Purpose.
Employment.
Veterans.

Kristin Saboe, Ph.D.
MY PATH
TO PRESENT

BECOMING

EDUCATION

FELLOWSHIPS
& APPLIED RESEARCH

ARMY

CIVILIAN LIFE
& BEYOND
A sense of meaning and purpose at work is related to:

- **↑** Job Performance
- **↑** Job & Life Satisfaction
- **↑** Health & Well-Being
- **↓** Turnover

American workers are willing to **give up 23%** of their future **lifetime earnings** for a job that always **gives meaning**. \(^1\)

\(^1\) Harvard Business Review, Nov 2018
MILITARY SPOUSES ARE SEEKING EMPLOYMENT TOO

Military Spouses experience rates of unemployment 2x to 3x’s the U.S. average.

**Figure 1. Educational Attainment of Military Spouses and Other Working Age Americans**

- **Military spouses**
  - College degree: 40.0%
  - Some college (no degree): 34.4%

- **Civilian, noninstitutionalized population**
  - College degree: 29.7%
  - Some college (no degree): 25.7%

**Figure 2. Estimated Value of Military Spouses' Average Income Losses**

- Net present value of losses over a 20 year military career: $189,614
- Each year: $12,374

Sources: American Community Survey (IPUMS); CEA calculations.
Note: Reflects rates for 18 to 65 year olds.
OUR CHALLENGE