

Hiring Heroes



The biggest challenge for veterans returning from overseas conflict is finding a job at home. Hire Heroes USA, a national nonprofit serving all veterans, transitioning service men and women, and military spouses, offers free transition assistance through job search coaching, self-marketing techniques and professional résumé revision. For more information about Hire Heroes USA, visit www.hireheroesusa.org and check out Hire Heroes USA's exclusive job board at jobs.hireheroesusa.org.

270,000
DISCHARGED ANNUALLY

160,000 active members of the military
110,000 reserve and National Guard members

OF THOSE, AN ESTIMATED

35,000

WILL BE

UNEMPLOYED.

MEANING THE UNEMPLOYMENT RATE FOR NEWLY-DISCHARGED VETERANS IS ESTIMATED AT

12.8%
compared to...

9.1%

Nationwide unemployment rate of general population

(August 2011, seasonally adjusted)

It can be a challenge for veterans to promote themselves effectively to civilian employers.

Many service men and women are unsure of how their experience translates into the current job market.

Sources: U.S. Bureau of Labor Statistics, Hire Heroes USA, Department of Health and Human Services



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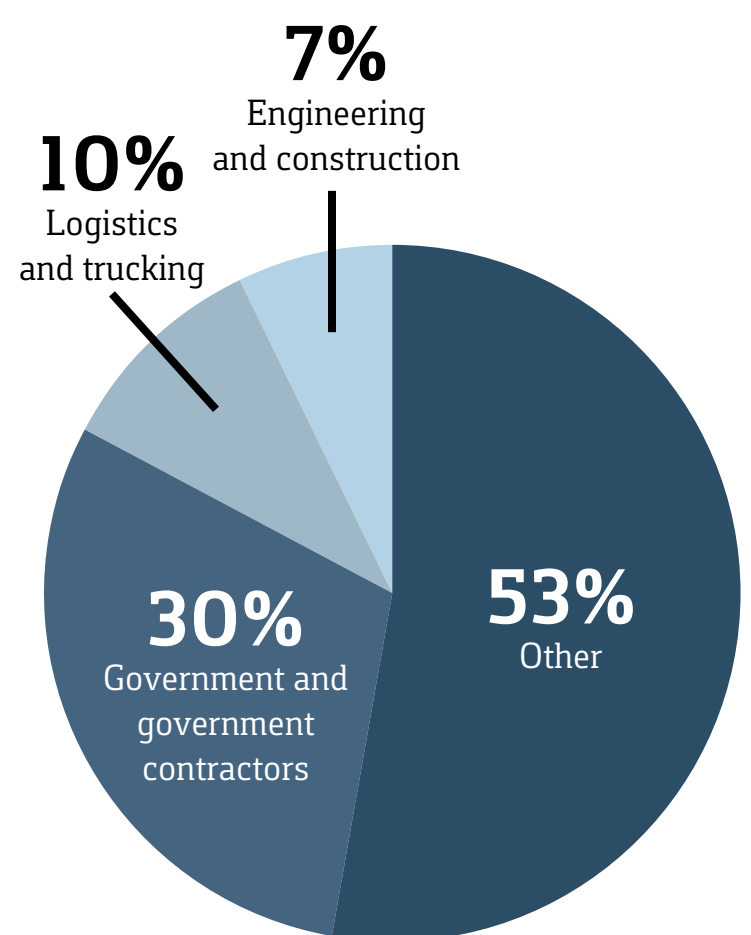
Veterans United
Home Loans

172

number of veterans confirmed hired with Hire Heroes USA assistance in FY2011

2 out of **3**
of these had been deployed to Iraq or Afghanistan

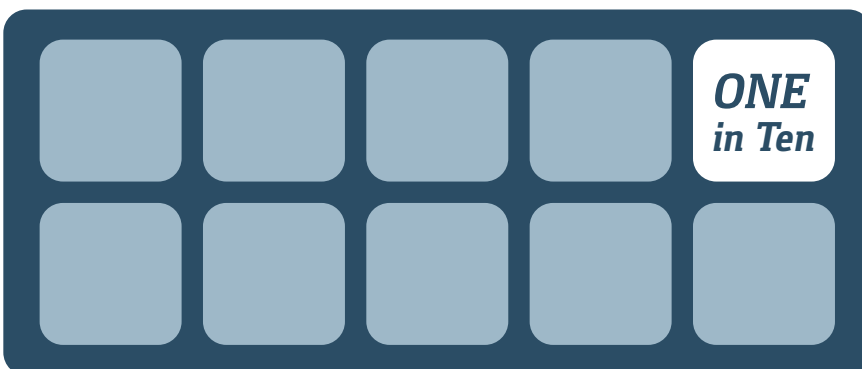
Three industries accepted nearly half of these veterans



40%

were wounded or disabled

70% of those had less than a four-year college degree



Estimated number of veterans aged 21-39 experienced at least one major depressive episode in past year

33,000+ service members have been **wounded** in the wars in Iraq and Afghanistan



Hundreds of thousands more have emotional or cognitive injuries like Traumatic Brain Injury or Post-Traumatic Stress

Key barriers to veterans finding jobs

- Employers perceive military experience as too specialized to translate into the civilian workforce
- Veterans feel disconnected, overwhelmed and defeated entering into the hiring process during an economic downturn
- Few hiring managers are knowledgeable about the advantages of hiring veterans and rarely make allowances for military experience in lieu of formal education
- Many service men and women have a difficult time self-promoting individual experiences and positive outcomes due to the team-oriented mentality upheld by the military
- Veterans returning from overseas are faced with stigmas related to Post Traumatic Stress Disorder or Traumatic Brain Injury