

Careers and Employment Support for Naval Spouses and Partners

The Naval Families Federation (NFF) asked for the employment experiences of naval spouses and partners to better understand the challenges, recognise good practice and identify opportunities for development.

Over
120
responses

Over
85%
of respondents are parents

49% of respondents told us that they have skills or qualifications that they are not using in their current jobs.



Royal Navy personnel are at work or on call for an average 60 hours a week when shore-based, and up to 100 hours a week while at sea.



Deployments can be 3 months or more, during this time, spouses and partners at home often have to manage all aspects of childcare, household management and emergencies alone.

What are the main challenges for naval spouses and partners in the workplace?

- Unpredictable naval life disrupts work patterns
- Career progression and earnings are constrained
- Skills and commitment are under-recognised.



“My professional career was directly hindered by my husband's role and I have missed out on many years of career progression and pension contributions”

“My employer allows me to mostly work from home and accepted a flexible working request for me to be part time. This is essential as there is no childcare locally that would enable me to work full time in an office.”



How can employers support naval spouses and partners in the workplace?

- Improve their understanding of the impact of naval service on family life at home
- Offer flexible working and leave arrangements
- Support career continuity and development

What respondents would like to see from organisations that offer employment support?

Respondents were asked to rate opportunities available to them from 'most' to 'least' useful.

Most useful:

- Training Opportunities
- Networking Opportunities
- Signposting to local employment opportunities
- Career coaching and mentoring

What will the NFF do with this information?

We will:

- Share our findings with key organisations to influence funding, policy, training and guidance.
- Provide resources for employers to help them better support naval families.
- Encourage new initiatives and workplace support for naval family members.

Partner employment remains one of our specialist areas, visit our website for more information and support: nff.org.uk