

# TARGETING MILITARY TALENT



## SOME FOUR-STAR STATS

**8%** of the population over 18 is 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 NNS ACCOUNT DIRECTOR OR VISIT OUR SITE.

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

