

REASONS HIRING NC VETERANS MAKES GOOD BUSINESS SENSE

There are more than 20 million military veterans living in the United States today. Just over 724,295 of those veterans lived in North Carolina according to the most recent report from the United States Census Bureau.

More North Carolina companies are realizing that attracting and retaining this highly skilled population can positively impact their bottom line.

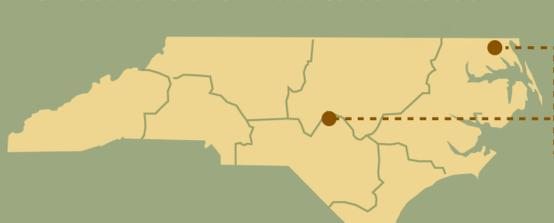
1 NORTH CAROLINA HAS A HUGE VETERAN POPULATION

In 2017, North Carolina had the 7th largest veteran population in the U.S. Current estimates show that it will rank 4th by 2027.



9.31% OF ADULTS IN NC ARE VETERANS
(9/7/17)

75.1% of NC veterans are in the labor force



veteran population	
North Carolina	656,000
Hampton Roads MSA	150,000
Currituck County	2,903

2 VETERANS OUTPERFORM THEIR PEERS

A 2016 survey by the Center for a New American Security (CNAS) showed that veterans who enter the private sector bring value to their employers.

68% **75%**

said veterans perform better or much better than their nonveteran peers

said veterans are easier or significantly easier to manage than their nonveteran peers

MORE THAN 90%

of managers surveyed said veterans are promoted faster than their nonveteran peers



3 RESEARCH SHOWS THERE ARE PROVEN BUSINESS BENEFITS TO HIRING VETERANS



INDEPENDENT

Studies indicate veterans are more likely to take major initiative than their co-workers. They understand the rigors of tight schedules and limited resources and know how to accomplish priorities on time.



GOAL-ORIENTED

Veterans are trained in environments that target mission achievement, excellence and results. They are used to making timely assessments of situations and forming clear plans of action.



WORK ETHIC

The military is a high pressure environment where slacking could spell disaster. As a result, veterans know the importance of diligence and focus. They stick with a problem or situation until the end.

4 CALLING FOR REINFORCEMENTS IS A CLICK AWAY

Here are online resources for finding available veterans to join your team.



Resources

[North Carolina for Military Employment](#)

[North Carolina Office of State Human Resources](#)

[Hire Our Heroes](#)

[North Carolina Department of Military and Veteran Affairs](#)

[Department of Labor Veteran Hiring Guide](#)

5 MOST MILITARY EXPERIENCE TRANSLATES TO CIVILIAN WORK

INFANTRYMEN

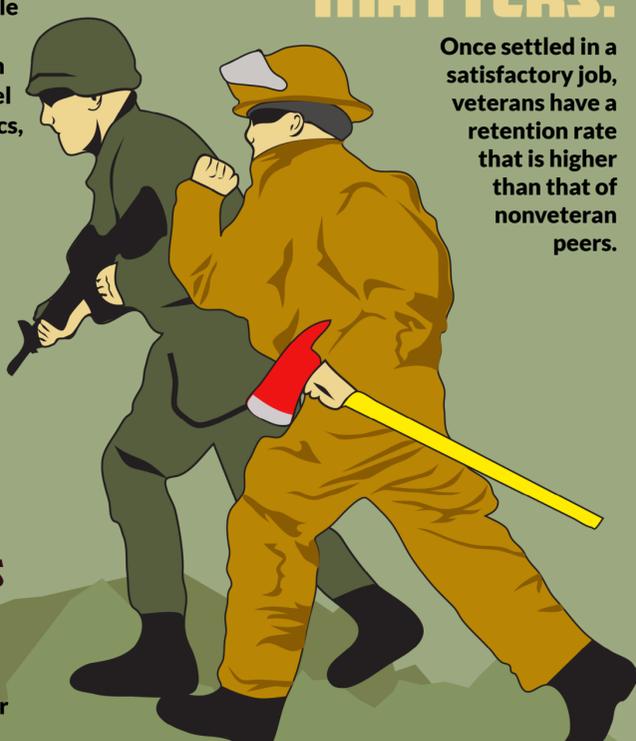
are known as the backbone of the Army. They are responsible for defending our country against any threat by land. An Army Infantryman could excel in law enforcement, mechanics, and field service technicians.

NAVY FIRE CONTROLMEN

is a highly technical and challenging rate in the advanced electronics and computer field. Vets from this area would make great computer technicians, data systems analysts, or systems operators/technicians.

AIR FORCE LOGISTICS PLANS SPECIALIST

coordinate all people, places and things. Civilian jobs that would benefit most from their experience are management, transportation supervisor, and supply chain specialists.



WHY FINDING THE RIGHT MATCH MATTERS:

Once settled in a satisfactory job, veterans have a retention rate that is higher than that of nonveteran peers.

To explore other military jobs and their civilian equivalents, visit <https://www.military.com/veteran-jobs/skills-translator>

SOURCES

- <http://www.ncsl.org/blog/2017/11/10/veterans-by-the-numbers.aspx>
- <https://smallbiztrends.com/2017/03/benefits-of-hiring-veterans.html>
- <https://www.ncvetbiz.org/resources>
- <https://files.nc.gov/ncdmva/documents/files/dmva-guide-2018.pdf>
- <https://demography.cpc.unc.edu/2018/11/08/nc-in-focus-2017-veteran-snapshot/>
- https://www.va.gov/vetdata/docs/SpecialReports/State_Summaries_North_Carolina.pdf
- <https://www.cnas.org/publications/reports/onward-and-upward>