N N S RECRUITMENT INNOVATION

B% of the population over 18 are veterans

53% of veterans face a period of unemployment within 15 months of separation Veterans are women

5

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

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

B7% of veterans are more likely to be underemployed than non-veterans

2

the military

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

*TPS FOR HIRING *TUITARY VETERANS

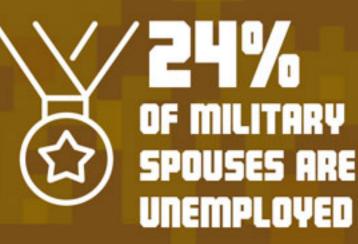
Attend military recruiting virtual job fairs, conferences and events. Post your jobs on job boards that target military veterans.

Establish an employee resource group for veterans.

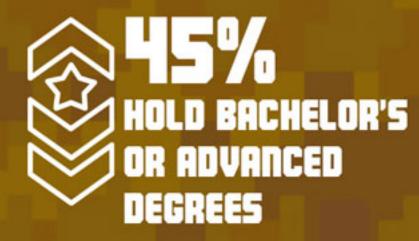
Devote a page on your career site to military hiring.

Include a military skills translator on your career site. Showcase testimonials from veterans in your recruiting efforts. Use military-friendly hashtags on your social postings.

MON'T MORGET MILITARY SPOUSES









FREQUENT RELOCATION AND CHILD CARE ARE OFTEN ISSUES

FOR ASSISTANCE WITH MILITARY HIRING, CONTACT YOUR THY ACCOUNT DIRECTOR OR <u>VISIT OUR SITE</u>.

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