



ADP® Military Recruiting Overview

70%

More than 70 percent of veterans feel prepared to enter civilian work.

-CareerBuilder

60%

Nearly 60 percent of veterans know what industry or field their skills transfer into.

-CareerBuilder

Hiring veterans is not just a great way to show support for returning troops – it's also a recruiting strategy that offers numerous business benefits. As military professionals return to civilian life and start to build careers, they can bring a powerful combination of work ethic, attention to detail, leadership and team-building abilities, operations management experience, and an unmistakable drive to succeed.

Recruit, Hire and Retain Veterans

Implementing an effective military recruitment strategy for your organization enables you to take advantage of the high-level skills of returning veterans. However, creating that strategy requires examining multiple segments of your workforce, engaging in organizational readiness activities, and addressing veteran candidates' concerns as they reintegrate with the civilian workforce.

While many companies would like to hire more military candidates, 60 percent report being unsure about how lessons learned through military service will transfer into a civilian workplace (SHRM®). They want to recruit and hire veterans, but lack a starting point or the internal resources needed to support the additional recruiting. To help companies meet their veteran hiring goals, ADP RPO® has developed a comprehensive military program encompassing every step of the hiring process in order to successfully recruit, hire and retain the right military professionals.

Working with ADP® will enable you to benefit from a process that will mesh with your organizational structure, communicate with veteran candidates, and identify and attract top-quality candidates.



5
years

1 million service members are expected to return from deployment in the next 5 years.

-Congressional Research Service

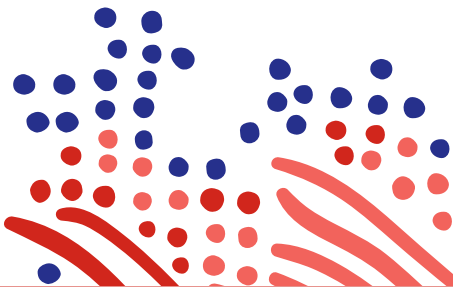
ADP
Always Designing
for People™



ADP RPO will help your organization:

- Develop career transition and progression plans
- Identify transferable skills and requisitions that are a good fit for military candidates
- Create position assessments and skills translation
- Assist with change management
- Develop a formal referral program for veteran hiring
- Help establish an internal military focus group
- Catalog, plan, and attend events for displaced veterans within your targeted talent pool
- Consult on marketing strategies for social media and online career pages
- Access a database of skilled military candidates
- Build and maintain a culture of inclusion
- Drive programs that promote diversity awareness
- Create mentor programs for veterans
- Easily access organizations dedicated to helping veterans transition to the civilian workplace

Additionally, your organization will be able to leverage our unique partnerships with over 160 military bases across the country, as well as our relationships with organizations such as RecruitMilitary®, Military.com®, Service Academy Career Conference (SACC), Canadian Military Career Outplacement Community, and the U.S. Army Recruiting Command, among others.



Military veterans have twice the job stability as their civilian counterparts, averaging 8.2 years in a position post military versus civilians who average 4.4 years.

-CareerBuilder



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