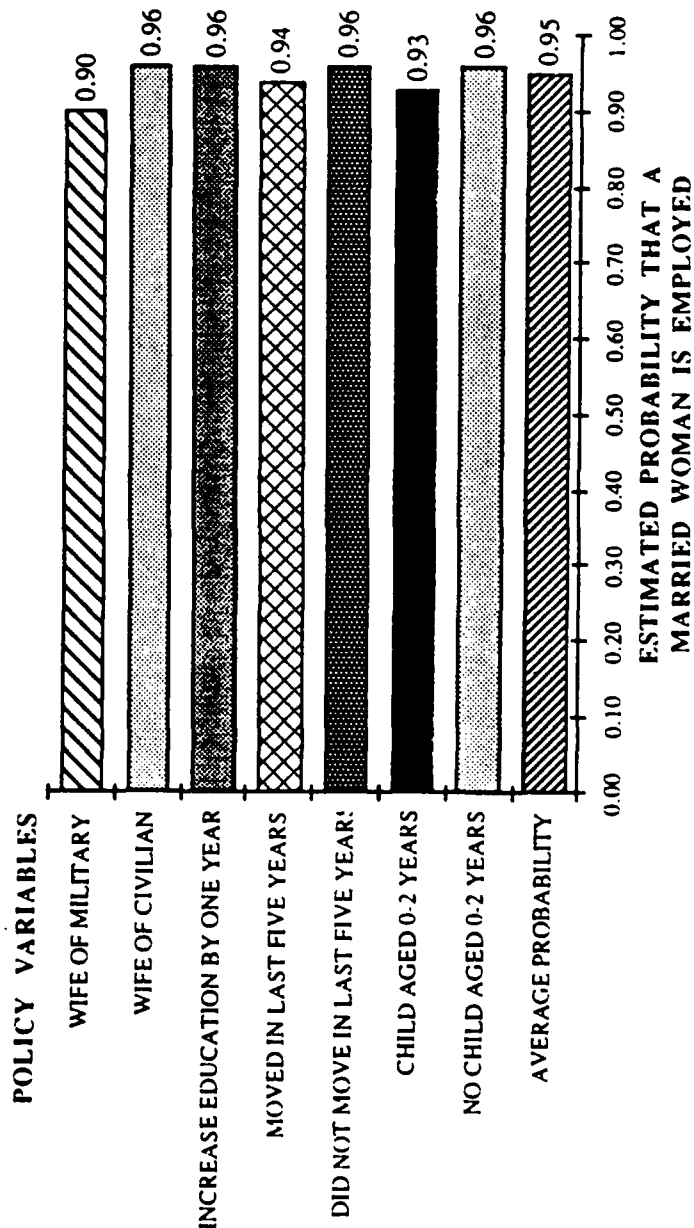
RESEARCH TRIANGLE INSTITUTE, 1987.

BASED ON 1985 DOD SURVEY OF MILITARY SPOUSES.

ARMY SAMPLE: MODEL RESULTS.

## EMPLOYED VERSUS UNEMPLOYED

WIVES OF MILITARY PERSONNEL ARE LESS LIKELY THAN WIVES OF CIVILIANS TO BE EMPLOYED, ALL ELSE EQUAL. OTHER FACTORS ALSO CONTRIBUTE TO UNEMPLOYMENT OF MILITARY WIVES.



SOURCE: SCHWARTZ, J. BRAD. "LABOR FORCE PARTICIPATION,

EMPLOYMENT, AND EARNINGS OF MARRIED WOMEN

A COMPARISON OF MILITARY AND CIVILIAN WIVES."

RESEARCH TRIANGLE INSTITUTE, 1987

DATA: CURRENT POPULATION SURVEY, MARCH 1985

## **SPOUSE EMPLOYMENT**

### **PRINCIPAL FINDINGS**

- **INTERVIEWS/SMALL GROUP DISCUSSIONS**
- **EFFECTS OF SPOUSE EMPLOYMENT ON:**

- **READINESS**

- SOLDIER MAY BE UNDER LESS FINANCIAL PRESSURE TO TAKE A SECOND JOB
- LESS STRESS ON SOLDIER BECAUSE FAMILY FINANCIAL SITUATION IS BETTER, SO CAN PERFORM BETTER
- SOCIAL INTERACTIONS, RESOURCES:  
IN DAILY WORK AND WHEN DEPLOYED, SOLDIER WORRIES LESS ABOUT SPOUSE BECAUSE SHE HAS WORK FRIENDS TO HELP, IS LESS ISOLATED, LONELY
- INDEPENDENCE, COPING SKILLS:  
SPOUSE ABLE TO COPE WHILE MEMBER IS AWAY
- SPOUSE STILL TAKES RESPONSIBILITY FOR HOME, CHILDREN, SO EMPLOYMENT DOES NOT RESULT IN CONFLICT WITH SOLDIER'S JOB PERFORMANCE OR AVAILABILITY FOR DEPLOYMENT

## **SPOUSE EMPLOYMENT**

### **PRINCIPAL FINDINGS**

- **INTERVIEWS/SMALL GROUP DISCUSSIONS (PAGE 2)**
- **RETENTION/SOLDIER CAREER**  
(RECALL: WE TALKED WITH SPOUSES WHO ARE STILL MARRIED, AND SOLDIER IS STILL IN THE ARMY).
  - SOLDIER'S CAREER COMES FIRST: SPOUSE WILL GIVE UP JOB/CAREER TO FOLLOW HIM, BUT THIS CAN BE A SOURCE OF SEVERE STRESS FOR SPOUSE, COUPLE
  - IN SOME CASES, AT SOME POINTS IN LIFE, COUPLE MAY PUT SPOUSE'S JOB FIRST. SOLDIER MAY GO AS GEOGRAPHIC BACHELOR
  - MAY CHANGE IN FUTURE AS JUNIOR OFFICERS DELAY MARRIAGE, MARRY WOMEN WHO HAVE ALREADY BEGUN TO ESTABLISH CAREERS, AND ARE LESS WILLING TO SACRIFICE OWN CAREER
- (FROM OTHER SOURCES:  
IN COMPARING MILITARY VS. CIVILIAN ALTERNATIVES, SPOUSE EMPLOYMENT/CAREER IS A FACTOR WE EXPECT COUPLES TO CONSIDER  
FUTURE:  
NEED TO RECRUIT/RETAIN LARGER PROPORTION OF POPULATION OF YOUNG ADULTS  
EXPECT CONTINUED CHANGE IN ENVIRONMENT FOR SPOUSE EMPLOYMENT, FROM:  
CIVILIAN JOB COMPETITION/BENEFITS, CHANGING JOB EXPECTATIONS, CHANGING  
TECHNOLOGY AND NATURE OF WORK)

## **SPOUSE EMPLOYMENT**

### **PRINCIPAL FINDINGS**

- **INTERVIEWS/SMALL GROUP DISCUSSIONS (PAGE 3)**
- **POLICY/PROGRAM/PRACTICE ISSUES**  
IMPORTANCE OF CPO/FEDERAL JOBS  
PROVIDES OPPORTUNITY FOR CAREER  
DISSATISFACTION, FRUSTRATION: SPOUSES DO NOT UNDERSTAND SYSTEM  
COMPETITION FOR POSITIONS: VETERAN PREFERENCE; LOCAL CIVILIANS  
SERVICES ACS PROVIDES FOR SPOUSES ARE IMPORTANT FOR UNDERSTANDING,  
GETTING INTO SYSTEM
- **NEEDS FOR BETTER INFORMATION/RESOURCES**  
SOLDIER MAY NOT BRING INFORMATION HOME TO SPOUSE  
SPOUSES MAY NOT READ INFORMATION SENT TO THEM  
NEED  
OUTREACH  
LEADERSHIP ENCOURAGE SOLDIERS TO INVOLVE SPOUSE, FAMILY  
IN POST PROGRAM/ACTIVITIES  
HELP SPOUSE LEARN HOW TO ASK QUESTIONS, TAKE INITIATIVE EFFECTIVELY  
(VS. HAND ASSISTANCE, INFORMATION TO THEM)

## **SPOUSE EMPLOYMENT**

### **PRINCIPAL FINDINGS**

- **INTERVIEWS/SMALL GROUP DISCUSSIONS (PAGE 4)**
- **VOLUNTEER WORK**  
IS AN IMPORTANT MEANS FOR DEVELOPING SELF ESTEEM, CONFIDENCE,  
JOB SKILLS (TYPING, MANAGEMENT)  
MANY SPOUSES STILL WANT TO VOLUNTEER, EVEN THOUGH CANNOT PROVIDE  
TRADITIONAL TIME, SERVICES  
SEEK WAYS TO ALLOW NON-TRADITIONAL GROUPS TO VOLUNTEER:  
EMPLOYED SPOUSES, SPOUSES OF JUNIOR ENLISTED PERSONNEL
- **(FROM OTHER SOURCES:**  
NEED PROGRAM-RELATED INFORMATION  
DESCRIPTION OF EXISTING/PLANNED SPOUSE EMPLOYMENT PROGRAMS  
COORDINATION WITH OTHER PROGRAMS/SERVICES (E.G., CPO, CDS,  
RELOCATION, OUTREACH)  
NEEDS FOR SKILL TRAINING  
BARRIERS: TO LOCAL CIVILIAN JOBS, CIVIL SERVICE JOBS, SELF-EMPLOYMENT)

## **SPOUSE EMPLOYMENT**

### **KNOWLEDGE GAPS**

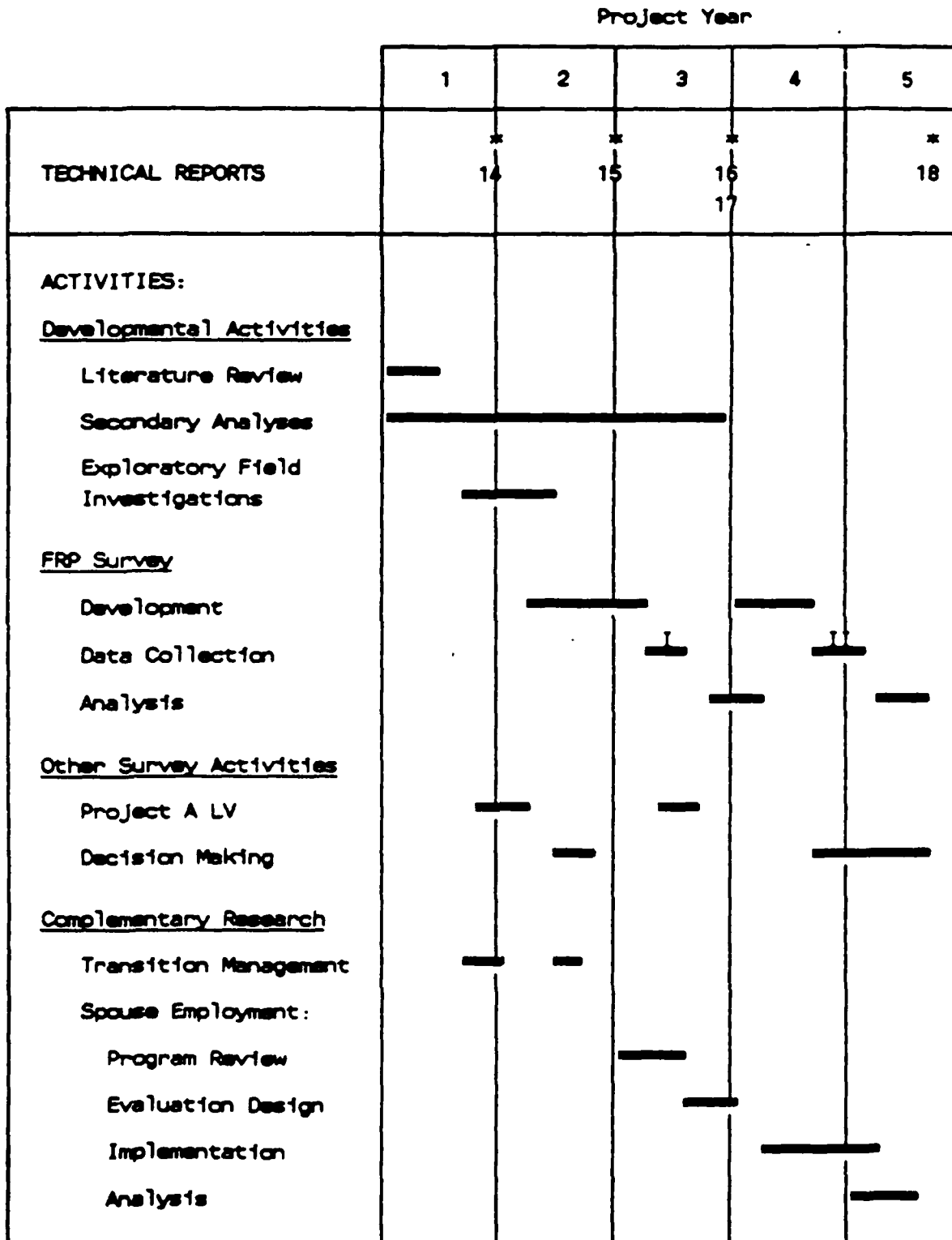
- **EFFECT OF ARMY LIFE ON SPOUSE EMPLOYMENT**  
LONG-TERM EMPLOYMENT/CAREER DIFFERENCE BETWEEN WIVES OF  
CIVILIANS VS. SOLDIERS  
EFFECT OF DIFFERENT ARMY POLICY/PROGRAM/PRACTICE FACTORS  
ON SPOUSE EMPLOYMENT/CAREERS  
DIFFERENCES IN EFFECTS/PROBLEMS BY FLC/SCC STAGE, OTHER FAMILY FACTORS
- **RELATIONSHIP OF SPOUSE EMPLOYMENT/CAREER FACTORS TO READINESS**  
RETENTION, FAMILY STRENGTH/WELLNESS  
MECHANISMS/LINKAGES  
MAGNITUDE OF EFFECTS  
EFFECTS ON KEY GROUPS
- **SPOUSE EMPLOYMENT POLICIES AND PROGRAMS**  
NEEDS  
EXISTING/PLANNED POLICIES AND PROGRAMS  
PROGRAM IMPLEMENTATION/EVALUATION

## **SPOUSE EMPLOYMENT**

### **PLANNED ACTIVITIES TO ADDRESS KNOWLEDGE GAPS**

- **SECONDARY ANALYSIS**
- **ISSUES:** UNDEREMPLOYMENT, EMPLOYMENT SUCCESS, EMPLOYMENT/CAREER DEVELOPMENT, VOLUNTEER WORK, RELATIONSHIP BETWEEN EMPLOYMENT/CAREER FACTORS AND SUPPORT FOR SOLDIER'S ARMY CAREER
- **DATA SOURCES:** 1985 DoD SURVEYS, CURRENT POPULATION SURVEY, 1987 SURVEY OF ARMY SPOUSES
- **PROJECT SURVEY AND FOLLOW-UP RESEARCH**
- **SPECIFY HYPOTHESES TO TEST, DEVELOP NEEDED MEASURES, PROVIDE INPUT TO OTHER TASKS' ACTIVITIES TO OBTAIN DATA ON RELATION OF SPOUSE EMPLOYMENT/CAREERS TO OUTCOMES**
- **COMPLEMENTARY RESEARCH**
- **SPOUSE EMPLOYMENT POLICY/PROGRAM EVALUATION**
  - IDENTIFY/RECOMMEND POLICY/PROGRAM FOR EVALUATION
  - HELP IN DESIGN AND IMPLEMENTATION OF EVALUATION
- **WORK WITH OTHER TASKS TO ENSURE INCLUSION OF SPOUSE EMPLOYMENT ISSUES IN RESEARCH DESIGN, DATA COLLECTION, ANALYSIS**

**SPOUSE EMPLOYMENT SCHEDULE:  
DELIVERABLES AND MAJOR ACTIVITIES**



\* Deliverable  
 — Project Activity

## SPOUSE EMPLOYMENT

| PRODUCT                  | PRODUCTS                                                                                                                      |                                             |
|--------------------------|-------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|
|                          | GENERAL CONTENTS                                                                                                              | AUDIENCE                                    |
| DELIVERABLE REPORTS      |                                                                                                                               |                                             |
| TR14                     | THE EMPLOYMENT STATUS OF<br>ARMY SPOUSES                                                                                      | RESEARCHERS/PROGRAM STAFF/<br>POLICY MAKERS |
| TR15                     | CHARACTERISTICS OF SPOUSE EMPLOYMENT<br>SUCCESS                                                                               | RESEARCHERS/PROGRAM STAFF/<br>POLICY MAKERS |
| TR16                     | THE RELATION OF SPOUSE EMPLOYMENT<br>SUCCESS TO SOLDIER RETENTION AND<br>OTHER PHENOMENA                                      | RESEARCHERS/PROGRAM STAFF/<br>POLICY MAKERS |
| TR17                     | SUGGESTED IMPROVEMENTS IN ARMY SPOUSE<br>EMPLOYMENT ASSISTANCE PROGRAMS                                                       | RESEARCHERS/PROGRAM STAFF/<br>POLICY MAKERS |
| TR18                     | EVALUATION OF 'NEW' SPOUSE EMPLOYMENT<br>ASSISTANCE PROGRAMS                                                                  | RESEARCHERS/PROGRAM STAFF/<br>POLICY MAKERS |
| ADDITIONAL MATERIALS     |                                                                                                                               |                                             |
| EARLY PRODUCT<br>REPORTS | PRELIMINARY REPORTS OF RESEARCH RESULTS;<br>WILL BE USED SUBSEQUENTLY IN TECHNICAL<br>REPORTS, USER SUMMARIES, OTHER PRODUCTS | RESEARCHERS                                 |
| USER SUMMARY<br>REPORTS  | PROJECT FINDINGS PRESENTED FOR NON-<br>RESEARCH AUDIENCE                                                                      | PROGRAM STAFF/POLICY MAKERS                 |
| BRIEFINGS                | MATERIAL FROM ANALYSES IN<br>BRIEFING FORMAT                                                                                  | PROGRAM STAFF/POLICY MAKERS                 |

## **SPOUSE EMPLOYMENT**

### **ANTICIPATED PRODUCTS**

- **REPORTS OF RESEARCH DIRECTED TO FAMILY RESEARCHERS  
WITHIN DA, DoD, ELSEWHERE**

**TECHNICAL PRESENTATION OF RESEARCH (HYPOTHESES,  
DATA AND METHODS, RESULTS, DISCUSSION,  
POLICY IMPLICATIONS, NEEDED RESEARCH)**

- **PRESENTATIONS FOR PROGRAM STAFF, POLICY MAKERS,  
OTHER NON-RESEARCH AUDIENCES IN THE ARMY AND  
DoD COMMUNITY**

**USER SUMMARIES  
BRIEFING MATERIALS  
POLICY/PROGRAM DISCUSSIONS**

**DISCUSSION OF RESEARCH RESULTS FROM POLICY/PROGRAM  
POINT OF VIEW (FINDINGS, IMPLICATIONS OF FINDINGS,  
RECOMMENDATIONS)**

## **SPOUSE EMPLOYMENT**

### **ANTICIPATED POLICY RECOMMENDATIONS**

- **SPOUSE EMPLOYMENT POLICIES AND PROGRAMS**
- **POLICIES**
  - CIVIL SEERVICE: SPOUSE PREFERENCE; CAREER DEVELOPMENT
  - STATUS OF FORCES AGREEMENTS
  - SELF-EMPLOYMENT
- **EDUCATION/TRAINING BENEFITS FOR FAMILY MEMBERS**
- **PROGRAMS**
  - NEEDS FOR PROGRAMS/SERVICES
  - TARGETTING SERVICES
  - RESOURCE ALLOCATION
  - MANAGEMENT
- **OTHER POLICIES/PROGRAMS/PRACTICES**
- **POLICIES**
  - HOUSING
  - RELOCATION/PCS
  - RETENTION: IMPACT OF SPOUSE EMPLOYMENT OUTCOMES AND PROGRAMS
  - READINESS: SERVICE NEEDS OF FAMILIES WITH EMPLOYED SPOUSES
- **PROGRAMS**
  - NEEDS
  - HOURS OF SERVICE

## **SPOUSE EMPLOYMENT**

### **OUTSTANDING ISSUES**

- ***NEED FOR CONTINUING POLICY/PROGRAM INPUT ON SPOUSE EMPLOYMENT***  
KEEP UP WITH NEW DEVELOPMENTS  
REVIEW OUR APPROACH AND WORK  
ANTICIPATE FUTURE POLICY ISSUES
- ***CONTINUED COORDINATION WITH OTHER PROGRAMS/ACTIVITIES***  
ARMY, WRAIR, OTHER CONTRACTS  
DA, DoD, OTHER SERVICE POLICIES, PROGRAMS, PRACTICES AFFECTING SPOUSE EMPLOYMENT
- ***AUDIENCE ISSUES***
  - RESEARCH AUDIENCE: ACCEPTANCE OF INTERDISCIPLINARY RESEARCH RESULTS BY RESEARCHERS IN SEPARATE DISCIPLINES
  - POLICY/PROGRAM AUDIENCE: PARTICIPATION IN DEFINITION OF NEEDS AND UNDERSTANDING OF RESEARCH LIMITS
  - GENERAL: HOW AND WHEN AFRP RESEARCH/MODELLING APPROACH WILL CONTRIBUTE TO GOALS OF HELPING THE ARMY AND ARMY FAMILIES
  - NEED FOR TIMELY DISCUSSION OF RESULTS: REVIEW PROCESS/TIME, MECHANISMS (CONFERENCES, MANUSCRIPTS, OTHER FORMS)

## **SPOUSE EMPLOYMENT**

### **OUTSTANDING ISSUES (PAGE 2)**

- **TASK SCHEDULE/ACTIVITIES**

- POSSIBLY REVISE SCHEDULE OF REPORTS/ACTIVITIES

PROGRAM INFORMATION AND EVALUATION: MOVE EARLIER?

CONSIDER JEMS, OTHER PROGRAMS BEING IMPLEMENTED

EFFECT OF SPOUSE EMPLOYMENT/CAREERS ON MILITARY OUTCOMES: MOVE EARLIER?

RELATIONSHIP OF REPORT SCHEDULE TO DATA COLLECTION AND ANALYSIS PLANS

- POSSIBLE AREAS/ISSUES TO CONSIDER

FUTURES-ORIENTED RESEARCH: DEMOGRAPHIC CHANGES; TECHNOLOGY AND WORK