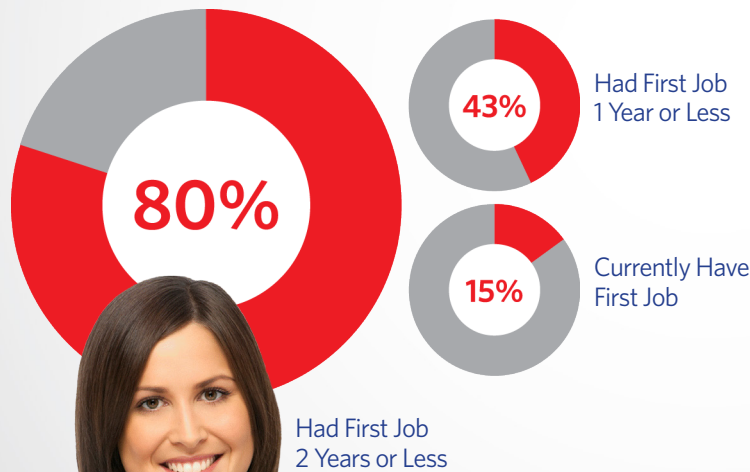
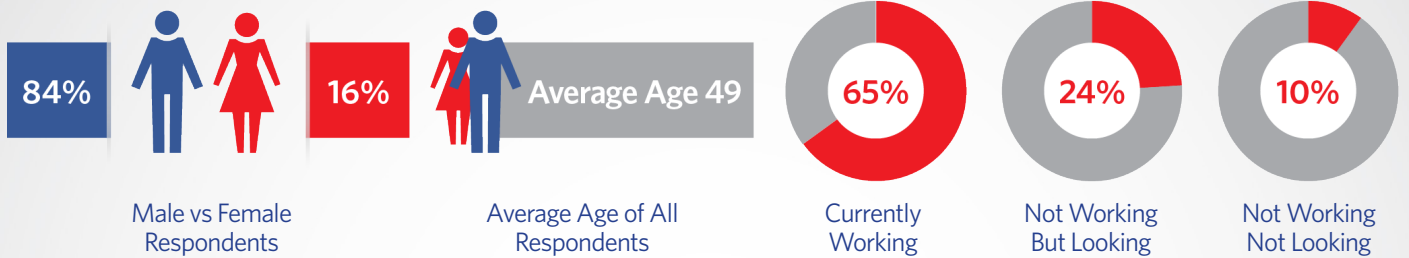


UNDERSTANDING WHY VETERANS LEAVE THEIR INITIAL POST-MILITARY JOB

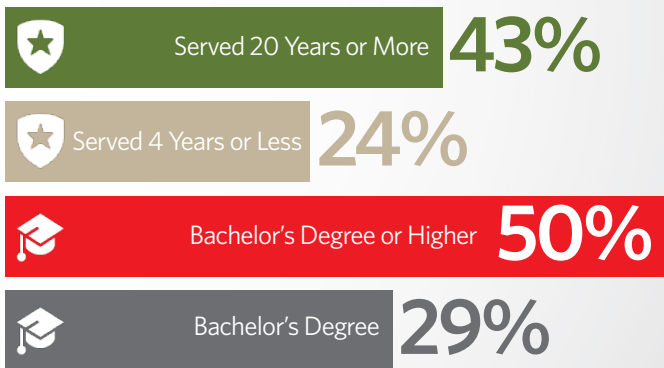
Conducted with Syracuse University's Institute for Veterans and Military Families, this study helps organizations understand how to maximize veteran retention in the workplace.



1,484 PARTICIPANTS



46% Searched for a Job 26 Weeks or More

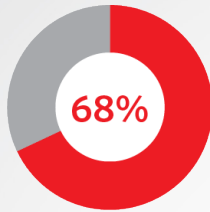


Keys to Job Retention



RESULTS & FINDINGS

Biggest Obstacle in Obtaining Employment



Inability to Find Opportunities Matching Military Experience

Very Important Aspects of Employment

Use of Military Skills **93%**

Benefits & Pay **92%**

Career Development Opportunities **83%**

3 Most Common Reasons for Leaving First Job

- 1** New Employment Opportunity
- 2** Lack of Career Development or Advancement
- 3** Dissatisfaction with Job Quality

In all, 43% of respondents remained in their first civilian job 12 months or less. More than 65% of respondents left their first job within 2 years. Respondents also reported longer average job tenure when employed in their preferred career field. Officers reported longer average job tenure than enlisted personnel, particularly for their first post-military job.

Only 15% of respondents are currently working in their first post-military job. Respondents identified the opportunity to use their skills and abilities acquired in the military as the most important aspect of satisfaction in civilian employment. Benefits and meaningfulness were also extremely important retention considerations.

24% of the respondents are not employed and looking for work with 46% searching for work for 26 weeks or more. Veterans identified the biggest obstacle to attaining employment was finding opportunities that match past military training and experience.

Considerations

Nearly half of veterans who responded to the VetAdvisor/IVMF Job Retention Survey stayed in their first post-separation job for 12 months or less. It is therefore imperative that organizations that wish to recruit and retain veteran employees develop veteran-centric recruitment and retention strategies, as well as benefit programs geared toward veterans.

Specifically, organizations wishing to increase veteran employee retention should: provide education on translation of military skills to corporate recruiters and HR professionals; develop veteran-centric employee benefit programs such as career and life coaching to assist veteran employees in developing a post-military career path; and develop streamlined and expedited job search programs for veterans to provide a better match between employers and job seekers experience.

VetAdvisor Can Help

Organizations of every size and type look to VetAdvisor to help them develop and maintain more effective veteran recruiting and retention programs. Plus, VetAdvisor works directly with veterans and has completed over 90,000 successful coaching sessions.

Contact us at (703) 776.9731 or visit MyVetAdvisor.com

