

SOUTHCOM SCO Spouse Conference

Family Member Employment

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Topics for Discussion

- Inside the Mission Employment
- CLO Program
- Other Employment Opportunities
- Manpower Training Opportunities
- Global Employment Initiative (GEI)



2010 Family Member Employment Statistics

August 2010

- Total Number of EFMs 10050
 - ▶ Female 8181 (81%)
 - ▶ Male 1869 (19%)

- Working inside the Mission 2798 (27%)
- Working outside the Mission 1396 (14%)
- Not currently working 5946 (61%)



2010 Worldwide EFM Employment Breakdown

August 2010

Geographic Distribution of Family Member Employment:

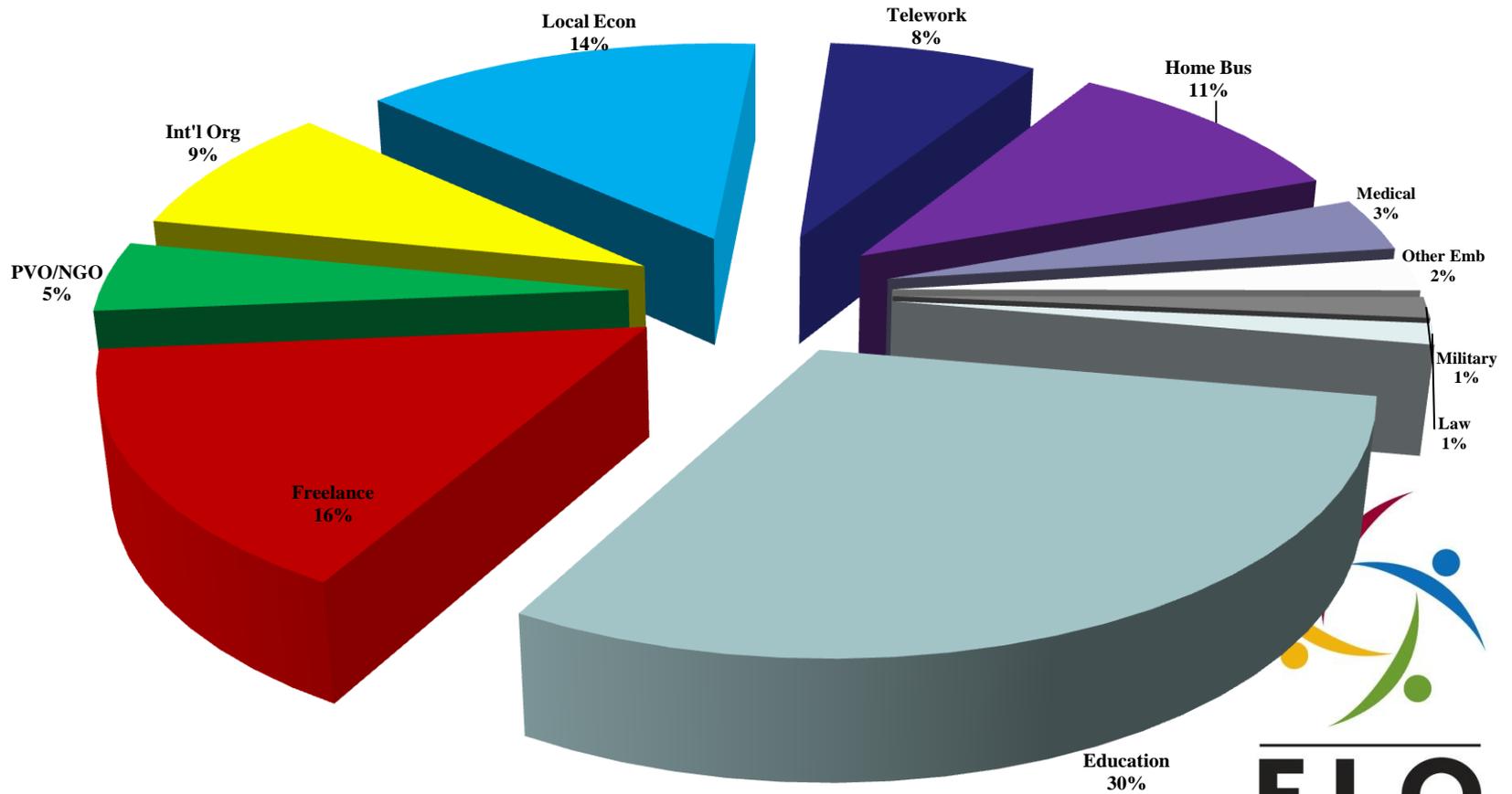
Bureau	Total Family Members at Post	Family Members at post working	(%)
AF	1190	678	57%
EAP	2015	725	36%
EUR	3068	1043	34%
NEA	1100	506	46%
SCA	479	287	60%
WHA	2198	835	38%
Total	10500	4104	41%



Outside the Mission

Worldwide

Source: FAMER April 2010



N=1396



Family Member Employment Services

FLOAskEmployment@state.gov

- Employment programs/career advising, referral and training
- Family Member Employment Reports from posts (*FAMER*)
- *The Network* listserv
- Bilateral work agreements
de facto work arrangements



What is a Hiring Mechanism?

- Means by which an employee is hired within an organization
- The three mechanisms at posts:
 - ▶ Family Member Appointment (FMA)
 - ▶ Temporary Appointment (TEMP)
 - ▶ Personal Services Agreement (PSA)



FMA: Non-Competitive Status

- Provides non-competitive status for career-conditional jobs in the U.S.
- Earned by family members of USG employees overseas
- Must work in TEMP or FMA position for 52 weeks or more (can be waived to 26 wks)
- Good for three years after returning from overseas



Security Clearances

- Diplomatic Security (DS) support for Interim Security Clearances for new employees
- DS Customer Service: 1-866-643-info (4636)
- Email: securityclearance@state.gov
- Website: <http://www.state.gov/m/ds/clearances>



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CLO Recruitment and Hiring

- FMA Appointment – AEFM only
- Top Secret Clearance Required (State 090783 May 16, 2005)
- CAJed at FP-05 & FP06
- FLO makes grade recommendation



At Post: Eight Areas of CLO Responsibility

- Welcome and Orientation
- Family Member Employment
- Education and Youth
- Crisis Management and Security
- Guidance and Referral
- Community Liaison
- Information and Resources
- Events Planning



Additional Information

- Expanded Professional Associate Program
- Basic Consular Course Training at FSI
- Professional Adjudication Specialists (PAS) -Consular
- Hard-To-Fill and Volunteer Cables
- Teleworking



Manpower Services

- EFM & MOH free access to Manpower's Training & Development Center <http://www.manpowerglc.com/>
- Enrollment forms
<http://www.state.gov/m/dghr/flo/c21630.htm>
- Manpower Contact & Enrollment
GES@na.manpower.com
- 3600 courses available in 13 languages



Employment Outside the Mission

Challenges

- Lack of bilateral work agreement
- Tax implications and local pay scale
- Language and culture
- Degree/accreditation not always recognized in host country



Work Agreements

- 111 Bilateral Work Agreements
- 42 DeFacto Work Arrangements
- Enable AEFMs to obtain permit to work on the local economy
- For latest updates go to:

<http://www.state.gov/m/dghr/flo/c24338.htm>



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Intent to Work on the Local Economy

- Prior notification is required
- Requested from Chief of Mission through Management Officer
- Be aware of unacceptable forms of gainful employment
- Denial must be in writing (*copy should be given to FLO*)
- Employee family member must submit a recusal



Global Employment Initiative

- A team of advisors worldwide that provides career development services and access to our professional network.
- Provide in-country and regional services.
- For more information on GEI and where services are offered see <http://www.state.gov/m/dghr/flo/c21627.htm>



Virtual Resume Support

- Former GEA – currently living in Germany offers virtual resume support (at no cost) to family members

GEAResume@gmail.com



Department of State

Employment - Washington

- Info for Re-entry:
 - ▶ INWS
 - ▶ THE NETWORK listserv for EFM's
 - ▶ Hand carry personnel documents:
PARs and SF-50s
 - ▶ Explain E.O.E. 12721 to EFM's



FLO Contact Information

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