



# Hiring Our Heroes: Veteran Employee Study

## By Hiring Our Heroes

The United States Chamber of Commerce Foundation's Hiring Our Heroes, in partnership with the Merck Company Foundation, recently announced the results of its year-long study *Veterans in the Workplace: Understanding the Challenges and Creating Long-Term Opportunities for Veteran Employees*.

The study, conducted between 2015 and 2016, surveyed four hundred human resource professionals nationwide as well as one thousand veterans who have transitioned out of the military in the last five years on their perceptions during the recruiting and onboarding processes.

### Key findings of the study

- Businesses have made tremendous progress over the last five years as they recruit veterans into their workforce. Veterans are now ranked as a top three recruiting target for companies, underscoring the commitment to and investment in veterans by American businesses.

- A civilian-military gap still exists, and greater effort is required as veterans are brought on board to civilian companies in order to set them up for success.
- Female veterans appear to face greater challenges related to finding their first post-transition job and being satisfied with their economic well-being.

"America's businesses have stepped up to the plate when it comes to hiring veterans—a fact evidenced by the ever-shrinking veteran unemployment rate," said Eric Eversole, president, Hiring Our Heroes, and vice president, US Chamber of Commerce. "However, we need to double-down on our effort to provide veteran-related training and assistance during the onboarding process."

"At Merck, we have a long-term commitment to hiring veterans," said Kevin Thornberry, director, Business Consulting, and leader of the Veterans Leadership Network. "We are committed to helping veterans adjust as they transition into the corporate world and we recognize the unique skills military members bring to Merck each day and are very proud of their contributions."



The study reinforces many of the themes that Hiring Our Heroes has stressed over the last five years to key audiences and highlights how American businesses and veterans can educate themselves on what long-term economic success

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