

# Key findings from the Veteran Opportunity Report

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## Veterans are a powerful untapped talent pool.

Yet hiring veterans remains a challenge, due to misconceptions. That's why diversity and inclusion in the workforce are so important. For veterans, diversity has to do with the unique skill sets and experiences they bring to the workplace. Employers can benefit from this experience.

Let's look at the facts:



### Retention rates

Veterans stay with their initial company 8.3% longer than nonveterans.



### Promotions

Veterans are 39% more likely to be promoted earlier than nonveterans.



### Education

Veterans are 160% more likely than nonveterans to have a graduate degree or higher.



### Seniority

Veterans with bachelor's degrees have 2.9x more work experience than nonveterans.

## Why is underemployment the biggest issue for transitioning veterans?

Underemployment occurs when a person engages in work that doesn't make full use of their skills and abilities. For veterans, this means their skills and experience may not easily translate to the corporate workplace.

## Why are veterans underemployed?

The data suggests having a military background can hinder a person from getting a job that aligns with their abilities. As the world's largest professional network, LinkedIn is positioned to help create a better understanding of how skills, networks, and perceptions affect a veteran's post-service journey.

15.6%

Veterans are 15.6% more likely to be underemployed

Source: Call of Duty Endowment and ZipRecruiter study.<sup>1</sup>

76%

76% of the top industries employ veterans at a lower rate

Source: LinkedIn data.

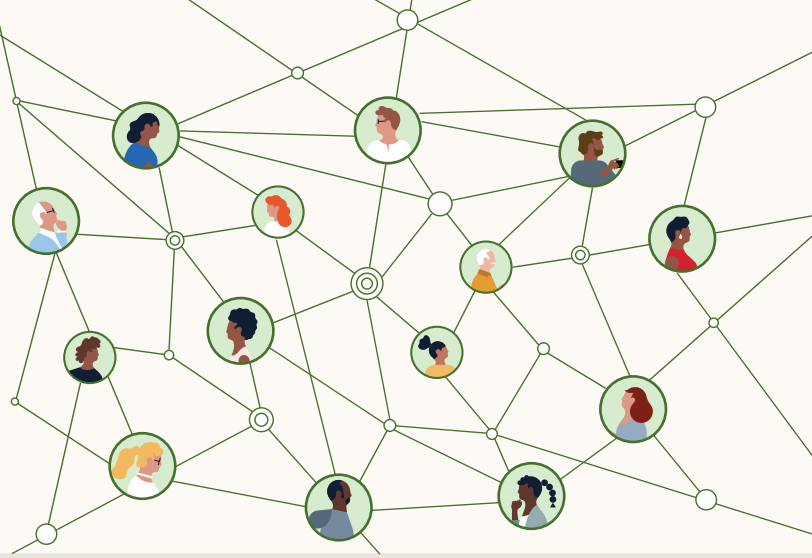
<sup>1</sup> [https://www.callofdutyyendowment.org/content/dam/atvi/callofduty/code/pdf/ZipCODE\\_Vet\\_Report\\_FINAL.pdf](https://www.callofdutyyendowment.org/content/dam/atvi/callofduty/code/pdf/ZipCODE_Vet_Report_FINAL.pdf)

# Your network means a lot.

Location, school, and work can combine to make a person 12x more likely to gain access to opportunity. This difference is called the network gap. The civilian-military divide is a term used in veteran advocacy to talk about the gap in understanding that exists between those who have served in the military and the general public.

The civilian-military divide is the network gap in action.

[Learn more about closing the network gap.](#)



Veteran opportunities are largely driven by three factors:

1.

Basic skills required for a role

2.

Connection to a strong civilian network

3.

The ability to overcome common veteran stereotypes

## Top considerations to help bridge the civilian-military divide

### Shift the focus

Conduct an audit of your current veteran-hiring program and identify where in the hiring process veterans are most likely to be removed from the hiring funnel.

### Include veterans

Whenever possible, include service members on hiring and interview panels, and leverage veteran hiring managers.

### Train to raise awareness

Develop programs and share best practices to elevate hiring managers' understanding of the value and educational experience of veterans.

### Think locally

Shift from a national strategy to regional strategies. Geographical implications influence employment experience and what opportunities may exist.

## Conclusion

Our goal with the Veteran Opportunity Report is to shine a light on veterans, showing them as a valuable addition to the workforce, and to better understand the discipline, skills, and experience veterans have. The best gift employers can give to veterans is the opportunity to offer the skills and professional abilities they developed during their military careers.



Download the [full Veteran Opportunity Report](#) to understand veteran underemployment.

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