



Dear Friends,

I started Military Spouse Jobs in 2004 with \$323, a laptop, and a feeling I could not shake.

I had built a career I was proud of. Then we moved. My husband was serving in the Navy, and like so many military spouses, I found myself in a new place where no one knew me or the work I had spent years building. What I thought would be a short pause became something much harder to navigate. I met spouses who were educated, experienced, and driven, yet struggling to find meaningful work simply because their lives did not fit the way employment was designed.

That stayed with me, because it was never about ability. It was about access.

Military spouses build careers in motion. They relocate without warning, manage households through deployments, and carry caregiving responsibilities that do not pause for a job search. They learn to adapt quickly, to find solid ground in unfamiliar places, and to keep moving forward when everything around them is still catching up. And yet, even now, military spouse unemployment continues to range between 20 and 24 percent, nearly seven times the national average. Roughly one in three are underemployed, working in roles far below what they are qualified for and capable of. Not because they are not ready for opportunity, but because opportunity has not been built with them in mind. I came to understand that firsthand, and I could not look away from it.

From the beginning, this was never about helping someone find a job. It was about making sure they did not have to start over every time life changed. It was about building something that understands this life and responds to it honestly. Sometimes that looks like rebuilding confidence that years of interrupted work had quietly worn down. Sometimes it is translating experience into language employers finally recognize. Sometimes it is simply sitting with someone and helping them see that a path forward still exists, even when it has been hard to find.

Over twenty years, our work has touched hundreds of thousands of military families across both Military Spouse Jobs and our partner organization VetJobs. But the heart of what we do here has always been the military spouse — the caregiver, the dependent navigating a job market that was not built for a life that moves. Last year, nearly 6,200 spouses and dependents came through our doors, and every single one of them received the same thing: a team that already understood their life before they had to explain it.

What I have seen over these twenty years is that when someone is truly understood, everything begins to shift. The right introduction, the right conversation, the right employer who sees potential instead of gaps — these things can change the entire trajectory of a career. And when that happens, it does not just change one person. It steadies a household. It gives a family breathing room. It creates the kind of stability that military life so often makes difficult to hold onto. That kind of change does not happen by accident. It takes people willing to look differently at what experience really means, and willing to invest in a path that may not look traditional but is no less valuable for it.

This has always been personal to me. I remember what it felt like to sit in that uncertainty, not knowing how to make the pieces fit. And I have spent twenty years watching what becomes possible when someone is met with understanding instead of doubt.

We started with a belief that military spouses deserved better. I still believe that. And I will keep doing this work until building a career alongside military life is no longer the exception, but something that is simply expected and supported.

Thank you for being part of that.

With gratitude,

Deborah Kloeppel

Founder, VetJobs

Founder and President, Military Spouse Jobs

