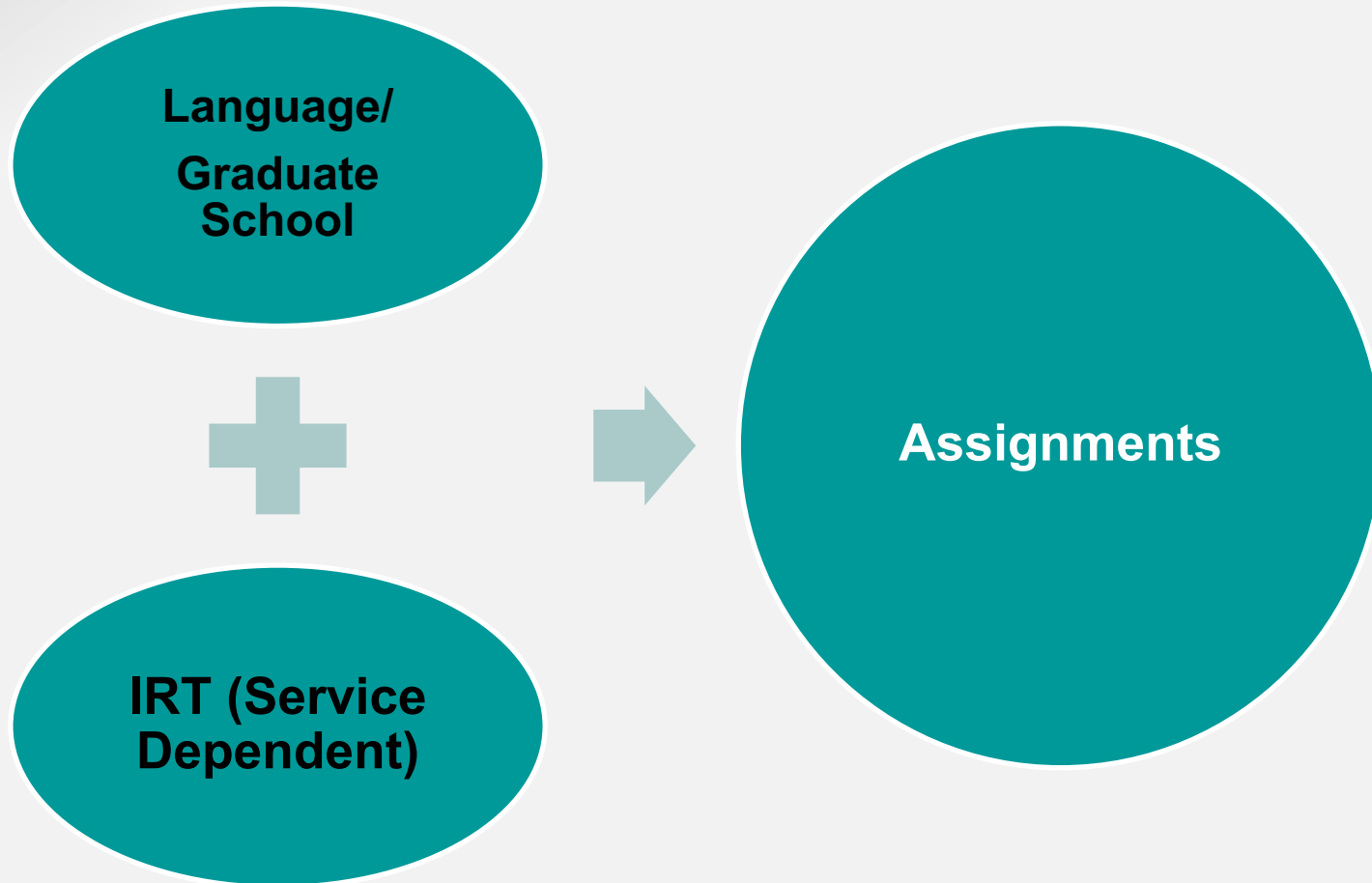


# FAO Spouse Employment

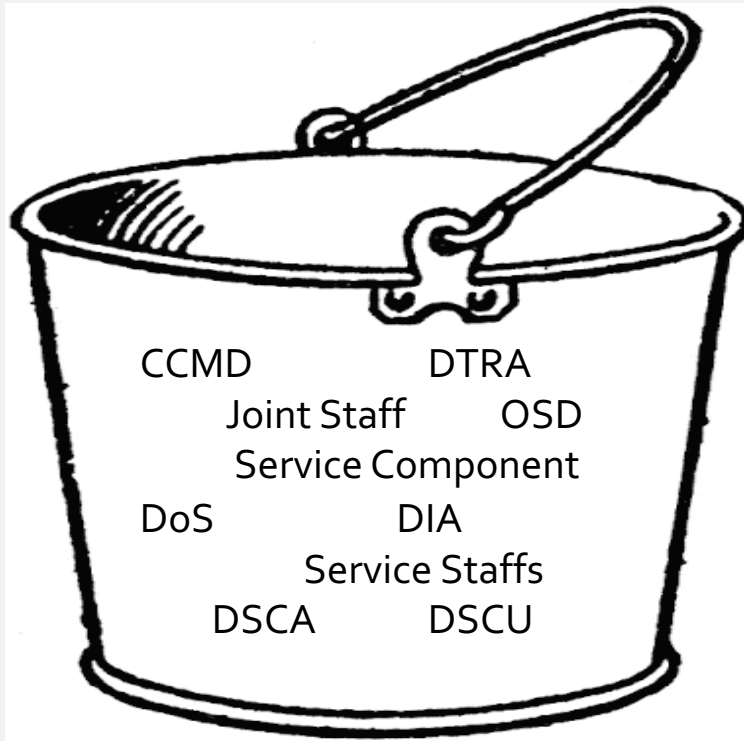
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# Initial FAO Training Pipeline

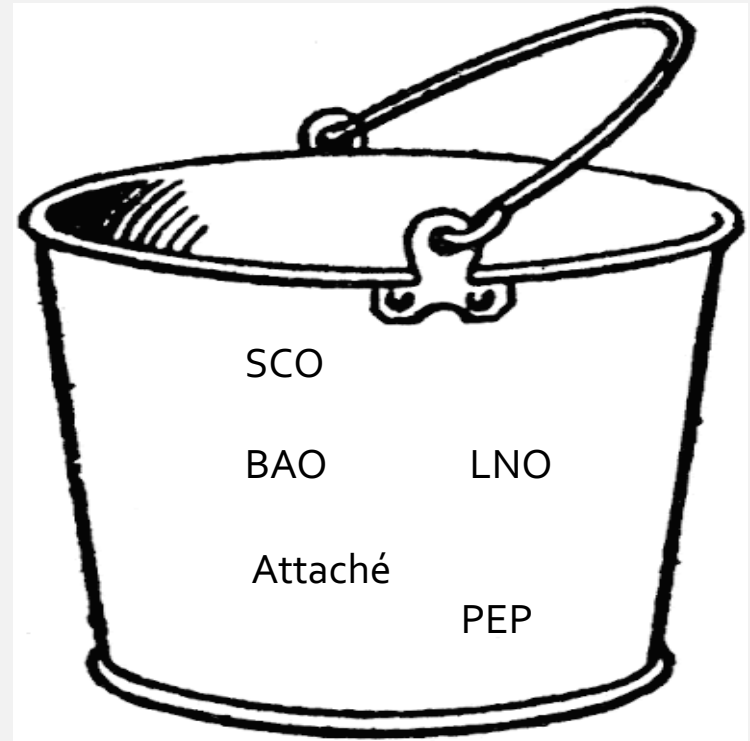


# Assignments (simplified)

## Based CONUS or OCONUS



## Posted Embassy



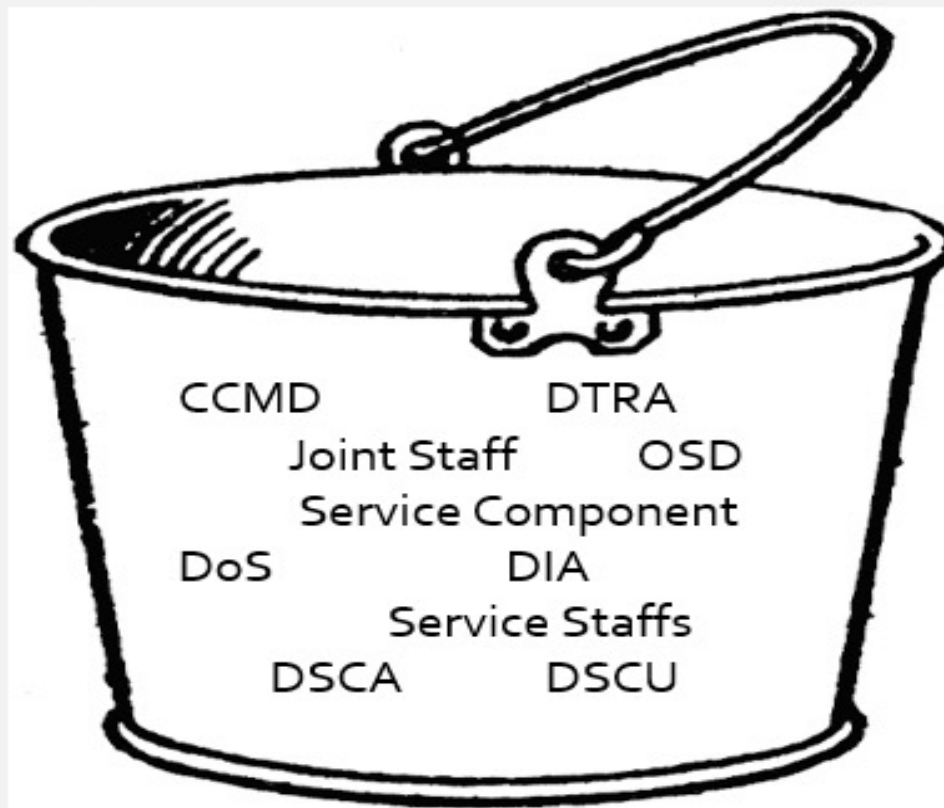
# Employment Strategy



# Where am I stationed?

Based CONUS/OCONUS

Based CONUS or OCONUS



# Congratulations! You've got orders to...

Wright Patterson Air Force Base, Dayton Ohio



# CONUS

- More “typical” job search
  - Monster, USAJobs, Military Spouse Employment Partnership (MSEP), Hiring Our Heroes, on base opportunities, LinkedIn, ZipRecruiter

*Considerations: Fed + State taxes\**  
*(\*Veterans Benefits and Transition Act 2018)*

# Congratulations! You've got orders to...

U.S. Army Garrison Stuttgart, Germany



# OCONUS: On Base

- On base employment
  - Civil Service (GS)
  - Non-Appropriated Fund (NAF) jobs
  - Contracting jobs (Wittenberg Weiner Consultants, Fleet and Family Services, U.S. military contracts, etc.)

*Considerations: Taxes = Fed + State taxes*

# OCONUS: On the Economy/Self Employment/Telework

- Status of Forces Agreement (SOFA) determines on the economy employment opportunities for spouses

--agreement outlining certain rights and protections between a host country and a foreign nation stationing military forces in that country (there are over 100 nations with SOFA agreements)

*Considerations: Taxes = Fed + State taxes + country taxes? + local social security?*

# OCONUS: On the Economy

## Condensed SOFA Examples:

### Germany

- Under the [NATO SOFA](#). Military spouses can work on the economy and for US-based companies. Income earned on the economy is subject to “limited German taxation.” Those who are self-employed should contact their legal office to confirm requirements as they vary depending upon the services offered.

### Korea

- Spouses may work on the economy and on base. If working on the economy a work visa must be obtained and the income is subject to Korean taxes in addition to US taxes.

# OCONUS: On the Economy

## Condensed SOFA Examples:

### Japan

- Military spouses can work on the economy but may be required to pay Japanese taxes in addition to U.S. tax requirements. Currently, you cannot use USPS services or any military-related discounted products in order to conduct on-base businesses (military Exchanges, etc.).

### Italy

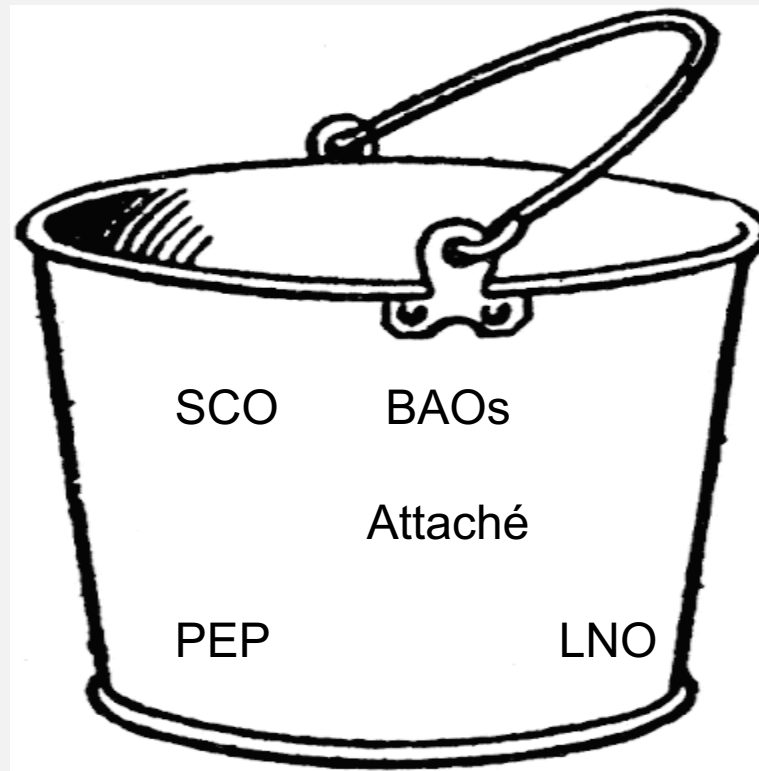
- Italy falls under the [NATO SOFA](#). Military spouses cannot work on the economy without losing their SOFA status or obtaining a visa. You will need to obtain paperwork in order to work for a U.S. company while living in Italy and you will be subject to Italian taxes. This is a very restrictive country for spouse employment.

# Key Resources/Thoughts?

- Installation Legal Office
- HR Office on Installation
- Installation Website
- Military Family Centers (Army Community Services, etc.)
- USAJobs/Military OneSource(MySECO)/Hiring Our Heroes/MSEP (Military Spouse Employment Partnership)
- SOFA information: copy of the Department of Defense's "Treaties in Force: A List of Treaties and Other International Agreements of the United States in Force"; [procurement@gpo.gov](mailto:procurement@gpo.gov)

# Where am I stationed?

Embassy/Consulate: Under Chief of Mission  
(COM)



# Congratulations! You've got orders to...

The U.S. Embassy in Quito, Ecuador

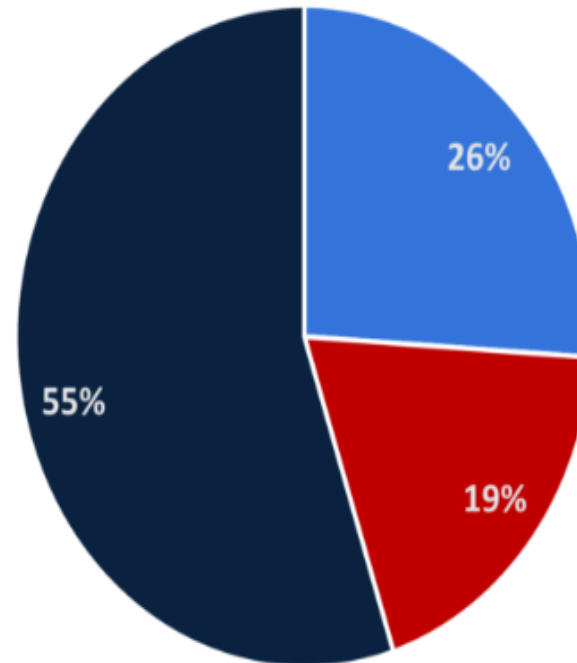


## Employment Status of Family Members Overseas

45% (5,644) Employed



- Working Inside the Mission - 3,291
- Working Outside the Mission - 2,353
- Not Employed - 7,032



Spring 2023: 12,676 Family Members

*PLAN A:*

Outside the Mission

# Outside the Mission Employment

## *Approvals Needed*



**Chief of Mission**  
***(Always)***



**Host Country**

- Bilateral Work Agreement (BWA)
- De Facto Work Arrangement

Source: 3 FAM 4125

## EFM Employment Outside the Mission Action Memo

To: Chief of Mission or Designee: \_\_\_\_\_

Thru: Human Resource Officer: \_\_\_\_\_

From: \_\_\_\_\_  
Full Name

Date: \_\_\_\_\_

Subject: Request Authorization for Outside Employment under 3 FAM 4125

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**Background:** 3 FAM 4125 requires that a spouse or family member of a U.S. direct hire may accept any outside employment or undertake other outside activity as described in section 3 FAM 4123 in a foreign country unless such employment (1) would violate the law of the country, (2) would require a waiver of diplomatic immunity deemed unacceptably broad by the Chief of Mission, or (3) could otherwise damage the interests of the United States as determined by the Chief of Mission.

I, \_\_\_\_\_, spouse of \_\_\_\_\_  
with \_\_\_\_\_ agency, hereby request approval to work in the capacity as:

Title: \_\_\_\_\_

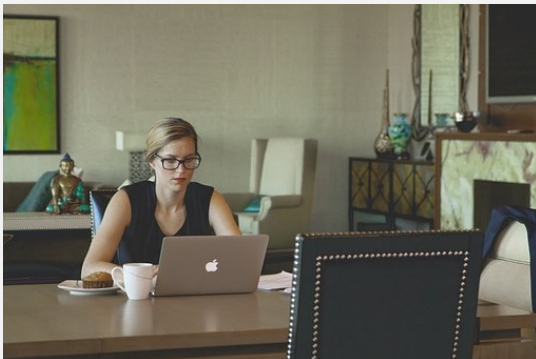
Company: \_\_\_\_\_

Work Location: \_\_\_\_\_

Brief Description:(Character limit of 1000)



# Telework



- ▶ Ask your employer
- ▶ Check with HR at post
- ▶ Chief of Mission approval before embarking on a teleworking arrangement
- ▶ Work authorization/taxation dependent upon foreign law

3 FAM 4125, 15 FAM 246

## FAMILY MEMBER EMPLOYMENT REPORT

<u>Post:</u>	Quito, Ecuador	<u>Number of Adult Family Members:</u>	59
<u>Org. Cd:</u>	311801	<u>Adult Family Member Employed Inside Mission:</u>	18
<u>Bureau:</u>	WHA	<u>Adult Family Member Employed Outside Mission:</u>	19
<u>Updated:</u>	06/08/2020	<u>Number of Members of Household (MOH) Employed Inside Mission:</u>	-
<u>Bilateral Agreement:</u>	Yes	<u>Ordinarily Residents (OR) Hired:</u>	-
<u>De facto Arrangement:</u>	No		

### POSITIONS OUTSIDE MISSION

<u>Category</u>	<u>Title</u>	<u>Type</u>	<u>Organization</u>	<u>School Type</u>	
<b>Education (4)</b>	Teacher	Full-time	Academia Cotopaxi	INTL	No
	Special Education Teacher	Full-time	Academia Cotopaxi	INTL	No
	Teacher	Part-time	Academia Cotopaxi	INTL	No
	Teacher/Tutor	Part-time	The One Institute	OTHER	No
<b>Freelance (4)</b>	Transpersonal Psychologis	Part-time			No
	Writer	Part-time			No
	Health Coach	Full-time			No
	Museum Fundraiser	Part-time	Nonprofit		No
<b>Home Bus (5)</b>	Adventure Travel	Full-time	Mondo Verde Expeditions		No
	Civil Engineer	Full-time			No
	Media Consulatant	Full-time	Ground Media		No
	Website Owner	Part-time	Woven Abode		No
	Ice Cream Maker	Part-time	NJoy Ice Cream		No
<b>PVO/NGO (1)</b>	Agriculture Conservation	Full-time	Canadian NGO		No
<b>Telework (3)</b>	Real Estate Agent	Part-time			No

# Taxes and Other Considerations



*PLAN B:*

Inside the Mission

# Foreign Service Family Reserve Corps (FSFRC)



- Designed to quickly mobilize Appointment Eligible Family Members to fill available positions in missions overseas
- Apply via USAJOBS (opened on January 15, 2023)

## FAMILY MEMBER EMPLOYMENT REPORT

<u>Post:</u>	Quito, Ecuador	<u>Number of Adult Family Members:</u>	59
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<u>De facto Arrangement:</u>	No		

### POSITIONS INSIDE MISSION

*Note: Positions listed in this FAMER report are as of the reporting date and, thus, are not a guarantee of permanent employment situation at post.*

#### Position Status - Filled Position (15)

<u>Hire Mech.</u>	<u>Title</u>	<u>Agency</u>	<u>Section</u>	<u>Grade</u>	<u>Hours</u>	<u>Category</u>	<u>Job Share</u>
FMA	Assistant CLO	ICASS	MGT	FP-07	PT	AEFM	No
FMA	CLO	ICASS	MGT	FP-06	FT	AEFM	No
FMA	Biometrics	STATE	CONS	FP-09	PT	AEFM	No
FMA	Biometrics	STATE	CONS	FP-09	PT	AEFM	No
FMA	Biometrics	STATE	CONS	FP-09	PT	AEFM	No
FMA	Biometrics	STATE	CONS	FP-09	PT	AEFM	No
FMA	CA-AEFM	STATE	CONS	FP-04	FT	AEFM	No
FMA	CA-AEFM	STATE	CONS	FP-04	FT	AEFM	No
FMA	CA-AEFM	STATE	CONS	FP-04	FT	AEFM	No
FMA	Consular Assistant	STATE	CONS	FP-07	FT	AEFM	No
TEMP	Security Escort	STATE	FAC	FP-AA	WAE	AEFM	No

# Overseas Employment Checklist for Embassies/ Consulates

Obtain a Copy of the Family  
Member Employment Report

Contact Post Early

Reach Out to the Global  
Employment Initiative (GEI)

Consider Applying for  
Special Employment  
Programs

Explore Training and Distance  
Learning Opportunities

Inquire about Teleworking  
Your Present Position

# Post Employment Information

- Global Community Liaison Office (GCLO)
- Community Liaison Office (CLO) Coordinator
- Global Employment Initiative (GEI)
  - Global Employment Advisor (GEA)
- Human Resource Officer (HRO)



*PLAN C:*

Volunteering/Professional  
Development

# Strategic Volunteering



- ▶ Develop skills
- ▶ Prevent resume gaps
- ▶ Explore a new work field
- ▶ “Pro Bono” or “Fellowship”

Chief of Mission approval

# Networking

- American Chamber of Commerce
- Department and other Agencies at post
- Post contacts within the mission
- Schools
- Social Media
- Other EFMs



# Professional Development Fellowship (PDF)



- ▶ Up to \$2,500
- ▶ Maintain, enhance and/or develop professional skills
- ▶ Announcement in early spring

# MyCAA Scholarship

- Career Advancement Account is a scholarship program sponsored by the Department of Defense.
- Provides education benefits for military spouses up to **\$4,000** of financial assistance to help pursue career training opportunities. Eligibility:

- ✓ Spouses of active-duty Army, Navy, Air Force, Marine, or National Guard/ARG service members.

- ✓ Service members in pay grades E1-E5, O1-O2, and W1-W2.

- ✓ Spouses of National Guard and/or AGR members who are on federal Title 10 active duty orders as reported in DEERS.