



# MSEN Collaboration Principles

The Military Spousal Employment Network (MSEN) facilitates connections and enhances meaningful employment opportunities between Canadian Armed Forces (CAF) military spouses and MSEN Employer Partners. Led by Military Family Services, a division of Canadian Forces Morale and Welfare Services (MFS/CFMWS), the MSEN aims to support sustainable career development for Military Spouses, ultimately contributing to financially stable and fulfilled military families, thereby enhancing the operational effectiveness and retention efforts of the Canadian Armed Forces (CAF).

In this document, the term 'military spouses' includes partners and spouses of both serving CAF military members and Veterans.

## **Participation:**

The MSEN provides Employer Partners with opportunities to enhance brand visibility and access a rich and diverse talent pool through its exclusive job board, virtual and in-person career fairs, and focused virtual information sessions.

In return, we ask that MSEN Employer Partners aspire to uphold the following shared values and goals; while these are not formal obligations, they serve as guiding principles and examples of ways your organization can help amplify the impact of our collaboration and support our initiative to create connections and empower the careers of military and Veteran spouses:

- Participate actively on the MSEN job board and in MSEN's hiring and networking events.
- Collaborate with MSEN staff to address common Military Spouse employment barriers and seek innovative solutions to reduce unemployment, underemployment, and career discontent.
- Strive to find sustainable employment solutions for Military Spouses within your organization whenever operationally feasible.
- Share your success with hiring Military Spouses with other potential Employer Partners and your sphere of influence at large.
- Display an 'MSEN Proud Partner' e-badge on your social media channels, websites, and other public-facing platforms.
- Provide a designated option for Military Spouses to indicate their affiliation with the MSEN recruitment platform when applying for a job.

- Share your feedback with MSEN staff on the usability and effectiveness of the MSEN in supporting your hiring and retention efforts. Additionally, share information regarding the number of applications received and where possible, the number of hires through MSEN affiliation.

### **Essential Elements of MSEN Participation:**

Membership in the MSEN is voluntary and subject to approval. Employer Partners have the flexibility to withdraw at any point. Participation in the MSEN, and its affiliated events, is free for Employer Partners and Military Spouses. Employer Partners may not impose participation or communication fees on Military Spouses in relation to recruitment activities associated with the MSEN. Collaboration is non-exclusive; MFS and Employer Partners may engage with other organizations with similar operations and needs. MSEN Employer Partners must comply with all Provincial and Federal Freedom of Information, Human Rights, Employment, and Accessibility legislation. No funds from CFMWS/MFS, Department of National Defence, or Non-Public Funds are obligated by this guiding document. MSEN Employer Partners must safeguard the personal information of Military Spouses. MSEN Employer Partners are prohibited from using Military Spouse data for purposes unrelated to connecting with candidates for employment opportunities within their organizations. MSEN Employer Partners will obtain prior written consent before using MSEN platform or CFMWS/MFS website trademarks, copyrighted materials, proprietary information, or creating links to the platforms.

### **Performance Expectations and Partnership Collaboration:**

In instances where Employer Partners may face challenges in meeting expectations, we are committed to working collaboratively to find solutions. Our goal is to ensure a positive and mutually beneficial partnership. If there are persistent difficulties, we will engage in discussions to explore alternatives and provide support. Our aim is always to maintain strong partnerships, and membership revocation would be considered only after thorough consideration and dialogue.

**We look forward to supporting your recruitment needs and collaborating with your organization to support the careers and ambitions of Military Spouses – MSEN staff.**