



Achieve your hiring goals with Indeed for Military

Indeed Public Sector



indeed for military

Indeed for Military helps transitioning military, military-experienced job seekers, and military spouses get jobs.

This is achieved through intuitive product enhancements, leveraging strategic military data, and a robust partner network.

Since 2018, Indeed has partnered with non-profit organizations, government agencies, and led grassroots efforts to help the military community get jobs.

Why Indeed for Military



Why employers hire using Indeed to find military-experienced talent

Military members on Indeed are actively searching

- **2.3M+** military-experienced resumes on Indeed
- **110K** military-experienced resumes added or updated each month
- **8.4M** average clicks on jobs each month from job seekers with military experience with an Indeed Resume
- Average response rate among military members on Indeed Resume is



Source: ()



Why job seekers with military experience come to Indeed

- **42%** of resumes from job seekers with military experience have been contacted by an employer
- **100K** military member resumes are contacted on Indeed each month
- **A resource center** for military-experienced job seekers



Military talent work across many industries

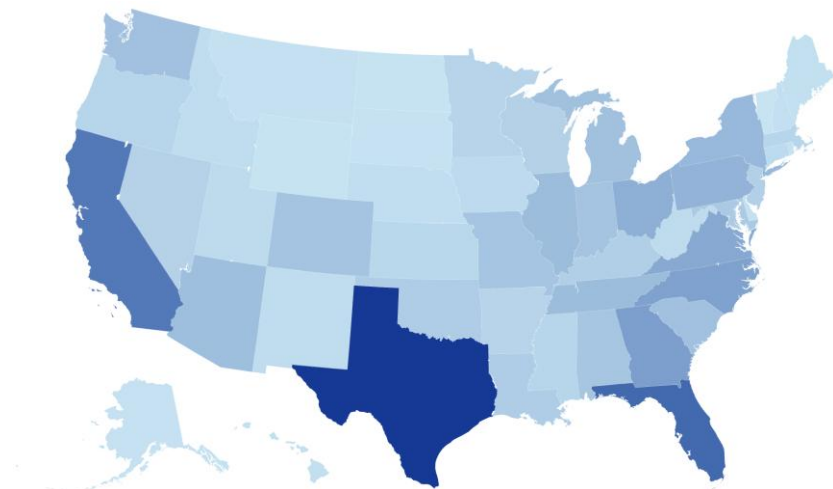
Top clicked industries for job seekers with military experience

- | | |
|-----------------------|--------------------|
| 1. Installation | 11. Food |
| 2. Management | 12. Service |
| 3. Driving | 13. Medical Tech |
| 4. Sales | 14. Construction |
| 5. Administration | 15. Medical Nurse |
| 6. Protective Service | 16. Human Resource |
| 7. Customer Service | 17. Education |
| 8. Warehouse | 18. Project |
| 9. Manufacturing | 19. Accounting |
| 10. Retail | 20. Tech Info |



Source: Indeed data (US), March 2025

Military-experienced resumes per state



3,213  262,261



Source: Indeed data (US), March 2025

Military job seekers are available across the country and open to relocation

Top five cities where job seekers with military experience live:

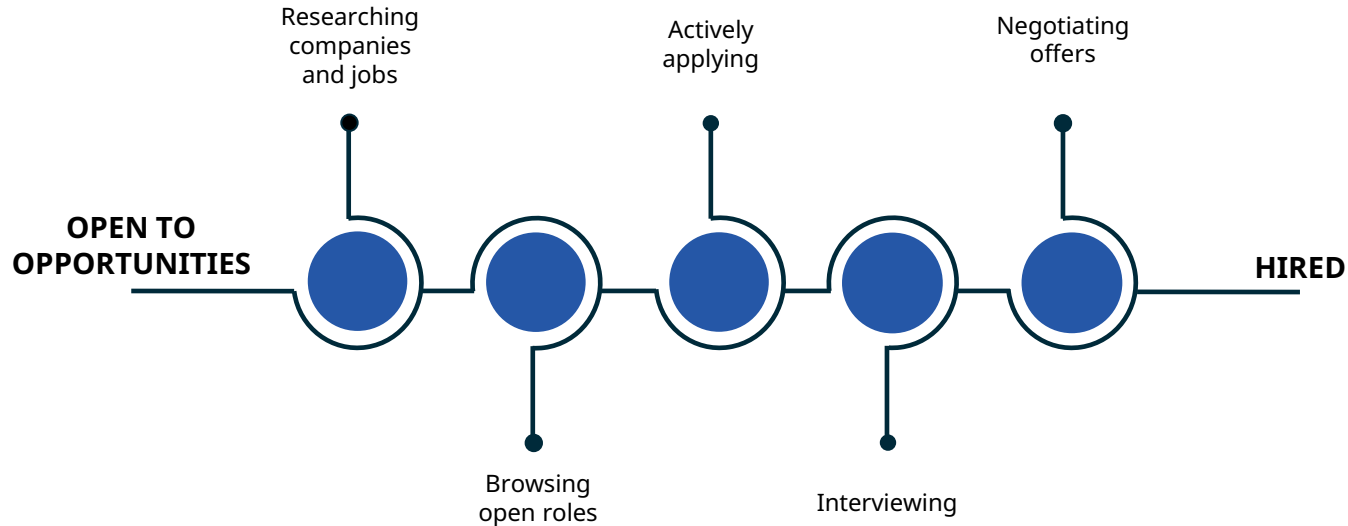
1. San Antonio, TX
2. Houston, TX
3. Jacksonville, FL
4. Las Vegas, NV
5. Atlanta, GA



27% of job seekers with military experience on Indeed Resume are open to relocation

Connect with military talent through multiple touchpoints across the hiring funnel

Most military members begin their job search **or more months** before the end of their service



Source: ,

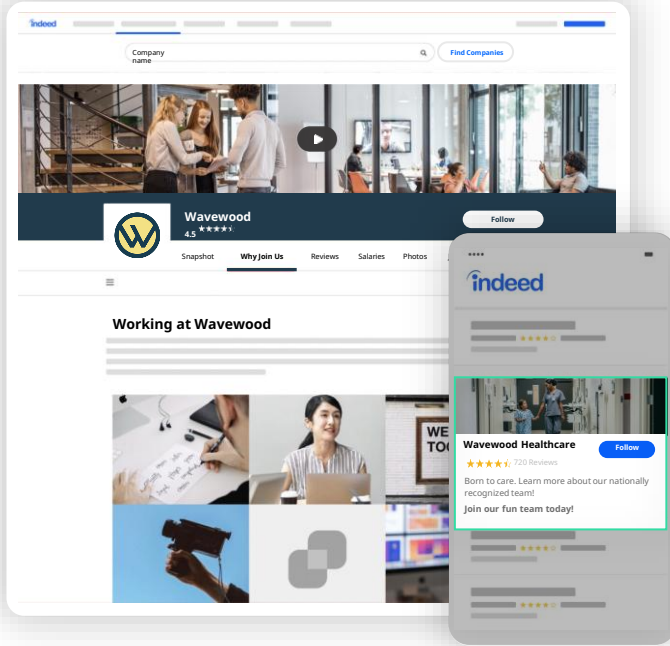
Invite talent to learn more about you during their research of companies and jobs

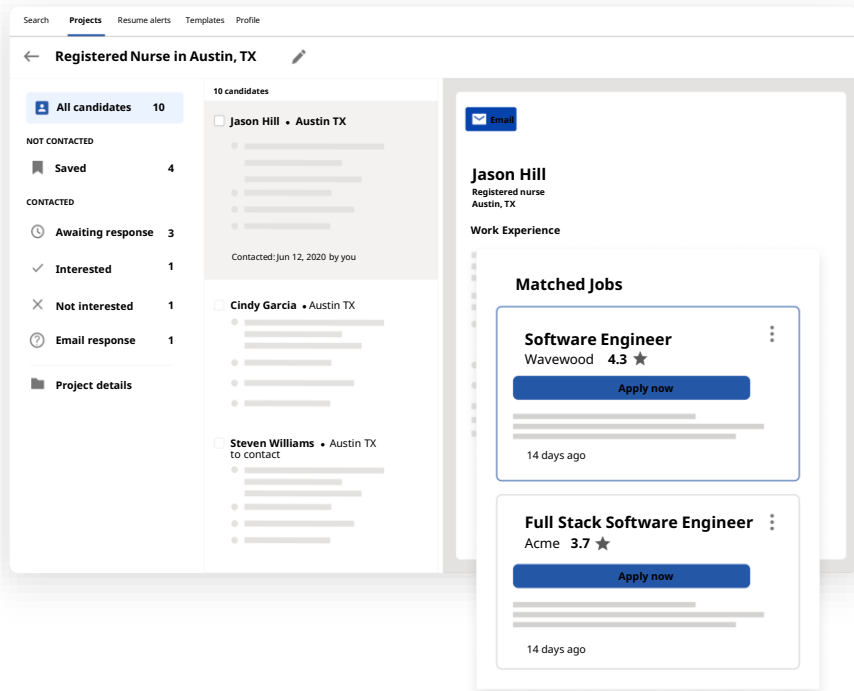
Employer branding solutions:

- Build your employer brand by sharing your company story and visually compelling brand ads
- Choose military focused imagery and custom content to show your company is seeking this sought after talent
- Target military-experienced talent in your desired audience and appear front and center on search results



On average, **8.4M job seekers with military experience** with an Indeed Resume click on jobs each month





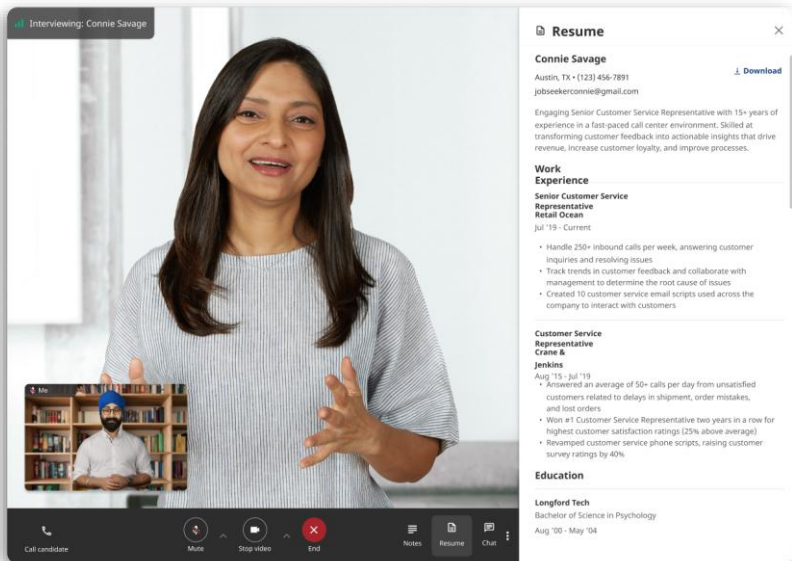
Position jobs in front of your target audience while browsing open roles and actively applying

Advertising solutions:

- Maximize exposure by featuring your company
- Get noticed in search results by relevant military-experienced talent by featuring your company
- Target your ideal military experienced job seekers based on location, search and resume criteria



On average, there are **310K searches** on Indeed each month that include the term 'military' or 'veteran'



Fast track your hiring process by automating time consuming tasks

Screening and scheduling solutions:

- Military job seekers can explore roles, answer screeners, and schedule an interview in a matter of minutes
- Automated candidate communications and helpful tips keep candidates engaged throughout the process
- One place for employers to configure and complete interviews with comprehensive analytics



42% of resumes from job seekers with military experience have been contacted by an employer



**Achieve your hiring goals
with Indeed for Military**

Research shows that employers seek military talent as a result of their **well-rounded skill set**

79%

of employers cite hiring military experienced candidates for their excellent qualifications, composure, productivity skills and leadership.

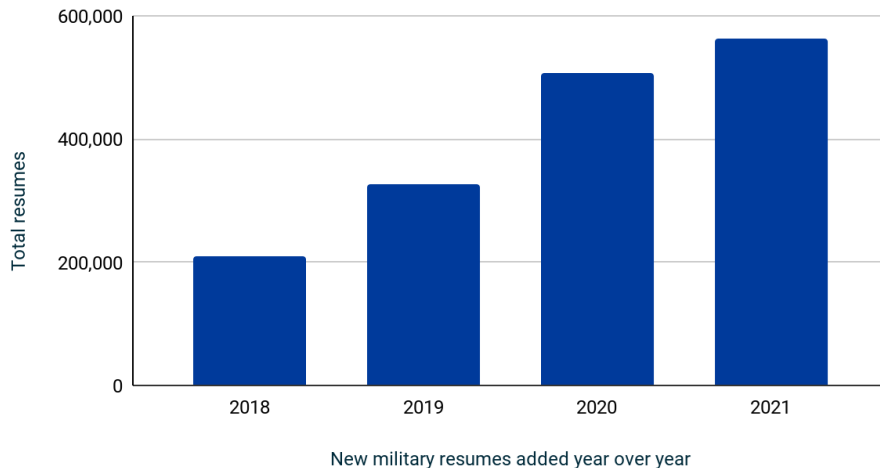


Source: Orion Talent: Veteran Hiring Survey, 2018

The increasing number of military members on Indeed presents great opportunity for employers to reach their hiring goals

Tap into more than **2.3M+** military-experienced resumes on Indeed

Annual military resumes added on Indeed



110K resumes are added or updated each month from job seekers with military experience



Source: Indeed data (US), Jan. 2018 - Jan. 2021

Indeed has job seekers with varying levels of clearance

Number of job seeker resumes by clearance type

Secret	471,442
Top secret	237,828
Top secret SCI	163,982
Confidential	7,552
TS/SCI + CI Poly	5,330



Search by clearance levels on Indeed Smart Sourcing or put a clearance type in your job title to limit the amount of unwanted applies



Source: Indeed Data (US), March, 2025. Data for informational purposes only and cannot be guaranteed. Resume counts based on keyword search in the Indeed Smart Sourcing product. All clearance levels are self-reported by job seekers and have not been verified by Indeed

How military job seekers are engaging on Indeed

Top clicked industries and job titles

Rank	Top clicked industries for job seekers with military experience
1	Install
2	Management
3	Driver
4	Sales
5	Administration
6	Protective
7	Customer
8	Warehouse
9	Manufacturing
10	Retail

Rank	Top clicked job titles for job seekers with military talent
1	Truck driver
2	Delivery driver
3	Customer service representative
4	Security Officer
5	Maintenance Technician
6	Driver
7	Technician
8	Sales Representative
9	Administrative Assistant
10	Retail Sales Associate



Source: Indeed data (US)

Employers say veterans thrive in all sorts of roles and settings

Workplace versatility of military talent

79%

of veterans are thriving in
both entry-level and
managerial roles

75%

of veterans are thriving in
both white-collar and
blue-collar roles

72%

of veterans are thriving both
in roles where they work
alongside a team and in roles
where they work individually



Source: Orion Talent: Veteran Hiring Survey 2018

Capitalize on quality, ready-to-work candidates

Military veterans vs. civilian candidates

59%

Interview-to-hire ratio is
higher among veterans

65%

Acceptance rates are
higher among veterans

67%

Retention rates are higher
among veterans



Source: Orion Talent: Veteran Hiring Survey 2018

Tips to help you adapt your hiring strategy

Continue your strong brand and pipeline

Target and promote your brand to active job seekers using inclusive and military-specific language and imagery. Maintaining a healthy pipeline is important for when you're ready to make your next hire.

Expand your reach in new locations or categories

If your market is experiencing lower activity, consider posting relocation jobs, make jobs available in new markets or access new groups of talent. There are active job seekers out there ready to apply to your jobs.

Promote your benefits and offerings

As job seekers start to search for new terms, consider highlighting these within your jobs and brand so job seekers can easily determine why you are the right fit for them.

Consider innovation

Are there jobs your team could do from home? Or new processes you can put in place? By enabling virtual work, you can continue reach a new pool of candidates or solutions.



Best practices for hiring talent with Indeed for Military

Choose **military-friendly imagery** and custom content to show that your company is seeking military experience

Optimize **job titles** with keywords such as “military encouraged”

Proactively contact **military resumes** with an Indeed Resume subscription



Military diversity, inclusion and belonging benefits

**Employers are focused on diversifying their workforce,
which is more important than ever**

67%

**of job seekers today look for workforce
diversity
when considering employment opportunities**



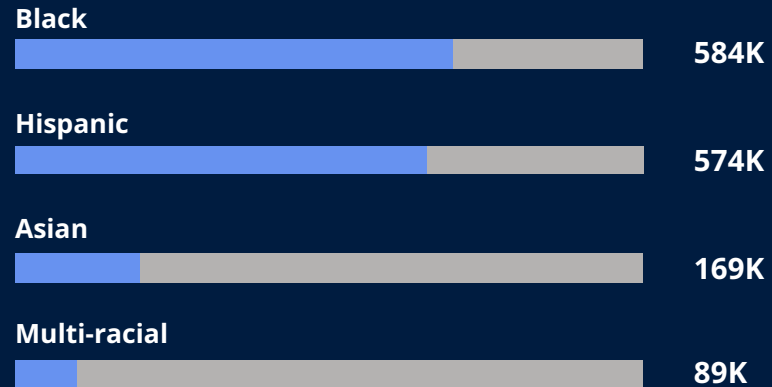
Diversity in the workplace fosters innovation and leads to success

- + **Wider talent pool** allows employees space to grow, feel accepted and be challenged
- + **New perspectives and more innovation** when employers hire from diverse backgrounds, nationalities and cultures
- + **Better employee performance** when personnel feel more comfortable being themselves



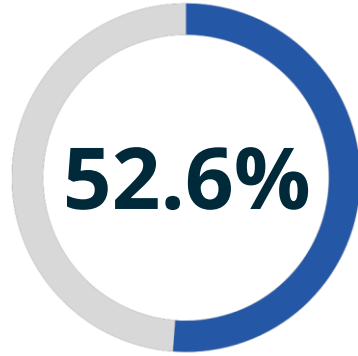
**Hiring military members
can help promote a
diverse and inclusive
culture for employers and
employees**

U.S. military ethnic representation

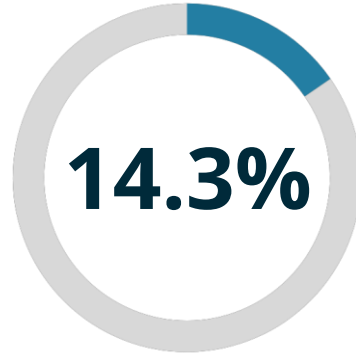


Source: Department of Defense 2022

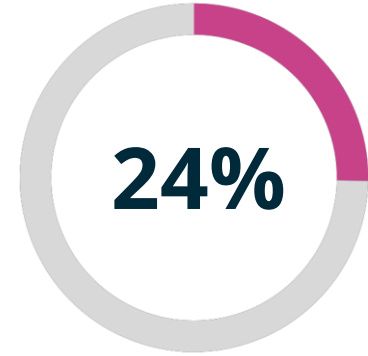
Female veteran representation is increasing in today's workforce



**Female veterans
entering management
roles**



**Female veterans
entering service roles**



**Female veterans
entering sales and office
roles**



Source: Statista 2020

Inclusive hiring practices to level the playing field

Trim your job descriptions

Long lists of “must haves” can turn away quality candidates. For instance, studies show that women are less likely to apply if they don't meet every requirement. Remove any requirements that aren't critical for the job.

Deemphasize the work timeline

Shifting to a qualitative approach during interviews, as opposed to asking about a candidate's “years of experience, which is quantitative, helps recruiters move beyond work timelines that favor traditional backgrounds.

Focus on emotional intelligence

People with high emotional intelligence, or “emotional equivalency,” are strong in social and personal competencies that create more productive and longer lasting employees.

Move from talking to doing

Pose a task to complete or audition your candidate on the job in a working interview. Removing more subjective interviews - especially in difficult times - decreases interview bias.

