



# Working Around the Military: Challenges to Military Spouse E

*Laura Werber Castaneda, RAND Corporation, Nelson Lim, Daniela Golinell*

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This research confirms that, while many spouses of military service members work and seek education similar to their "look-alike" civilian counterparts, they often lag these equals in terms of finding jobs and receiving comparable pay. Based on the input of more than 1,100 military spouses concerning their employment and educational pursuits as well as other data analysis, the RAND researchers offer recommendations for the Department of Defense to improve quality-of-life issues for its members and spouses, which in the long run will help the department retain the qualified personnel it needs.

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