



2023 Veteran Opportunity Report

Understanding veteran
employment across the U.S.

LinkedIn



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Executive summary

Building a better future
of work for veterans

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Exploring opportunities for U.S. veterans

As the world's largest professional network, LinkedIn has a responsibility to share the unique insights provided by our platform to inspire equitable hiring practices and connect veterans to economic opportunity.

The 2023 Veteran Opportunity Report aims to provide knowledge and actionable insights for veterans, employers, nonprofits, and policymakers alike by highlighting the current state of veteran employment, opportunities within the veteran talent pool, and challenges that remain a reality for those who choose military service.



Executive summary

The report finds that veterans are highly educated, skilled, and experienced. However, military experience remains undervalued in the civilian workforce — to the detriment of employers. As a result, veterans are half as likely to reach director or vice president leadership roles despite having nearly 2x more work experience than nonveterans. Leadership is also a top skill for veterans, but employers may not be taking full advantage of this.

The data contained within this report is limited to LinkedIn's U.S. member community and may not be wholly representative of the nonveteran and veteran communities at large. However, the insights are gleaned from two million U.S. military veteran and 200 million nonveteran LinkedIn members, with significant representation across military service, seniority levels, education, job functions, industries, and states.

Veterans, learn about opportunities waiting for you. Employers and policymakers, join us in changing the future of work for veterans by learning how you can contribute to creating equitable employment outcomes for this community and yours.



U.S. veteran community snapshot

as of September 2023

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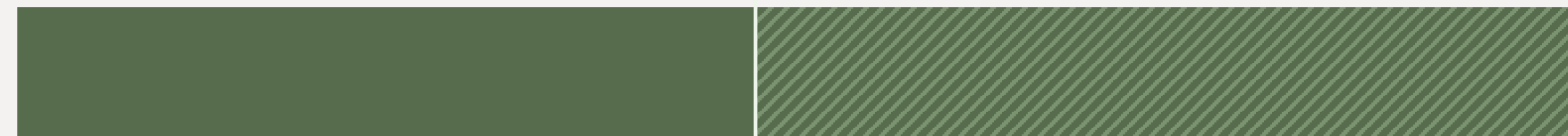


LinkedIn data reinforces broader trends in U.S. veteran demographics

U.S. veteran demographics:¹

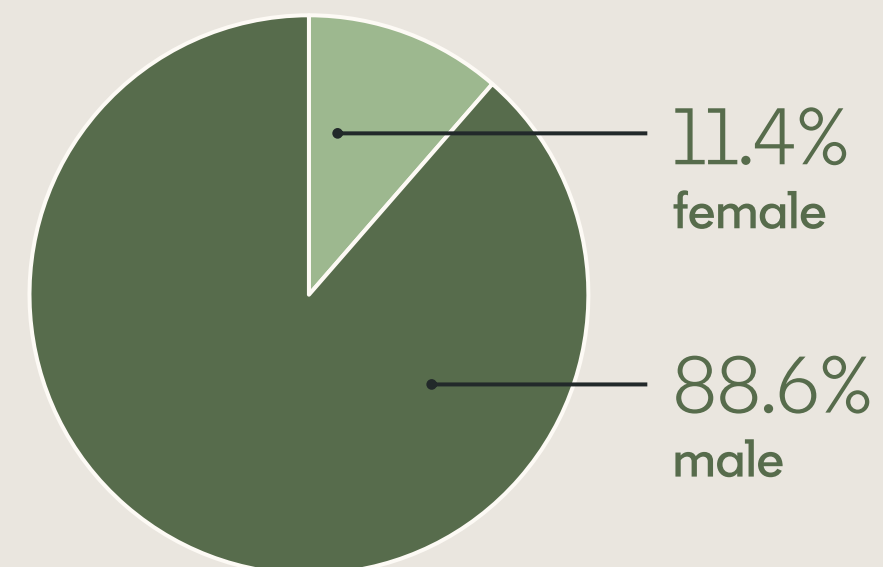
18 million U.S. veterans

(7.4% of the U.S. population over 18 years old)



8.5 million veterans in the civilian workforce (5.5% of the U.S. workforce)

Gender



Separation

~200,000 service members separate from the military each year

U.S. LinkedIn veteran demographics:

2 million U.S. veterans



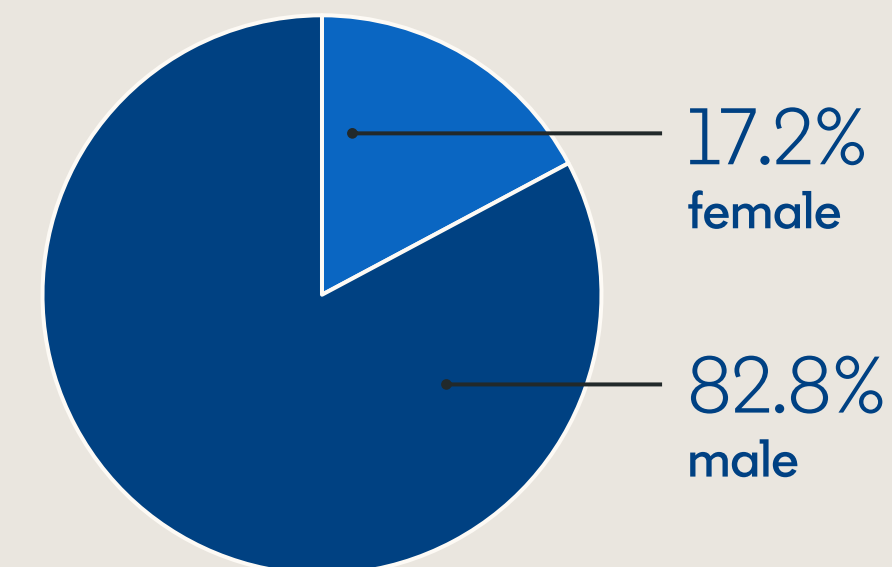
11.8% Gen Z (1997-2012)

46.8% Millennials (1981-1996)

28% Gen X (1965-1980)

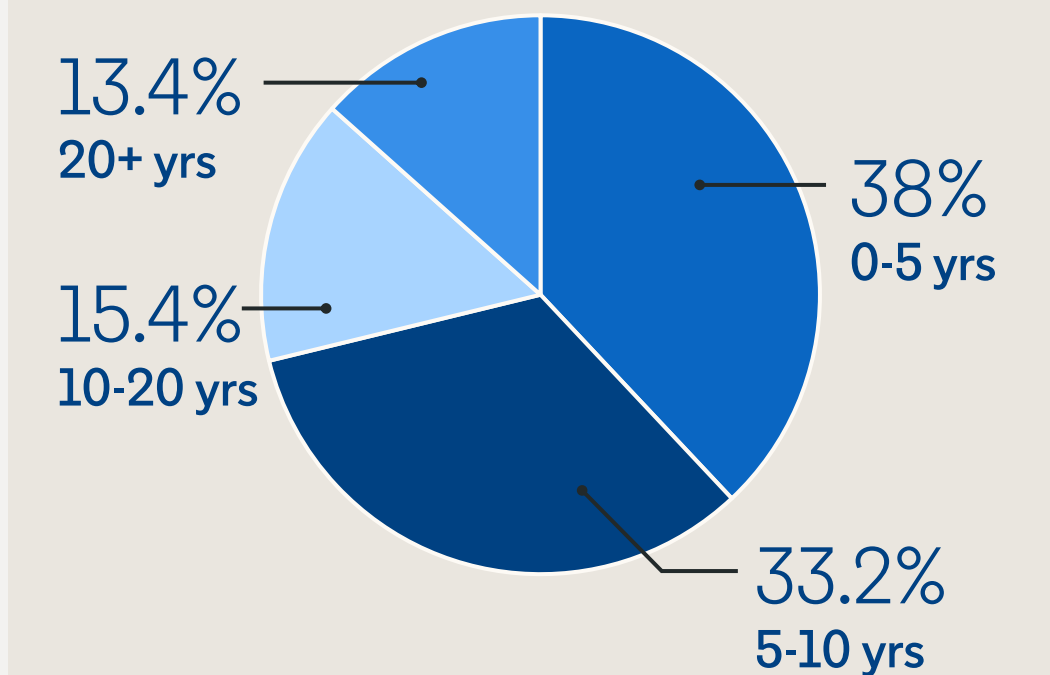
13.4% Boomers (1946-1964)

Gender



(which is representative of the active-duty population²)

Time in service*



* Ending range value is excluded (ex: 5-10 years = tenure of 60-to-119 months)

Key findings



Education

Veterans are an educated talent pool, with **60.5%** of veterans attaining a bachelor's degree or higher. Veterans are **also 3x more likely** to have a graduate degree than nonveterans.



Skills

61% of veterans' first civilian jobs are high-skilled, and eight of LinkedIn's top 10 most in-demand skills are top veteran skills. ³



Underemployment

Despite veterans having leadership as a top skill and nearly **2x more work experience** than nonveterans, veterans are **half as likely** to reach director or vice president leadership roles in the civilian workforce.



Retention

Veterans are **27% less likely than nonveterans** to leave their first jobs within 6 months.

Education opportunities

Understanding how and when veterans approach their studies and pre-graduation employment

LinkedIn



Degree attainment

In partnership with [Student Veterans of America \(SVA\)](#), we explored how veterans approach their secondary education. We examined trends among veterans who completed their most recent degrees before, during, and after military service, then compared these results with their nonveteran counterparts.

Veterans are an educated talent pool, with **60.5%** of veterans attaining a bachelor’s degree or higher compared to **22.8%** of nonveterans. Additionally, veterans are **3x more likely** than nonveterans to have a graduate degree or higher.

Veterans’ high education attainment may be a result of the U.S. Department of Veterans Affairs’ Post-9/11 GI Bill ⁴, which offers substantial education benefits, including tuition assistance, housing allowances, and stipends for textbooks and supplies. Because of these robust benefits, veterans may be choosing to go to school after their military service to ease the transition into the civilian workforce.

These findings suggest that veterans are a concentrated pool of educated talent that should be included in inclusive hiring strategies. This is especially true for companies recruiting and hiring for jobs that require a bachelor’s or graduate degree.

Highest level of degree obtained

	Veterans	Nonveterans
Sub-bachelor*	12.7%	3.8%
Bachelor’s	29.2%	13.2%
Graduate	31.3%	9.6%
None**	26.8%	73.4%

*Sub-bachelor can be a high school degree, associate degree, trade school, or a STAR (someone who is skilled through alternative routes) **None means no degree was listed

Robust education benefits support a highly educated veteran talent pool.



3x

Veterans are 3x more likely to have a graduate degree or higher than nonveterans.



Degree completion and internships

Concerns around financial instability may limit veterans' access to internships.

Average time to complete a bachelor's degree

- Nonveterans
- Veterans who started their bachelor's while serving

3.49 yrs

2.63 yrs



Nonveterans take an average of **3.49** years to complete a bachelor's degree. Comparatively, student veterans who started their bachelor's while serving take just **2.63** years to complete the degree. This may be because veterans are more likely to earn an associate degree before pursuing a bachelor's, which can reduce the amount of time it takes to complete a bachelor's degree. Almost one in four veterans (**23.8%**) who started their bachelor's degree during military service earned an associate degree before starting their bachelor's, while only **11.7%** of nonveterans did the same.

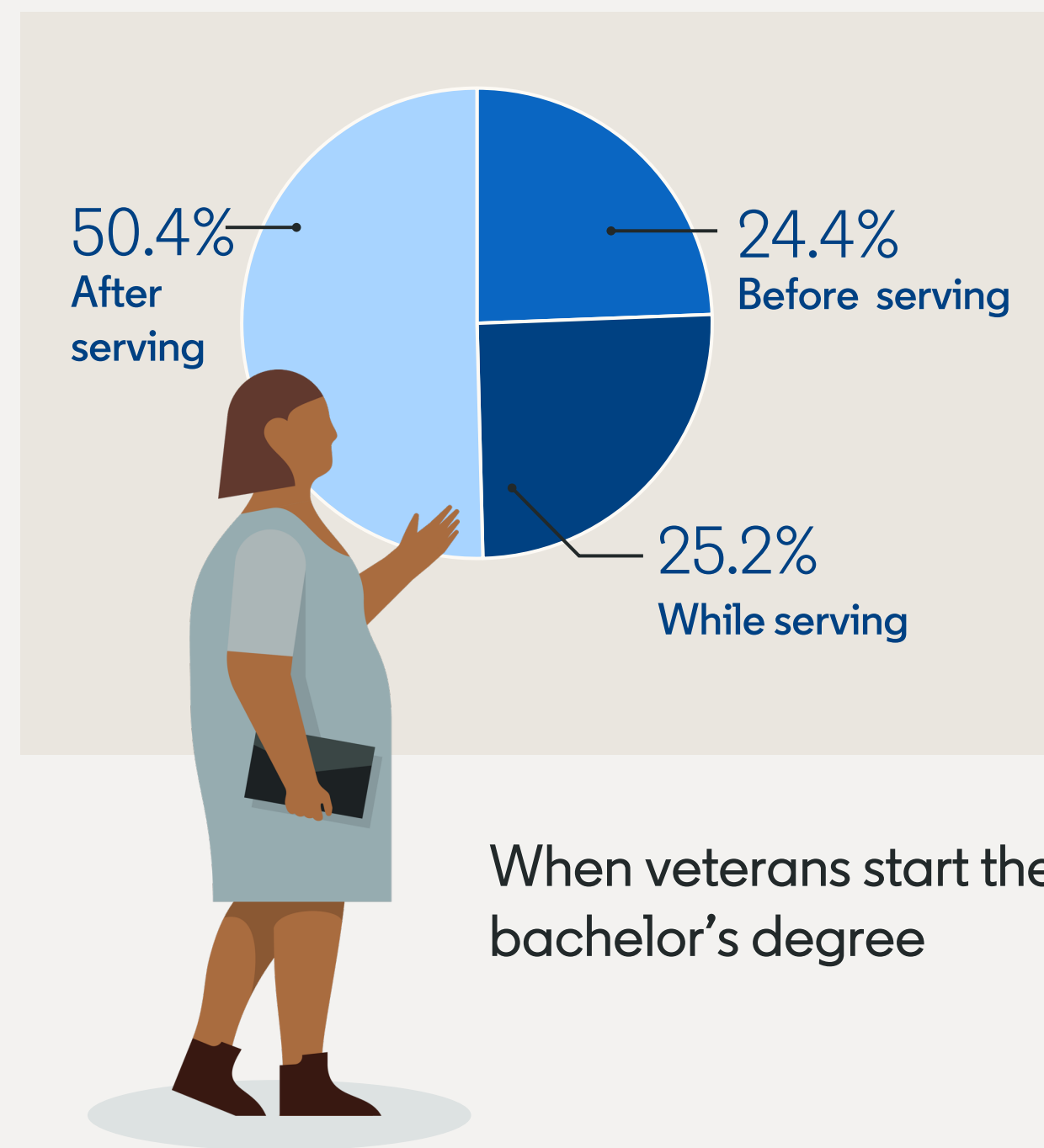
However, student veterans who start their bachelor's degree after serving take slightly longer than nonveterans, averaging **3.55** years to complete the degree. One explanation for this is that student veterans may be choosing to enroll in summer schooling to maintain or extend their GI Bill basic allowance for housing benefits. When not attending school, these benefits pause or stop, which may cause financial instability.

This may also be an influencing factor in nonveterans being nearly **6x** more likely to have an internship while in school than student veterans. Almost one in three (**30.4%**) nonveteran students participate in at least one internship, compared to just **5.3%** of student veterans. While nonveterans are spending their summers as interns, student veterans may be staying in school.

Low participation in internships may be impacting veterans' employment opportunities after they graduate. Since internships often turn into full-time employment offers, student veterans may be limiting their long-term employment outcomes by forgoing them. Employers can help close this gap by proactively sourcing student veterans for their internships and being transparent about compensation. Student veterans are likely open to internships but need pay information upfront to make informed decisions about where to invest their time.

Degree pathways

When veterans start their degrees influences their choice of schools and fields of study.



When veterans start their bachelor's degree

Veterans who started their degrees before their military service tend to be attracted to different schools and fields of study than those who pursue their education while serving or after transitioning out of the military.

For employers and policymakers, understanding when, where, and what veterans study is important for developing inclusive talent attraction and transition support strategies, ensuring different segments of the veteran community aren't left behind.

For veterans, use the information about top veteran schools and fields of study outlined on the following pages to inform future education decisions. These insights may make it easier to find schools and programs that offer comprehensive veteran support services and a robust community of student veterans that you can tap into.



Most popular schools



Top 10 student veteran schools in 2022

1	Western Governors University
2	Southern New Hampshire University
3	Liberty University
4	American Military University
5	University of Maryland Global Campus
6	University of Phoenix
7	Arizona State University
8	Embry-Riddle Aeronautical University
9	Purdue Global
10	Grand Canyon University

Most veterans complete their bachelor’s degree after serving, with their most popular schools being a combination of for-profit and traditional, nonprofit institutions.

The common thread among these schools is that most have flexible schedule and delivery methods, such as online programming or evening and weekend classes.

This is likely due to many student veterans having families and requiring a flexible schooling environment. According to the Department of Veterans Affairs ⁴, **47.3%** of student veterans are married and **47%** have children. Family obligations may also contribute to student veterans choosing to stay enrolled in school vs. participating in internships.

The most popular schools for veterans who started their degrees during military service are the University of Phoenix, the Community College of the Air Force, and Embry-Riddle Aeronautical University. University of Phoenix and Embry-Riddle are both online programs, further signaling student veterans’ need for a flexible schooling environment. Embry-Riddle can also be found on many military installations, allowing student veterans to attend in-person classes at the bases where they are stationed. Lastly, each enlisted Airman is enrolled in the Community College of the Air Force upon arrival for military basic training, which is likely a contributing reason for veterans being more likely to complete an associate degree than nonveterans.

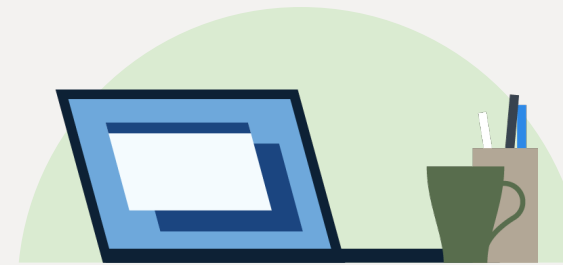
Unsurprisingly, military academies top the list of the most popular schools for veterans who started their degree before the military, with the U.S. Military Academy West Point ranking first, followed by the U.S. Naval Academy and the U.S. Air Force Academy.

Most popular fields of study

The most popular fields of study for student veterans are Business Administration and Management, IT, Computational Science, and Computer and Information Systems Security. Data Analytics, Business Analytics, and Cyber/Electronic Operations and Warfare are the fastest growing fields of study in this community.

Among veterans who started their degrees before military service, the most popular fields of study are Business Administration and Management, Political Science and Government, and General Studies. Business Administration and Management, IT, and Criminal Justice top the list for those who started their degrees while serving.

Overall, student veterans' top fields of study are technical, which aligns with the increasing pattern of veterans entering the civilian workforce in high-tech roles. By including student veterans in their campus hiring strategies, employers can tap into an overlooked pool of technically trained and educated talent with meaningful work experience.



Top 10 fields of study*

1	Business Administration and Management
2	Information Technology
3	Computer and Information Systems Security/Information Assurance
4	Computational Science
5	Organizational Leadership
6	Cyber/Electronic Operations and Warfare
7	Registered Nursing
8	Project Management
9	Finance
10	Logistics, Materials, and Supply Chain Management



Top 10 growing fields of study*

1	Data Analytics
2	Business Analytics
3	Cyber/Electronic Operations and Warfare
4	Computer and Information Systems Security/Information Assurance
5	Human Resources Management
6	Logistics, Materials, and Supply Chain Management
7	Finance
8	Registered Nursing
9	Computer/Information Technology
10	Computational Science

Employment opportunities

Unpacking veteran skills,
career advancement,
and retention trends

LinkedIn 



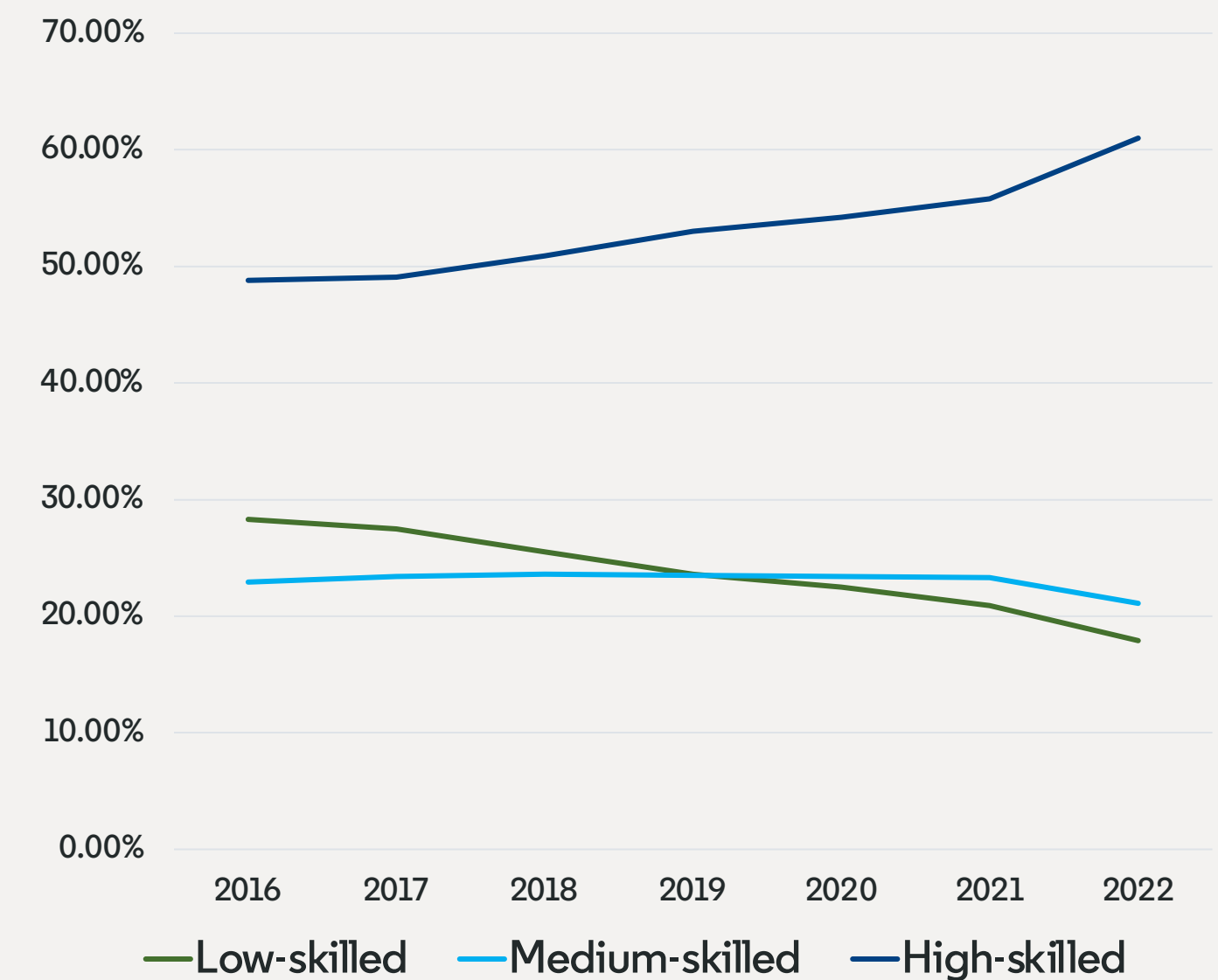
Skills-first hiring: Military veterans are high-skilled strategic hires

The current labor market is characterized by transformation and unpredictability.

From a global pandemic causing high unemployment rates and subsequent shifts in remote work dynamics, to the ongoing impact of artificial intelligence (AI) on workers, it's evident that traditional hiring practices no longer serve the evolving needs of businesses and the workforce. Skills-first hiring is a strategic approach to hiring that is helping employers remain competitive by tapping into new talent pools, particularly when recruiting and hiring military veterans.

Military veterans represent a segment of the population that may not have the same career trajectories as nonveterans. But veterans bring transferable skills to the civilian workforce, from leadership, communication, and strategic planning to technical skills such as engineering, data analytics, and project management. Since 2016, veteran representation in low-skilled jobs has steadily declined, while their representation in high-skilled jobs has increased 61%. By focusing solely on degrees and past job titles and industries, employers risk overlooking this competitive talent pool.

Veteran first civilian job skill level representation*



*See methodology section for more details on how we define skill level

Skills-first hiring (continued)

Based on findings from LinkedIn's Skills-First report⁶, a skills-first hiring approach inclusive of veterans offers many benefits for employers:

Expanding talent pools: A skills-first approach can expand employment talent pools by up to 20x, opening doors to a larger and more diverse set of candidates.

Improving equity and representation: By adopting a skills-first approach, there's potential to increase the representation of women by 24% in roles where they are currently underrepresented. Additionally, there are increased opportunities for older workers and those without bachelor's degrees. Military veterans, who come from varied backgrounds, stand to benefit from such an inclusive strategy.

Meeting the demands of a changing labor market:

The skills needed for jobs are rapidly evolving, with LinkedIn data suggesting that required skills have shifted by about 25% since 2015. Military veterans, having faced dynamic and challenging environments, are often primed for adaptability and continuous learning.

Bridging the opportunity gap: Great talent is everywhere, but opportunities are not equally distributed. By emphasizing skills, businesses can ensure that hiring is based on merit and ability, rather than on one's background, academic pedigree, or network. For veterans, who might not have a conventional corporate network, this is a game-changer.

Supporting a resilient workforce: Military veterans are trained to operate effectively under pressure, making them assets in a rapidly changing economic landscape. By recognizing the unique skills veterans bring to the table, businesses can bolster their resilience and adaptability, especially in the evolving world of AI.



Skills-first hiring (continued)



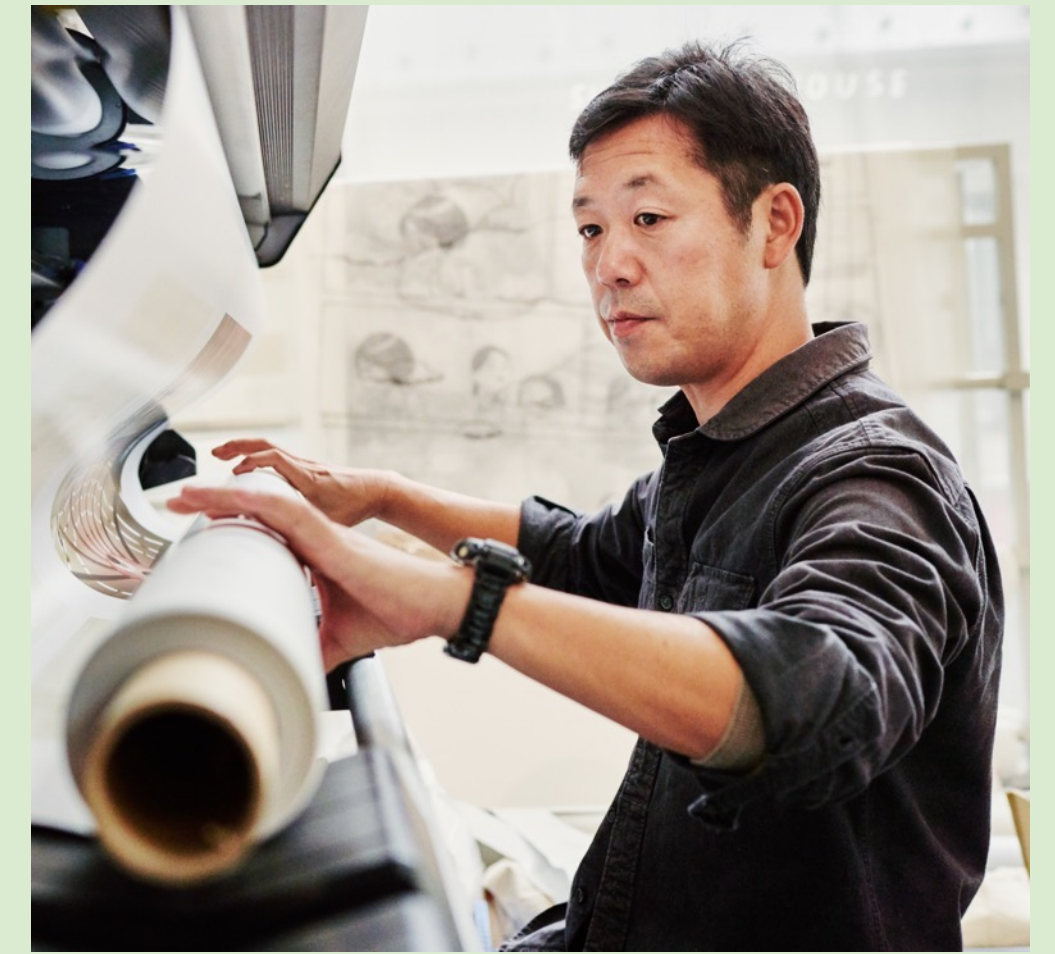
Top 10 veteran hard skills

1	Business management
2	Project management
3	Customer service
4	Data management
5	Program management
6	Financial management
7	Sales
8	Operational planning
9	Engineering
10	Quality assurance



Top 10 veteran soft skills

1	Leadership
2	Interpersonal skills
3	Management
4	Communication
5	Analytical skills
6	Team leadership
7	Problem solving
8	Teamwork
9	Strategic planning
10	Public speaking



Adopting a skills-first strategy in veteran hiring is not merely an act of goodwill — it's a strategic decision. By focusing on the wealth of skills and experiences that veterans bring, businesses can unlock unparalleled value, fostering innovation and promoting a culture of inclusivity and growth.

When compared with the [LinkedIn 2023 Most In-Demand Skills list](#), eight of veterans' top 10 skills are among the skills employees need most.

The eight skills: 1. Leadership 2. Management 3. Communication 4. Analytical skills 5. Teamwork 6. Project management 7. Sales 8. Customer service

Veteran underemployment: Military experience is undervalued

Veteran underemployment is a pressing issue that deserves attention. According to LinkedIn data, despite veterans having valuable experience and skills, they are half as likely as nonveterans to reach director or vice president roles. This disparity reveals what many veterans feel: a systemic undervaluation of military experience in the corporate world.

As we've seen in this report, veterans possess a wealth of in-demand skills. However, military experience appears to be undervalued. Veterans that do get promoted to civilian leadership roles typically need a median of 17 years of experience to reach their first director role and 19 years for a VP position, inclusive of their military experience. Nonveteran new graduates need just 9 years of work experience to reach their first director role and 11 years to reach a VP position. Interestingly, when excluding military experience from the calculation, it typically takes veterans 8 years of civilian workforce experience to reach a director role and 10 years to reach a VP position.

The years of non-military work experience veterans need to achieve a leadership position are slightly fewer than for nonveteran new graduates — 1 year less for both director and VP roles. This indicates that veterans who are able to break through initial barriers get promoted more quickly than nonveterans.

The crux of the issue lies in the corporate sector's undervaluing of military experience. Veterans tend to get hired into roles that do not take full advantage of their skills and professional military experience. This not only hinders the career advancement of veterans, but also robs organizations of diverse leadership perspectives.

Veteran underemployment is a multifaceted issue that requires a concerted effort from employers to resolve. By re-evaluating hiring practices, promoting awareness, and providing targeted support, companies can rectify the underemployment of veterans while also enriching their leadership with diverse and experienced perspectives.



It takes veterans **much longer** to reach director and VP roles.

■ Nonveteran new graduates ■ Veterans

To reach first director role

9 yrs

17 yrs

To reach first VP role

11 yrs

19 yrs

Retention: Continuing to debunk the turnover myth

The common myth that 50% of veterans leave their first civilian job within the first six months persists, despite recent research and data showing a much different and more positive reality.

According to Pew research on post-9/11 veterans published in 2019⁷, only 20% of veterans left their first post-military job within six months. LinkedIn data shows that this is not unusual behavior for new hires, regardless of military experience.

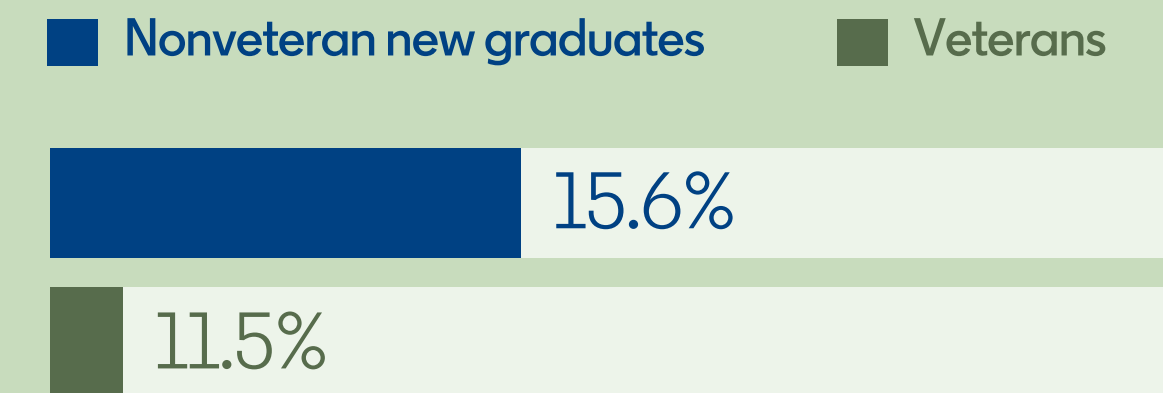
In fact, based on LinkedIn insights, veterans are 27% less likely than nonveterans to leave their first jobs within 6 months. While 15.6% of nonveteran new graduates leave their first jobs within six months, only 11.5% of veterans do the same.

These findings suggest that retention isn't a veteran issue. Rather, their likeliness to stay at a job longer than nonveterans is further reason to include and advocate for veterans in hiring strategies.



Veterans are **27% less likely to leave** their first job within six months.

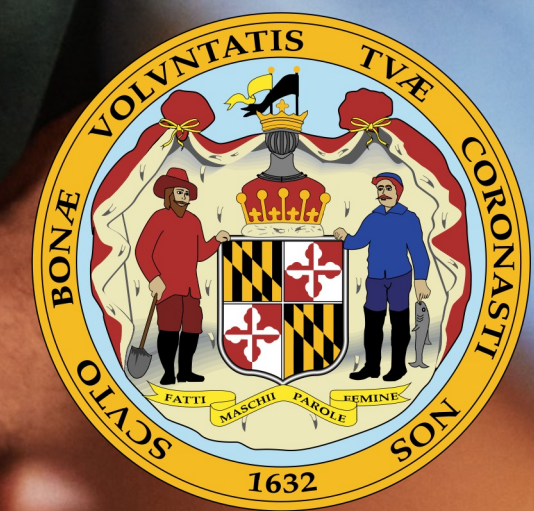
Leave their first jobs within six months:



State opportunities

Examining veteran employment across the U.S.

LinkedIn



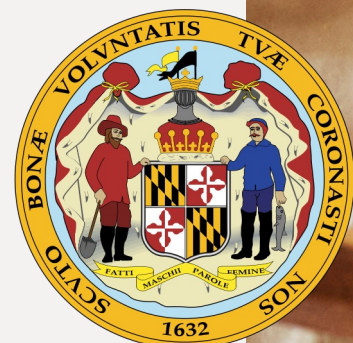
State opportunities

Having knowledge about the top industries, employers, and job functions hiring veterans in each state can help veterans navigate through job market uncertainty and effectively move toward civilian careers that are meaningful and rewarding.

Transitioning to the civilian workforce can be a daunting task, especially if it isn't clear what opportunities are available. So, in collaboration with the State of Maryland and the State of Maryland's Veterans Affairs team, we've provided the top five industries, job functions, and employers hiring veterans in each state.

Our hope is that veteran job seekers can use the information found in the appendix of this report to make informed decisions regarding their post-military career paths. Knowing which sectors in their chosen state value and seek their skills and experience can expedite the job search process and improve success rates. It can also guide veterans in building effective networks or pursuing relevant training, education, or certifications if needed.

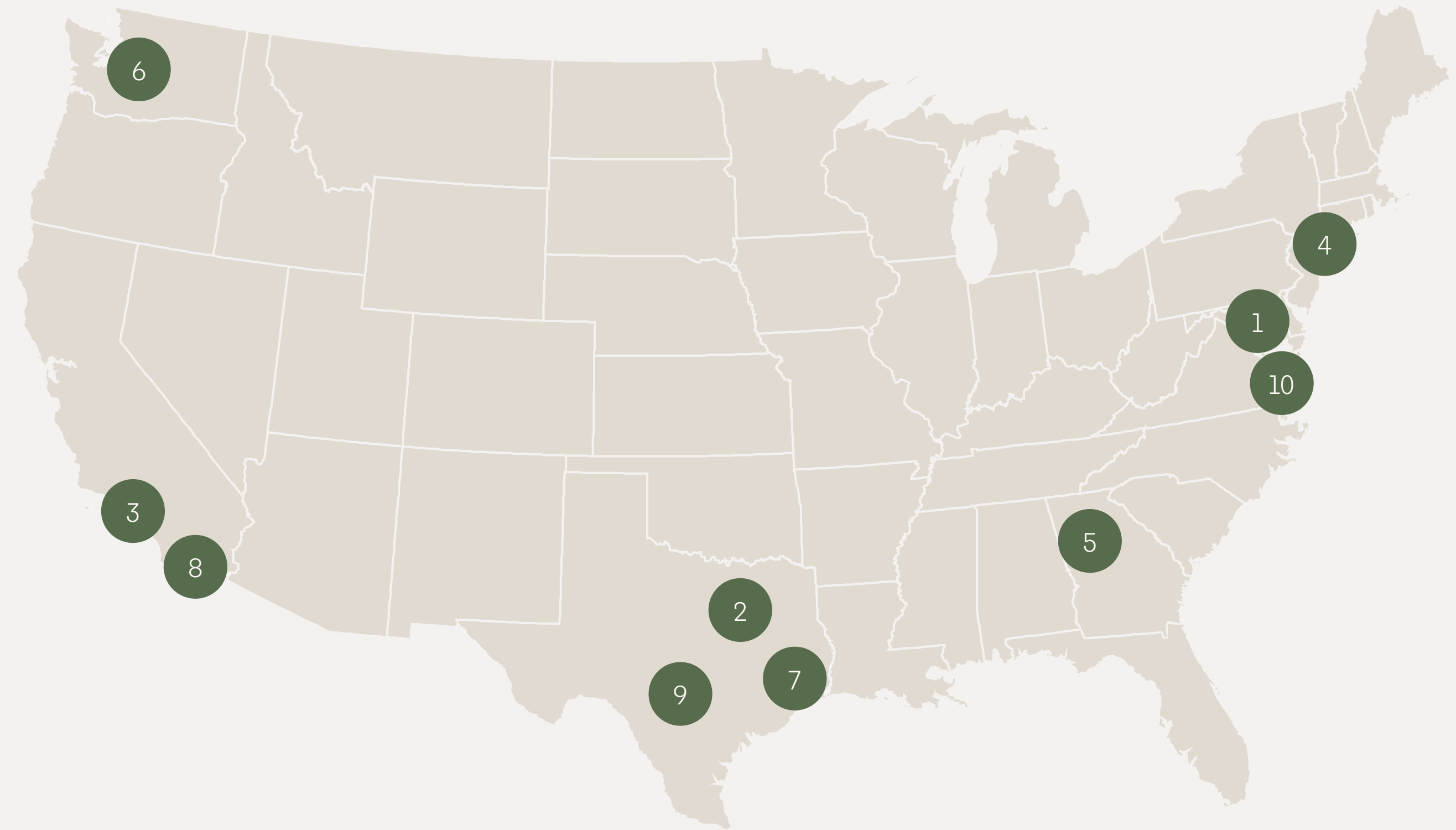
Please see the appendix for top industries, job functions, and employers hiring veterans tables.



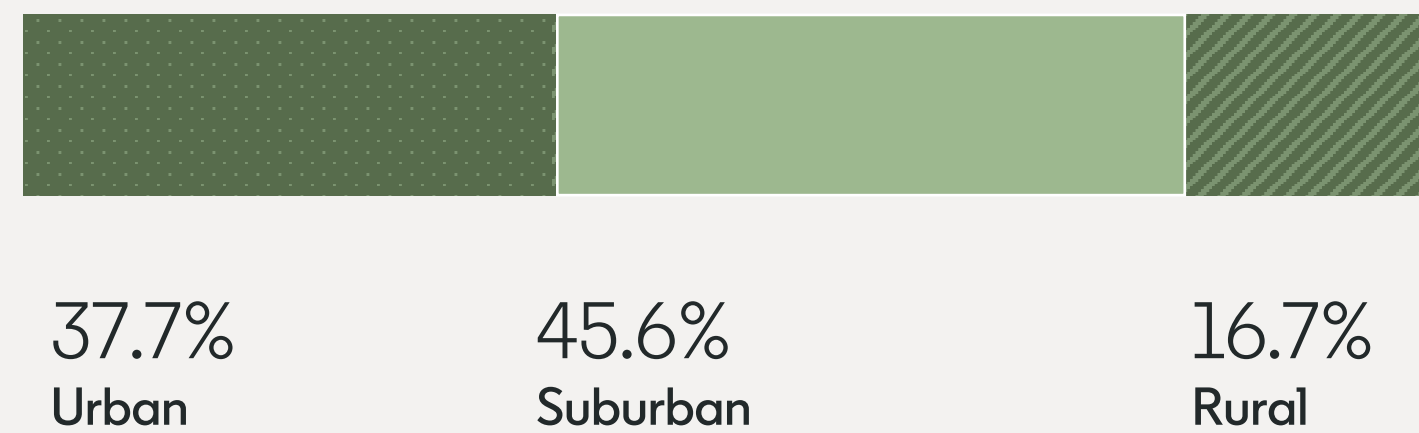
State opportunities

Policymakers can use these insights to develop targeted support programs and policies that facilitate smooth transitions for veterans into civilian employment.

Such data-driven policies can optimize resource allocation, ensuring that programs cater effectively to the areas of highest impact, yielding better outcomes for veterans, their communities, and the economic and social benefit of the state.



Types of communities where veterans choose to live



Top 10 market areas where veterans live and work

1	Washington D.C.-Baltimore Area	6	Greater Seattle Area
2	Dallas-Fort Worth Metroplex	7	Greater Houston
3	Los Angeles Metropolitan Area	8	San Diego Metropolitan Area
4	New York City Metropolitan Area	9	San Antonio, Texas Metropolitan Area
5	Atlanta Metropolitan Area	10	Hampton Roads, Virginia Metropolitan Area



Recommendations

For employers, policymakers,
and veterans

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Recommendations for employers

Promoting inclusivity and driving value

Military veterans are ready to apply their skills and experience in the civilian workplace — but hiring processes are not always ready for them. By getting intentional and strategic about veteran hiring at your company, you can tap into this diverse talent pool and unlock all the benefits veterans bring to the workforce.



Here are four steps that can help **employers**:

1. Think skills-first

Center skills in both hiring and promotion decisions. Veterans' work histories and academic backgrounds often look different than their nonveteran peers, but veterans possess top in-demand skills that will help your organization succeed.

2. Educate and inform

Train managers and hiring teams to understand that military experience is professional experience that equips veterans to excel in the civilian workforce.

3. Listen to veteran voices

Where possible, include employees with military experience in interview panels and conversations around veteran hiring initiatives. Consider establishing a veteran-focused employee resource group (ERG) to serve as both a source of knowledge and a supportive community for veteran hires.

4. Partner up

Embrace the resources available to your company. Many organizations and programs exist to help bridge the gap between veterans and employers, including:

- American Corporate Partners
- DoD SkillBridge Program
- FourBlock
- Hire Heroes USA
- Hiring Our Heroes
- VetJobs

Recommendations for policymakers

Improving outcomes for veterans

Helping veterans reach their full potential in their post-military careers benefits everyone. Policymakers play a key role in creating environments that support military transitions and promote the value of veteran hiring, both of which benefit veterans, their families, and the communities in which they live and work.



Here are some actions that can help **policymakers**:

1. Fund transition programs

Invest in and expand programs that help veterans launch meaningful post-service careers. Seek to grow awareness of these programs within military communities to increase participation.

2. Encourage internship participation

Collaborate with businesses and organizations to create flexible internships, making internship opportunities more accessible and appealing. Encourage student veterans to participate in internships by offering targeted financial incentives or stipends that offset the costs of unpaid internships.

3. Advocate for veteran hiring

Celebrate companies that have strong veteran hiring and professional development programs, and support organizations that want to start recruiting veterans. Partner with government public employment services to help industries facing staffing challenges tap into the veteran talent pool.

4. Promote equitable practices within

Ensure government hiring and promotion practices are inclusive of the veteran community. Take a skills-first approach to hiring and track promotion rates between veterans and nonveterans to reveal opportunities to champion change.

Recommendations for veterans

Transitioning with confidence

Transitioning into the civilian workforce is challenging, often in surprising and unexpected ways. Identifying and preparing for potential hurdles can help you set yourself up for success as you take this next step in your career journey.



Here are some actions that can help **veterans**:

1. Build out your network

Start by connecting with people you already know on LinkedIn. Then, consider reaching out to fellow veterans and other professionals in roles or at companies that interest you. Ask for informational interviews to learn more about their career path.

2. Translate your skills

Take advantage of a [free year of LinkedIn Premium](#) and explore LinkedIn Learning courses like “[LinkedIn for Veterans and the Military Community](#)” to learn how to communicate your skills in interviews.

3. Practice interviewing skills

Leverage [LinkedIn’s Interview Prep Tool](#) to hone your interviewing skills. Learn frameworks for answering interview questions and practice by mock interviewing with a friend or trusted mentor.

4. Look for veteran-friendly opportunities

Use the information about top industries, companies, and occupations for veterans contained in the appendix of this report to prioritize where you search for opportunities.

Conclusion

The 2023 Veteran Opportunity Report underscores the significant potential that U.S. veterans offer to the civilian workforce.

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Conclusion

Embrace the value of military veteran talent

With higher education attainment, valuable in-demand skills and experience, and a proven track record of commitment and adaptability, veterans represent a diverse and competitive talent pool that can greatly benefit employers and their objectives.

However, challenges with underemployment and the undervaluation of military experience remain, and the need for more inclusive military hiring practices persists.

Despite veteran's education, work experience, and increasing representation in high-skilled jobs, there's a discrepancy in the recognition and advancement of veterans within the corporate sector. This gap calls for a re-evaluation of hiring and promotion practices and a shift toward a skills-first approach in evaluating talent and upward mobility, which will not only benefit veterans but also enhance the diversity and resiliency of the workforce. Lastly, LinkedIn retention data debunks the long-standing myth that 50% of veterans leave their first civilian job in six months or less, emphasizing veterans' commitment and stability as loyal employees.

To truly harness the potential of veterans, it's imperative that businesses, policymakers, and society at large recognize and value the experiences and skills veterans have earned. Embracing veterans as integral members of the workforce is not just a matter of equity; it's a strategic investment in a diverse, skilled, and resilient workforce that's poised to navigate and thrive in an ever-evolving labor market.

Appendix

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Methodology

Scope: The data contained within this report is limited to LinkedIn's U.S. member community. Not all U.S. veterans are on LinkedIn, although over 2 million veterans in the workforce are, plus veterans that choose not to list their military service.

Veterans in this report are defined as LinkedIn members who have at least 1 U.S. military organization under their list of positions on their LinkedIn profile. At least 1 position must have also ended to indicate their veteran status. The 17 military organizations include the U.S. Army, U.S. Air Force, and U.S. Marine Corps. Using this definition, we have approximately 2 million U.S. veterans on LinkedIn. The timing of when members became veterans is determined by the end date of their most recent military position. We provide veterans' demographic data on gender, age generation, time in service, and educational attainment.

Skill level: Veterans' first civilian jobs and nonveterans' first roles after a bachelor's degree were analyzed by the level of skill required. Low-skilled roles are defined by the Occupational Information Network (O*NET) as jobs that typically require a high school diploma or below. Medium-skilled roles require education higher than a high school diploma/GED but lower than a bachelor's, and high-skilled roles are roles that typically require a bachelor's degree or above.

Time to first director/VP role: The time to first director/VP role is calculated as the median years of experience a veteran had before reaching their first director or VP role in the past 5 years (2018-2022). Veteran outcomes were then compared with nonveteran bachelor's graduates who reached these roles in the same time period.

Education: To do an analysis on veteran education over a long-time horizon, we analyzed veterans who left the military in 2012 and split them by segment based on when they started their most recent degree: before, during, and after military service. We then analyzed their education and early career outcomes by segment. These results were compared to nonveteran U.S. bachelor's degree graduates from the class 2013-2016. This time period was chosen because our data showed that most members who left the military in 2012 and started their degrees after military service did so during this time. Data on veterans' and nonveterans' degree completion and internships, duration of degrees, most popular schools, and fields of studies use these cohorts.

When referring to degree obtainment, sub-bachelor is defined as a high school degree, associate degree, trade school, or a STAR (someone who is skilled through alternative routes), while "none" means no degree was listed. We used this information to do a comparative analysis between veteran and nonveteran education. We then performed a separate analysis of the top schools enrolled in by veterans after military service in 2022 and the fastest growing fields of study for veterans between 2017 and 2022 to provide more recent data on the state of veteran education. These are shown as tables in the main report.

Methodology (continued)

Top skills in job postings by industry: Skills were ranked by the total number of job postings that appeared on LinkedIn in the year 2022.

Top veteran skills: Top veteran skills are determined by skills veterans add to their LinkedIn profiles. Hard skills are skills that are obtained through industry knowledge, while soft skills are skills that primarily affect people's behavior or thinking.

State-level insights: Veterans' state locations were determined by the state location of their job position(s) in 2022. If a veteran had multiple positions in different states in 2022, they are represented in each state they were located in. This was purposefully done to track every case of veteran hiring.

Time in service: Ending range value is excluded (ex: 5-10 years = tenure of 60-to-119 months). We selected these ranges because we feel it best encapsulates typical service contract lengths and provides information on the representation of junior and senior military professionals on LinkedIn.





Appendix

Citations

1. U.S. Department of Labor, Bureau of Labor Statistics, October 2023. “Table A-5. Employment status of the civilian population 18 years and over by veteran status, period of service, and sex, not seasonally adjusted.” <https://www.bls.gov/news.release/empsit.t05.htm>
2. U.S. Department of Defense, December 2022. “Department of Defense Releases Annual Demographics Report — Upward Trend in Number of Women Serving Continues.” <https://www.defense.gov/News/Releases/Release/Article/3246268/departments-of-defense-releases-annual-demographics-report-upward-trend-in-number/>
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State's share of the veteran population

States + D.C.	% share of veteran population across all 50 states and Washington D.C.
1. Texas	11.74%
2. California	9.04%
3. Florida	7.94%
4. Virginia	7.04%
5. North Carolina	4.39%
6. Georgia	4.38%
7. Washington	3.34%
8. Colorado	3.27%
9. Ohio	2.93%
10. New York	2.71%
11. Pennsylvania	2.69%
12. Arizona	2.64%
13. Maryland	2.60%
14. Illinois	2.47%
15. Tennessee	2.24%
16. South Carolina	2.06%
17. Michigan	1.86%
18. Alabama	1.78%
19. Missouri	1.67%
20. Indiana	1.47%
21. New Jersey	1.45%
22. Massachusetts	1.40%
23. Wisconsin	1.25%
24. Oklahoma	1.23%
25. Minnesota	1.19%

States + D.C.	% share of veteran population across all 50 states and Washington D.C.
26. Oregon	1.13%
27. Nevada	1.09%
28. Louisiana	1.04%
29. Kentucky	1.02%
30. Kansas	0.98%
31. District of Columbia	0.94%
32. Utah	0.90%
33. Connecticut	0.71%
34. Arkansas	0.71%
35. Idaho	0.67%
36. New Mexico	0.62%
37. Iowa	0.59%
38. Mississippi	0.59%
39. Nebraska	0.58%
40. Hawaii	0.56%
41. New Hampshire	0.48%
42. Alaska	0.46%
43. Maine	0.33%
44. West Virginia	0.31%
45. Montana	0.29%
46. Delaware	0.28%
47. Rhode Island	0.26%
48. South Dakota	0.20%
49. Wyoming	0.19%
50. North Dakota	0.17%
51. Vermont	0.12%

State's top five veteran employers

Top five organizations where veterans were hired from 2017-2022 across all 50 states and Washington D.C.

State	Rank 1	Rank 2	Rank 3	Rank 4	Rank 5
Alabama	SAIC	Northrop Grumman	Lockheed Martin	Boeing	MI Support Services
Alaska	State of Alaska	University of Alaska Anchorage	U.S. Department of Veterans Affairs	GCI Communication Corp.	University of Alaska Fairbanks
Arizona	Raytheon	Amazon	U.S. Department of Veterans Affairs	Honeywell	Intel Corporation
Arkansas	Walmart	U.S. Department of Veterans Affairs	Tyson Foods	J.B. Hunt Transport Services, Inc.	Walmart Global Tech
California	Northrop Grumman	U.S. Department of Veterans Affairs	Amazon	Lockheed Martin	Tesla
Colorado	Lockheed Martin	U.S. Department of Veterans Affairs	Jacobs	Northrop Grumman	Raytheon
Connecticut	Pratt & Whitney	General Dynamics Electric Boat	Sikorsky	U.S. Department of Veterans Affairs	Collins Aerospace
Delaware	JPMorgan Chase & Co.	State of Delaware	Amazon	U.S. Department of Veterans Affairs	Bayhealth
District of Columbia	U.S. Department of State	U.S. Department of Veterans Affairs	U.S. Department of Homeland Security	United States Department of Defense	Booz Allen Hamilton
Florida	Lockheed Martin	U.S. Department of Veterans Affairs	Northrop Grumman	Amazon	Jacobs
Georgia	Gulfstream Aerospace	Delta Air Lines	U.S. Department of Veterans Affairs	Amazon	The Home Depot
Hawaii	United States Department of Defense	Booz Allen Hamilton	Amentum	U.S. Indo-Pacific Command	Hawaiian Airlines
Idaho	Micron Technology	Boise State University	Idaho National Laboratory	St. Luke's Health System	U.S. Department of Veterans Affairs
Illinois	U.S. Department of Veterans Affairs	Amazon	Caterpillar Inc.	Northrop Grumman	Exelon Generation
Indiana	U.S. Department of Veterans Affairs	Amazon	Eli Lilly and Company	Purdue University	DFAS
Iowa	Collins Aerospace	John Deere	Wells Fargo	U.S. Department of Veterans Affairs	Principal Financial Group
Kansas	U.S. Department of Veterans Affairs	Spirit AeroSystems	U.S. Army Command and General Staff College	Textron Aviation	Honeywell
Kentucky	Amazon	Humana	U.S. Department of Veterans Affairs	UPS	University of Kentucky
Louisiana	Entergy	U.S. Department of Veterans Affairs	General Dynamics Information Technology	Ochsner Health	Louisiana State University
Maine	General Dynamics - Bath Iron Works	U.S. Department of Veterans Affairs	State of Maine	Northern Light Health	Abbott

State's top five veteran employers

Top five organizations where veterans were hired from 2017-2022 across all 50 states and Washington D.C.

State	Rank 1	Rank 2	Rank 3	Rank 4	Rank 5
Maryland	Booz Allen Hamilton	United States Department of Defense	Northrop Grumman	Leidos	CACI International Inc
Massachusetts	U.S. Department of Veterans Affairs	Raytheon	RTX	Amazon	MIT Lincoln Laboratory
Michigan	General Motors	Ford Motor Company	U.S. Department of Veterans Affairs	Amazon	DTE Energy
Minnesota	U.S. Department of Veterans Affairs	Medtronic	Target	Wells Fargo	U.S. Bank
Mississippi	U.S. Department of Veterans Affairs	Entergy	The University of Southern Mississippi	The Vertex Company	Ingalls Shipbuilding, a Division of HII
Missouri	Boeing	U.S. Department of Veterans Affairs	Honeywell	Cerner Corporation	Amazon
Montana	Montana State University-Bozeman	U.S. Department of Veterans Affairs	U.S. Forest Service	State of Montana	University of Montana
Nebraska	U.S. Department of Veterans Affairs	United States Strategic Command	Union Pacific Railroad	Peraton	Leidos
Nevada	Tesla	U.S. Department of Veterans Affairs	Amazon	MGM Resorts International	Amentum
New Hampshire	BAE Systems	BAE Systems, Inc.	Southern New Hampshire University	Raytheon	U.S. Department of Veterans Affairs
New Jersey	Amazon	U.S. Department of Veterans Affairs	Johnson & Johnson	Lockheed Martin	Verizon
New Mexico	Los Alamos National Laboratory	Sandia National Laboratories	U.S. Department of Veterans Affairs	The University of New Mexico	U.S. Forest Service
New York	U.S. Department of Veterans Affairs	Amazon	JPMorgan Chase & Co.	United States Military Academy at West Point	L3Harris Technologies
North Carolina	Wells Fargo	U.S. Department of Veterans Affairs	Cisco	Bank of America	Lowe's Companies, Inc.
North Dakota	University of North Dakota	Microsoft	Northrop Grumman	Sanford Health	North Dakota State University
Ohio	U.S. Department of Veterans Affairs	Amazon	GE Aerospace	JPMorgan Chase & Co.	Cleveland Clinic
Oklahoma	Boeing	U.S. Department of Veterans Affairs	Federal Aviation Administration	Amazon	Northrop Grumman
Oregon	Intel Corporation	Nike	U.S. Department of Veterans Affairs	Lam Research	Amazon
Pennsylvania	U.S. Department of Veterans Affairs	Amazon	UPMC	Penn State University	PNC
Rhode Island	U.S. Naval War College	General Dynamics Electric Boat	U.S. Department of Veterans Affairs	CVS Health	Naval Undersea Warfare Center Newport

State's top five veteran employers

Top five organizations where veterans were hired from 2017-2022 across all 50 states and Washington D.C.

State	Rank 1	Rank 2	Rank 3	Rank 4	Rank 5
South Dakota	U.S. Department of Veterans Affairs	Sanford Health	Monument Health	State of South Dakota	Black Hills Energy
Tennessee	U.S. Department of Veterans Affairs	Amazon	FedEx	Tennessee Valley Authority	State of Tennessee
Texas	U.S. Department of Veterans Affairs	Lockheed Martin	USAA	Amazon	Raytheon
Utah	Northrop Grumman	U.S. Department of Veterans Affairs	University of Utah	Intermountain Health	Lockheed Martin
Vermont	State of Vermont	U.S. Department of Veterans Affairs	Norwich University	Vermont Army National Guard	Collins Aerospace
Virginia	Booz Allen Hamilton	United States Department of Defense	SAIC	General Dynamics Information Technology	CACI International Inc
Washington	Amazon	Boeing	Microsoft	Amazon Web Services (AWS)	U.S. Department of Veterans Affairs
West Virginia	U.S. Department of Veterans Affairs	West Virginia University	WVU Medicine	Leidos	State of West Virginia
Wisconsin	U.S. Department of Veterans Affairs	Northwestern Mutual	GE HealthCare	University of Wisconsin-Madison	Amazon
Wyoming	U.S. Department of Veterans Affairs	University of Wyoming	Bureau of Land Management	Wyoming Air National Guard	DISH Network

State's top five job functions veterans perform

Top five job functions veterans perform in positions hired from 2017-2022 across all 50 states and Washington D.C.

State	Rank 1	Rank 2	Rank 3	Rank 4	Rank 5
Alabama	Operations	Information Technology	Engineering	Business Development	Program and Project Management
Alaska	Operations	Information Technology	Healthcare Services	Engineering	Military and Protective Services
Arizona	Operations	Information Technology	Engineering	Business Development	Sales
Arkansas	Operations	Information Technology	Business Development	Sales	Engineering
California	Operations	Information Technology	Engineering	Business Development	Sales
Colorado	Operations	Information Technology	Engineering	Business Development	Sales
Connecticut	Operations	Information Technology	Business Development	Engineering	Sales
Delaware	Operations	Information Technology	Business Development	Engineering	Sales
District of Columbia	Business Development	Information Technology	Operations	Community and Social Services	Program and Project Management
Florida	Operations	Information Technology	Business Development	Engineering	Sales
Georgia	Operations	Information Technology	Business Development	Engineering	Sales
Hawaii	Operations	Information Technology	Military and Protective Services	Business Development	Engineering
Idaho	Operations	Information Technology	Engineering	Business Development	Sales
Illinois	Operations	Information Technology	Engineering	Business Development	Sales
Indiana	Operations	Information Technology	Engineering	Sales	Business Development
Iowa	Operations	Information Technology	Engineering	Sales	Business Development
Kansas	Operations	Information Technology	Engineering	Business Development	Military and Protective Services
Kentucky	Operations	Information Technology	Business Development	Engineering	Sales
Louisiana	Operations	Information Technology	Engineering	Business Development	Sales
Maine	Operations	Information Technology	Engineering	Business Development	Sales
Maryland	Information Technology	Operations	Engineering	Business Development	Program and Project Management
Massachusetts	Operations	Information Technology	Business Development	Engineering	Sales
Michigan	Operations	Information Technology	Engineering	Business Development	Sales
Minnesota	Operations	Information Technology	Engineering	Business Development	Sales
Mississippi	Operations	Information Technology	Engineering	Business Development	Sales

State's top five job functions veterans perform

Top five job functions veterans perform in positions hired from 2017-2022 across all 50 states and Washington D.C.

State	Rank 1	Rank 2	Rank 3	Rank 4	Rank 5
Missouri	Operations	Information Technology	Engineering	Business Development	Sales
Montana	Operations	Information Technology	Business Development	Engineering	Sales
Nebraska	Operations	Information Technology	Engineering	Business Development	Sales
Nevada	Operations	Information Technology	Business Development	Engineering	Military and Protective Services
New Hampshire	Operations	Information Technology	Engineering	Business Development	Sales
New Jersey	Operations	Information Technology	Business Development	Engineering	Sales
New Mexico	Operations	Information Technology	Engineering	Business Development	Military and Protective Services
New York	Operations	Information Technology	Business Development	Engineering	Sales
North Carolina	Operations	Information Technology	Business Development	Engineering	Sales
North Dakota	Operations	Information Technology	Engineering	Business Development	Sales
Ohio	Operations	Information Technology	Engineering	Business Development	Sales
Oklahoma	Operations	Information Technology	Engineering	Business Development	Sales
Oregon	Operations	Information Technology	Engineering	Business Development	Sales
Pennsylvania	Operations	Information Technology	Business Development	Engineering	Sales
Rhode Island	Operations	Information Technology	Business Development	Engineering	Sales
South Carolina	Operations	Information Technology	Business Development	Engineering	Sales
South Dakota	Operations	Information Technology	Engineering	Business Development	Sales
Tennessee	Operations	Information Technology	Business Development	Engineering	Sales
Texas	Operations	Information Technology	Business Development	Engineering	Sales
Utah	Operations	Information Technology	Engineering	Business Development	Sales
Vermont	Operations	Information Technology	Business Development	Engineering	Healthcare Services
Virginia	Operations	Information Technology	Business Development	Engineering	Program and Project Management
Washington	Operations	Information Technology	Engineering	Business Development	Program and Project Management
West Virginia	Operations	Information Technology	Engineering	Business Development	Military and Protective Services
Wisconsin	Operations	Information Technology	Engineering	Business Development	Sales
Wyoming	Operations	Business Development	Information Technology	Military and Protective Services	Engineering

State's top five industries hiring veterans

Top five industries hiring veterans from 2017-2022 across all 50 states and Washington D.C.

State	Rank 1	Rank 2	Rank 3	Rank 4	Rank 5
Alabama	Manufacturing	Professional Services	Government Administration	Technology, Information and Media	Transportation, Logistics, Supply Chain and Storage
Alaska	Government Administration	Professional Services	Manufacturing	Hospitals and Health Care	Transportation, Logistics, Supply Chain and Storage
Arizona	Manufacturing	Professional Services	Government Administration	Technology, Information and Media	Financial Services
Arkansas	Manufacturing	Professional Services	Government Administration	Transportation, Logistics, Supply Chain and Storage	Retail
California	Manufacturing	Professional Services	Technology, Information and Media	Government Administration	Hospitals and Health Care
Colorado	Manufacturing	Professional Services	Technology, Information and Media	Government Administration	Hospitals and Health Care
Connecticut	Manufacturing	Professional Services	Government Administration	Financial Services	Hospitals and Health Care
Delaware	Manufacturing	Professional Services	Government Administration	Financial Services	Hospitals and Health Care
District of Columbia	Government Administration	Professional Services	Consumer Services	Manufacturing	Technology, Information and Media
Florida	Manufacturing	Professional Services	Government Administration	Technology, Information and Media	Hospitals and Health Care
Georgia	Manufacturing	Professional Services	Government Administration	Technology, Information and Media	Transportation, Logistics, Supply Chain and Storage
Hawaii	Government Administration	Professional Services	Manufacturing	Hospitals and Health Care	Education
Idaho	Manufacturing	Professional Services	Government Administration	Hospitals and Health Care	Education
Illinois	Manufacturing	Professional Services	Government Administration	Technology, Information and Media	Hospitals and Health Care
Indiana	Manufacturing	Professional Services	Government Administration	Hospitals and Health Care	Technology, Information and Media
Iowa	Manufacturing	Professional Services	Government Administration	Financial Services	Technology, Information and Media
Kansas	Manufacturing	Government Administration	Professional Services	Hospitals and Health Care	Technology, Information and Media
Kentucky	Manufacturing	Professional Services	Government Administration	Hospitals and Health Care	Transportation, Logistics, Supply Chain and Storage
Louisiana	Manufacturing	Professional Services	Government Administration	Oil, Gas, and Mining	Hospitals and Health Care
Maine	Manufacturing	Professional Services	Hospitals and Health Care	Government Administration	Technology, Information and Media
Maryland	Professional Services	Manufacturing	Government Administration	Technology, Information and Media	Consumer Services
Massachusetts	Manufacturing	Professional Services	Technology, Information and Media	Government Administration	Hospitals and Health Care
Michigan	Manufacturing	Professional Services	Government Administration	Hospitals and Health Care	Technology, Information and Media
Minnesota	Manufacturing	Professional Services	Government Administration	Technology, Information and Media	Financial Services

State's top five industries hiring veterans

Top five industries hiring veterans from 2017-2022 across all 50 states and Washington D.C.

State	Rank 1	Rank 2	Rank 3	Rank 4	Rank 5
Mississippi	Manufacturing	Government Administration	Professional Services	Hospitals and Health Care	Transportation, Logistics, Supply Chain and Storage
Missouri	Manufacturing	Professional Services	Government Administration	Technology, Information and Media	Hospitals and Health Care
Montana	Government Administration	Manufacturing	Professional Services	Hospitals and Health Care	Technology, Information and Media
Nebraska	Professional Services	Manufacturing	Government Administration	Technology, Information and Media	Financial Services
Nevada	Manufacturing	Professional Services	Government Administration	Technology, Information and Media	Administrative and Support Services
New Hampshire	Manufacturing	Professional Services	Technology, Information and Media	Government Administration	Hospitals and Health Care
New Jersey	Manufacturing	Professional Services	Government Administration	Technology, Information and Media	Financial Services
New Mexico	Government Administration	Manufacturing	Professional Services	Hospitals and Health Care	Education
New York	Professional Services	Manufacturing	Financial Services	Technology, Information and Media	Government Administration
North Carolina	Manufacturing	Professional Services	Government Administration	Technology, Information and Media	Hospitals and Health Care
North Dakota	Manufacturing	Professional Services	Government Administration	Oil, Gas, and Mining	Transportation, Logistics, Supply Chain and Storage
Ohio	Manufacturing	Professional Services	Government Administration	Hospitals and Health Care	Technology, Information and Media
Oklahoma	Manufacturing	Professional Services	Government Administration	Technology, Information and Media	Transportation, Logistics, Supply Chain and Storage
Oregon	Manufacturing	Professional Services	Government Administration	Technology, Information and Media	Hospitals and Health Care
Pennsylvania	Manufacturing	Professional Services	Government Administration	Hospitals and Health Care	Technology, Information and Media
Rhode Island	Manufacturing	Professional Services	Government Administration	Education	Hospitals and Health Care
South Carolina	Manufacturing	Professional Services	Government Administration	Technology, Information and Media	Hospitals and Health Care
South Dakota	Manufacturing	Government Administration	Hospitals and Health Care	Professional Services	Technology, Information and Media
Tennessee	Manufacturing	Professional Services	Government Administration	Hospitals and Health Care	Technology, Information and Media
Texas	Manufacturing	Professional Services	Technology, Information and Media	Government Administration	Hospitals and Health Care
Utah	Manufacturing	Professional Services	Technology, Information and Media	Government Administration	Hospitals and Health Care
Vermont	Manufacturing	Government Administration	Professional Services	Education	Technology, Information and Media
Virginia	Professional Services	Manufacturing	Government Administration	Technology, Information and Media	Consumer Services
Washington	Manufacturing	Technology, Information and Media	Professional Services	Government Administration	Hospitals and Health Care
West Virginia	Professional Services	Manufacturing	Government Administration	Technology, Information and Media	Hospitals and Health Care
Wisconsin	Manufacturing	Professional Services	Hospitals and Health Care	Government Administration	Financial Services
Wyoming	Government Administration	Professional Services	Manufacturing	Oil, Gas, and Mining	Hospitals and Health Care

State rankings of hiring veterans into tech roles

State rankings of hiring veterans into technology positions in 2022 across all 50 states and Washington D.C. These insights capture the total percentage share per state and the likelihood a veteran is hired into tech when compared to their nonveteran peers.

States + D.C.	Vet hire likelihood over U.S. members	% of vets hired in industry by state	States + D.C.	Vet hire likelihood over U.S. members	% of vets hired in industry by state
1. Texas	-0.87%	12.22%	28. Oklahoma	-0.12%	0.98%
2. California	-5.09%	11.40%	29. Wisconsin	-0.79%	0.90%
3. Virginia	-0.49%	7.16%	30. Kansas	-0.97%	0.77%
4. Florida	-0.42%	6.94%	31. Kentucky	-0.54%	0.69%
5. Washington	-5.84%	5.33%	32. Louisiana	-0.30%	0.64%
6. North Carolina	-0.31%	4.63%	33. Connecticut	-1.21%	0.61%
7. Georgia	-1.24%	4.47%	34. Nebraska	0.06%	0.60%
8. Colorado	-1.36%	4.40%	35. Iowa	0.75%	0.55%
9. New York	-3.28%	3.07%	36. Arkansas	-0.68%	0.52%
10. Arizona	-0.63%	2.82%	37. Idaho	-0.69%	0.52%
11. Maryland	0.75%	2.80%	38. New Hampshire	-0.70%	0.50%
12. Illinois	-1.25%	2.44%	39. Hawaii	-0.40%	0.43%
13. Ohio	0.24%	2.36%	40. New Mexico	-0.69%	0.35%
14. Pennsylvania	-0.84%	2.20%	41. Mississippi	0.34%	0.35%
15. Tennessee	-0.44%	1.94%	42. Maine	-0.14%	0.28%
16. Massachusetts	-1.91%	1.75%	43. Alaska	-0.20%	0.26%
17. South Carolina	-0.04%	1.59%	44. West Virginia	1.54%	0.25%
18. Missouri	-0.06%	1.47%	45. Montana	-0.89%	0.24%
19. New Jersey	-1.33%	1.44%	46. Rhode Island	-1.03%	0.19%
20. Michigan	-0.24%	1.37%	47. Delaware	-0.71%	0.18%
21. Oregon	-0.91%	1.27%	48. South Dakota	0.42%	0.15%
22. Minnesota	-0.44%	1.16%	49. Wyoming	0.71%	0.13%
23. Indiana	-0.23%	1.15%	50. North Dakota	-1.12%	0.12%
24. Utah	-2.68%	1.11%	51. Vermont	0.06%	0.12%
25. Alabama	-0.58%	1.09%			
26. District of Columbia	-1.23%	1.09%			
27. Nevada	-0.39%	1.03%			

State rankings of hiring veterans into government positions

State rankings of hiring veterans into government positions in 2022 across all 50 states and Washington D.C. These insights capture the total percentage share per state and the likelihood a veteran is hired into government when compared to their nonveteran peers.

States + D.C.	Vet hire likelihood over U.S. members	% of vets hired in industry by state	States + D.C.	Vet hire likelihood over U.S. members	% of vets hired in industry by state
1. District of Columbia	8.97%	2.63%	28. Iowa	4.03%	0.53%
2. Kansas	6.66%	1.14%	29. North Carolina	3.99%	4.08%
3. Hawaii	6.41%	1.09%	30. Florida	3.96%	6.83%
4. Wyoming	5.97%	0.27%	31. Oregon	3.93%	1.25%
5. Rhode Island	5.89%	0.28%	32. Connecticut	3.81%	0.60%
6. Virginia	5.65%	9.70%	33. Oklahoma	3.79%	1.21%
7. Maryland	5.48%	3.61%	34. Alabama	3.73%	1.53%
8. New Jersey	5.46%	1.38%	35. Mississippi	3.68%	0.55%
9. Vermont	5.28%	0.16%	36. Idaho	3.63%	0.59%
10. Kentucky	5.11%	1.01%	37. Arkansas	3.62%	0.59%
11. South Dakota	5.07%	0.22%	38. Michigan	3.61%	1.50%
12. Montana	5.00%	0.35%	39. Nevada	3.51%	0.97%
13. Washington	4.83%	3.82%	40. Texas	3.37%	10.31%
14. West Virginia	4.46%	0.34%	41. Louisiana	3.36%	0.96%
15. New Mexico	4.46%	0.97%	42. Ohio	3.33%	2.30%
16. Utah	4.41%	0.83%	43. Minnesota	3.24%	1.07%
17. California	4.41%	9.03%	44. Indiana	3.24%	1.22%
18. Illinois	4.31%	2.22%	45. Arizona	3.14%	2.47%
19. Missouri	4.31%	1.53%	46. South Carolina	3.12%	1.72%
20. Georgia	4.31%	3.98%	47. New Hampshire	3.09%	0.38%
21. Massachusetts	4.30%	1.31%	48. North Dakota	3.06%	0.17%
22. Colorado	4.25%	3.65%	49. Wisconsin	3.00%	1.00%
23. New York	4.23%	2.55%	50. Maine	2.66%	0.25%
24. Delaware	4.13%	0.25%	51. Alaska	2.46%	0.65%
25. Pennsylvania	4.11%	2.28%			
26. Nebraska	4.10%	0.58%			
27. Tennessee	4.04%	2.08%			

Appendix

Top 20 U.S. states hiring veterans into high-skilled roles in 2022

1	Texas
2	California
3	Florida
4	Virginia
5	North Carolina
6	Colorado
7	Georgia
8	Washington
9	Ohio
10	Arizona
11	Maryland
12	New York
13	Pennsylvania
14	Illinois
15	Tennessee
16	South Carolina
17	Michigan
18	Missouri
19	Massachusetts
20	Alabama

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