

# WHY HIRE FROM THE MILITARY?

As a transitioning military member or a veteran, you should be supremely confident in the skills you bring to a civilian company. All too often, we concentrate on what we don't know. But what we do know, the intangibles that are difficult and expensive to teach, is what separates us from our civilian counterparts. It's much easier to teach the specifics of a job to a veteran with a solid foundation of intangible attributes than it is to teach a subject matter expert how to lead projects and people. **Bottom line:** Hiring from the military is an economic benefit to corporate America! Keep these 10 attributes in mind during résumé writing and interviewing as you seek out your new civilian career!

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## Leadership

Given responsibility for lives, budgets, expensive equipment and performance at a very young age, leadership is ingrained into every facet of military life. NCOs and officers are there to lead and inspire troops: troops that work 18-hour days in harsh environments for minimum wage. Now that's leadership! How many 25-year old civilians manage 20 people and millions of dollars worth of equipment like an Army staff sergeant does every day?

### Economic benefit to hiring managers:

Veterans, all other factors equal, will promote faster than their civilian counterparts.

2



## Diversity

Forty-five (45) percent of transitioning military members are minorities: African-American, Hispanic, Asian and other minorities. Nearly all companies have a commitment to recruit minorities. It comes at an enormous cost to hiring managers, in terms of time and real capital. Recruiting veterans has the added benefit of providing a ready-made work force with a large minority population.

### Economic benefit to hiring managers:

The military has a deep pool of talented minority applicants.

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## Team Players

Veterans work in teams to accomplish goals. In the military, you rely on your "work colleague" for YOUR LIFE! Companies are heavily interested in team-building training to leverage the skills of all team members and achieve a force multiplier on human assets. The military LIVES THIS EVERY DAY. As veterans, you can go into these companies and instantly add team effectiveness.

### Economic benefit to hiring managers:

Higher team productivity throughout the company.

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## Educated and Tech Savvy

The military has the most extensive technical training facilities in the world. Our nation's veterans leverage this training to the benefit of corporate America. Veterans are graduates of the world's largest technical training school system. Ninety-eight percent of you are high school graduates, 36 percent are college grads and 100 percent have formal military training in a variety of trade and professional schools.

### Economic benefit to hiring managers:

Lower employee training costs.

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## Performance Under Pressure

In the military, poor performance or an inability to handle stress can have grave consequences. Adherence to specifications and deadlines under tight timelines is part of the normal routine for veterans. Efficient use and privatization is ingrained into all military endeavors.

### Economic benefit to hiring managers:

High achievers who can handle stress.

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### Drug-Free and Healthy

Mandatory military drug testing and physical fitness standards ensure healthy, vigorous employees with less sick time. Veterans are generally more fit than their civilian counterparts. Furthermore, because of the zero-tolerance drug policy military members adhere to, the veteran is addiction-free. As veterans, we typically take this for granted: We shouldn't.

**Economic benefit to hiring managers:**

A work force free from addictive behaviors and healthy enough to reduce lost work time due to injuries.

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### Security Clearances

Most military positions require an in-depth security clearance of secret or higher. Many companies, especially government contractors and agencies, require some form of security clearance. For someone who doesn't currently possess a valid clearance, this can cost thousands of dollars and months of time, and there's no guarantee that the person will be issued a security clearance. Even veterans with lapsed clearances provide some assurance that a new clearance check will go through.

**Economic benefit to hiring managers:**

Money and time savings on security clearance authorization.

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### Quick Learners

Service members are accustomed to switching jobs often. As a result, veterans are adaptable and climb steep learning curves very quickly. Veterans expect and welcome challenges and can be key change agents within a company.

**Economic benefit to hiring managers:**

Enhanced employee productivity and upward scalability.

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### Willing to Relocate

Uncle Sam picks up the tab for relocating a military transitioner when they leave the service. This is a SIGNIFICANT, DIRECT and TANGIBLE economic benefit for hiring managers. Due to the transient nature of the military, veterans have no issue with moving; in fact, many welcome it! When compared to many civilians who are anchored to a particular geographical location, veterans are flexible to move where their services are needed.

**Economic benefit to hiring managers:**

Zero relocation costs and geographically available employees.

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### Active Job Seekers

Passive job seekers, found on most mass job boards, are currently EMPLOYED and hiring managers must lure them away from their current job - a costly endeavor. Transitioning military have already decided to leave their current job and are ACTIVELY seeking employment. Big difference.

**Economic benefit to hiring managers:**

A more targeted market of ACTIVE job seekers means less money spent recruiting qualified candidates.