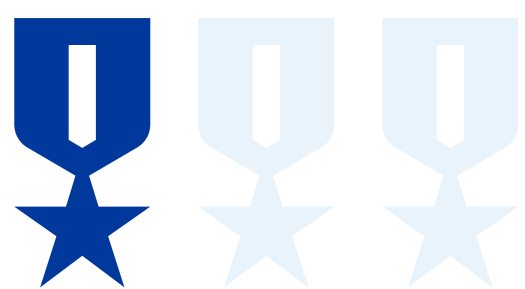




# Tapping into military talent

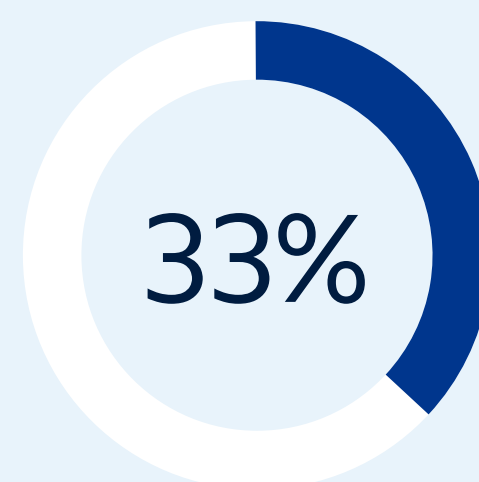
(and why it's good for business)



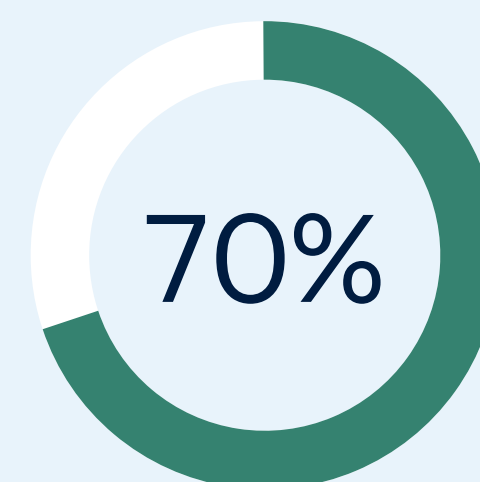
1 in 3

According to a recent Indeed-commissioned Harris Poll<sup>1</sup> survey, one in three veterans says they're worried about job security — and more than half feel underemployed in their current roles. And the results were even more pronounced for those affected by the recent government layoffs.

## Concerns about job security:



of veterans overall



of veterans impacted by recent federal changes

## Feel underemployed or that their current job underrepresents their military responsibilities:



Since veterans were disproportionately affected by the recent federal job cuts, there is now a wealth of quality candidates ready to fill your open roles. So how can you tap into this valuable talent pool?

<sup>1</sup> Methodology

This survey was conducted online within the United States by The Harris Poll on behalf of Indeed from September 29 – October 8, 2025 among 1,011 U.S. adult veterans ages 18 and older working in non-military roles or seeking civilian employment. The sampling precision of Harris online polls is measured by using a Bayesian credible interval. For this study, the sample data is accurate to within +/- 3.8 percentage points using a 95% confidence level. For complete survey methodology, including weighting variables and subgroup sample sizes, please contact [Insert CLIENT contact here].



# 1. Implement a skills-based hiring approach

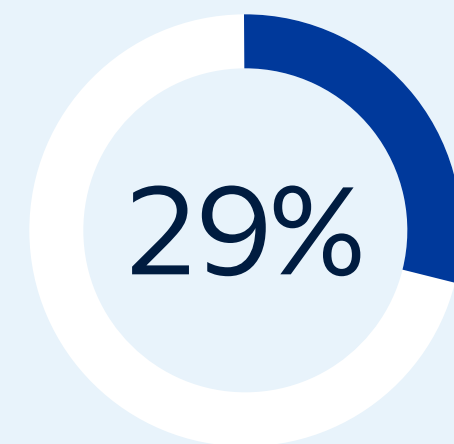
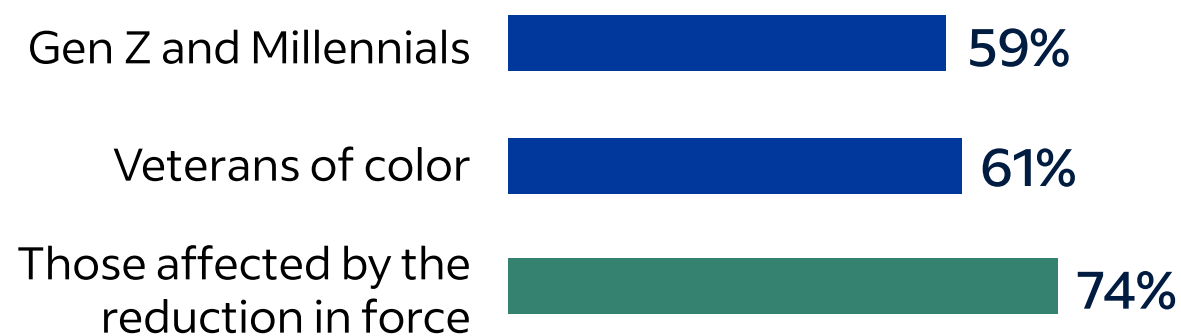
Transitioning from the military into a civilian role isn't always easy.

## According to the survey results:

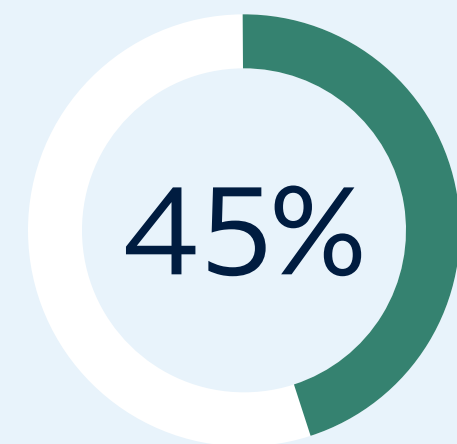
**29%** of veterans find it difficult to translate their military experience into civilian job applications (resumes or interviews), and this jumps to **45%** among those impacted by federal cuts.

What's more, **46%** of veterans say they face unique challenges getting hired into civilian roles.

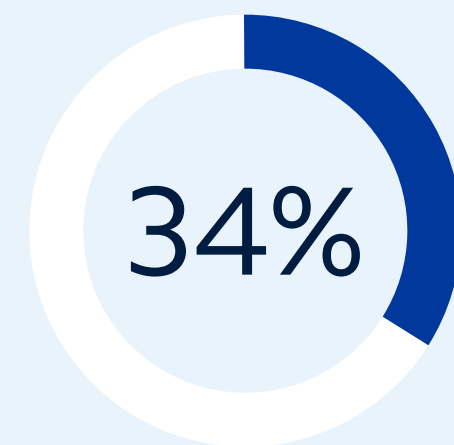
## This is highest among:



of veterans overall



of veterans impacted by recent federal changes



say the job search has become harder compared with last year

At first glance, day-to-day responsibilities for a military role might sound vastly different than those of a more traditional civilian role. But when you think about it, the core skills are the same: executing with constraints, coordinating across functions, improving processes, and enabling teams quickly, which is exactly where a skills-first approach can help.

Skills-first hiring is about finding people with the abilities to perform, not just the credentials to apply.

With [Indeed Smart Sourcing](#), employers can put this into action by searching for specific skills and even filtering for "active or former military" job seekers whose backgrounds align with their needs.

## Skills-first tips for employers



### Rethink job descriptions

Which skills does the candidate need on day one?  
Which skills can they learn once they're in the door?  
Which skills are desired but not critical?

### Use inclusive language in job posts

Instead of an exhaustive list of preferred skills and qualifications, limit the requirements to only the most essential, ideally no more than five.

### Consider transferable skills

Veterans are perhaps the most well-educated, diverse, and experienced workforce, so tap into this audience when building your skills-first hiring plan.

## 2. Give veteran job seekers what they want

Among key findings from our survey, veterans are most interested in roles that offer:



Meeting job seekers where they are is not only a great way to attract the military talent you want, but also a great way to retain them. When people are satisfied at work, they tend to be loyal employees.

### Tips for employers

#### Consider career mapping

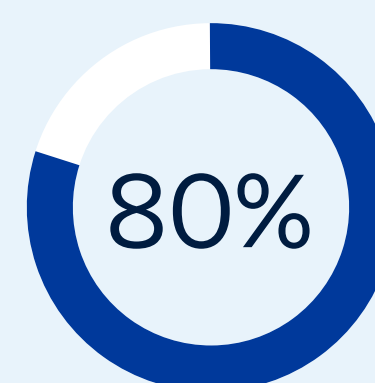
Career mapping shows employees how they can progress within an organization to reach their career goals. When employees have a clearly defined future at a company, they may feel more satisfied and productive at work. And, career mapping is a powerful strategy to future-proof your organization's workforce in a rapidly changing landscape.

#### Build brand awareness

When attracting veteran talent, showcasing that you're a military-friendly company goes a long way. Use employer branding solutions to connect with veterans through authentic company stories so job seekers can envision day-to-day life at your organization. Content like this shows candidates you support and welcome their diverse experiences.

#### Be flexible

While **94%** of veterans with remote or hybrid schedules say flexible work supports their health and family balance, for some veterans, flexibility isn't just a perk, it makes sustainable work possible.



of veteran job seekers say remote work improves accessibility, particularly for those who have service-related needs.

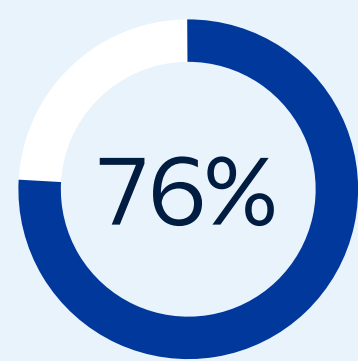


### 3. Embrace AI to hire for the future

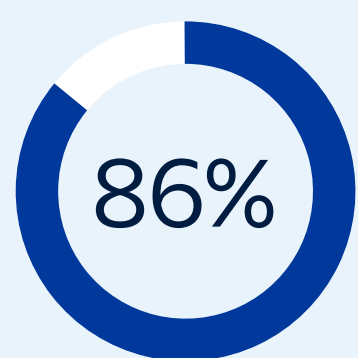
The evolution of AI in the workplace means that the skills people need for future roles are currently being rewritten — so no one has them all yet. But one thing is clear, as AI automates tasks, hiring for adaptability is becoming a top priority. Adaptable candidates thrive amid disruption and change, and adaptability is something military candidates have in spades.

AI is also changing the way job seekers look for roles and how employers look for candidates.

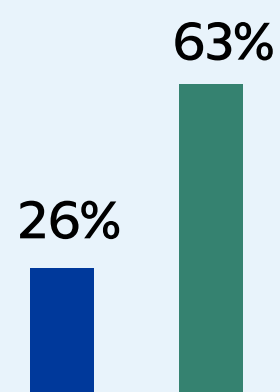
**According to veteran job seekers in our survey:**



of those who also used AI-driven hiring tools found employment support services effective in conveying military skills compared to **67%** of veterans overall.



of those who used AI-driven tools like resume scanners or job-matching platforms say they helped them better showcase their skills.



However, only **26%** of veterans overall have used these tools, though that number is higher (**63%**) among those affected by federal cuts.

For employers, Indeed is continually testing AI-powered solutions to help better match the right job seekers with the right roles quickly and easily. We're excited about Talent Scout, a conversational AI agent that's transforming how employers engage, find, and hire talent. Through a simple conversation, Talent Scout will provide top candidate matches, offer insights to optimize hiring strategies, send interview invitations, and more. It helps with the time-consuming steps of hiring so you can focus on making the right hire.

“

Two unofficial mottos you often hear in the Marine Corps are “Improvise, adapt, and overcome” and “Semper Gumby,” which means “always flexible.” Change is constant, so you learn to adjust quickly and keep moving.”

**Solomon Rhima**  
Senior Business Strategist

## The bottom line?

Hiring veterans is a smart move for any company. They are highly educated, highly skilled, and ready to work. And perhaps most importantly, they're highly adaptable — something every organization could use more of to future-proof their workforce.

To learn more about hiring military talent, [contact us today](#).