

# TARGETING MILITARY TALENT



## SOME FOUR-STAR STATS

**8%** of the population over 18 are veterans

**1 in 10** veterans are women

Veteran unemployment is **5.4%** (as of 12/2020)

**53%** of veterans face a period of unemployment within 15 months of separation

**55%** want to do something totally different than what they did in the military

**37%** of veterans are more likely to be underemployed than non-veterans

Veteran employees have a **3%** lower turnover rate than non-veterans



## TIPS FOR HIRING MILITARY VETERANS

1. Attend military recruiting virtual job fairs, conferences and events.
2. Post your jobs on job boards that target military veterans.
3. Establish an employee resource group for veterans.
4. Devote a page on your career site to military hiring.
5. Include a military skills translator on your career site.
6. Showcase testimonials from veterans in your recruiting efforts.
7. Use military-friendly hashtags on your social postings.

## DON'T FORGET MILITARY SPOUSES



**24%** OF MILITARY SPOUSES ARE UNEMPLOYED



**92%** ARE WOMEN



**45%** HOLD BACHELOR'S OR ADVANCED DEGREES



**85%** WANT OR NEED TO WORK

\*FREQUENT RELOCATION AND CHILD CARE ARE OFTEN ISSUES

FOR ASSISTANCE WITH MILITARY HIRING, CONTACT YOUR NAS ACCOUNT DIRECTOR OR VISIT OUR SITE.

Sources include: Advance Partners, Deloitte Insights, LinkedIn, militaryonesource, The New York Times, US Bureau of Labor Statistics.

