



Bringing military spouses back into employment with Recruit for Spouses



AMS signed the Armed Forces Covenant in 2016 to demonstrate our support to the armed forces and their families. Our partnership with Recruit for Spouses has evolved on the back of this commitment and enhances both the flexible working and social mobility of this group of talent.

"Military families face a number of challenges, ultimately making traditional careers or employment opportunities very difficult for a military spouse. Working in partnership with RfS, we have been able to create a scheme that provides training and remote, flexible employment opportunities to an incredible collection of people."

Steve Leach, Managing Director UK & Ireland and executive lead for Military group

About Recruit for Spouses:

Recruit for Spouses (RfS) are an award winning social enterprise that works with a unique talent pool of military wives and partners who, due to their serving partners military service, are opting for home or remote based assignments

The Challenge:

The industry perspective: Many of our clients have flexible recruitment needs, requiring AMS to be able to deploy recruiters who can quickly adapt to their business requirements.

The military spouses perspective: They struggle to find employment as their personal situation can change at a moments' notice if their partner is relocated.

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The Solution:

Training a flexible workforce with the Liquid Academy.

In partnership with RfS, AMS has created the Liquid Academy.

How does it work?

RfS firstly identifies individuals who demonstrate the competencies to be successful within AMS. The selected candidates then take part in a week long immersive training provided by AMS. On completion, we then look to place these individuals on account teams, to support delivery.



95 per cent of spouses said their confidence has significantly increased upon completing the Liquid Academy course

One key benefit:

Quick access to flexible workforce. RfS can 'deploy' workers into the business who can adapt to client's needs with very little support. Whether the task is to assist with a backlog of screening, or even full life cycle recruitment, this additional resource will help with current team capacity.

Who are 'the Spouses'?

They are military spouses looking to reignite their careers while being able to work flexibly.

Feedback from the Military Spouses:

The team at AMS have been outstanding, I left the course feeling so excited for my future career and I have never felt this since being a military spouse for over 10 years

— Marion Skenderoff, Military Spouse

The military spouses we work with are performing at a really high level, they learn really quickly, adapt to change, they have the resilience and have really great people skills

— Carol Dale BAE Systems account manager

Working for AMS has literally been life-changing for me

— Jill West, Military Spouse

This opportunity has been something far beyond any expectation I have ever had before

— Angela Eaves, Military Spouse

The Impact:

- Spouses trained as resource specialists increasing their employability by 89%
- More than 20 spouses were deployed amongst the AMS client base, the rest of the cohort found work outside of AMS
- After the course, 95% of spouses said their confidence has significantly increased