

WE ARE COMMITTED TO EMPOWERING HR PROFESSIONALS TO ATTRACT, HIRE AND RETAIN VETERANS

The Business Case for Hiring Veterans and Military Spouses

Veterans, as well as their family members, are valuable members of our workforce who have in-demand skills that are strengthened and enhanced by their experiences with military service. They are trained to think on their feet and help build more diverse and inclusive work environments. Yet a large portion are unemployed or underemployed, leaving talent pools untapped and military families struggling upon return from service.

THEY HAVE THE “HARD” SKILLS EMPLOYERS NEED:

80%

of HR professionals say veterans have the educational backgrounds they need

78%

of HR professionals say veterans have the necessary technical expertise

Military spouses are highly educated

Roughly 10% of military spouses have a master's degree, MBA, or professional degree

THEY HAVE THE “SOFT” SKILLS THAT ARE EVEN MORE IMPORTANT TODAY:

96%

of HR professionals say veterans are uniquely trained to work through chaotic times

85%

of HR professionals, managers and senior-level leaders reported positive experiences working with military spouses

63%

of HR professionals say veterans are more resilient remote/virtual workers compared to civilians

"The SHRM Foundation knows veterans and military spouses are valuable members of our workforce, and our Veterans at Work initiative will help HR professionals attract, hire and retain members of the military community."

**WENDI SAFSTROM,
EXECUTIVE DIRECTOR SHRM FOUNDATION**



An Untapped Talent Pool with More to Offer

While members of the military community face significant barriers to finding meaningful, long-term employment, they continue to provide many of the proven values, skills and capabilities that employers desire.

VETERANS

- Are comfortable with ambiguity and resilient
- Have a strong commitment to organizational mission
- Are entrepreneurial and have a self-motivated mindset
- Many have advanced technical training
- Are experienced in cross-cultural and diverse workplaces

MILITARY SPOUSES AND CAREGIVERS

- Are skilled at adapting to change and navigating ambiguity
- Provide strong leadership and strategic problem-solving skills
- Bring experience from vast life and work-related experiences
- Healthcare and other benefits are also covered by the military

Veterans at Work: Program and Resources

SHRM Foundation, in conjunction with our partners and investors have developed the Veterans at Work initiative to provide HR professionals, people managers, and business leaders with the educational content and resources to learn best practices for attracting, hiring and retaining veterans and military spouses. Together, we provide free resources that help HR professionals implement better employment practices for military families in their workplace.



VETERANS AMBASSADOR PROGRAM

HR professionals teaching employers how to engage and integrate veterans into their places of work. [Learn more.](#)



VETERANS AT WORK CERTIFICATE

A free, multi-faceted program to teach best practices to attract, hire and retain veterans, and grants 10 Professional Development Credits (PDCs) upon completion. [Learn more.](#)



EMPLOYING VETERANS: DIGITAL TOOLKIT

A digital toolkit providing high-quality resources focused on veteran hiring for HR professionals in small to mid-sized companies. [Download yours.](#)

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