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**I'm a veteran, professor, and nonprofit founder. This Veteran's Day, here's what managers should know about hiring veterans.**



- [Dr. Sudip Bose](#) is an Iraq war veteran who served one of the longest continuous combat tours by a military physician since World War II. He treated Saddam Hussein after his capture.
- Today, he's the founder of The Battle Continues, a charity for injured veterans. He's also an emergency medicine physician and professor.
- The unemployment rate has fallen for veterans, but many are underemployed. Stigma against them in the workplace persists - and that can contribute to veterans feeling lonely and isolated.
- Employers should realize what veterans bring to the table, employ them in jobs they're suited for, and provide support in their transition to the workplace.
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On this 101st Veterans Day, the good news is that US military veterans are contributing to the economy like never before.

The unemployment rate for veterans dropped to 3.5% in 2018, the [lowest annual rate](#) since the Bureau of Labor Statistics began collecting the data in 2008. More impressively, [veteran unemployment](#) fell to 3.2% in October compared with 3.5% for non-veterans, marking the 14th consecutive month that veterans participated in the labor force at a higher rate than non-veterans.

Today's situation is dramatically different than ten years ago when [unemployment rates for young veterans](#) spiked to over 20% and the media was filled with stories about the problems many veterans had in acclimating to civilian society.

As a military doctor who served on the battlefield, I've witnessed the physical and psychological wounds that many veterans have to overcome after their return to the US. That so many veterans now hold jobs and are leading productive civilian lives is a great joy to me and, I'm sure, to most other Americans.

Problem solved? Well, not completely.

Veterans are often underemployed relative to their skills and experiences - particularly in their first job following an overseas deployment.

It's common to find a former officer with a college degree and military leadership experience working at a low-level sales position or similar type of job where they have little opportunity to utilize their leadership skills.

Part of the problem is returning veterans usually have few connections in the civilian workforce, and limited experience with the job-hunting process. They often struggle with identifying appropriate jobs and, once they land an interview, convincing employers that their military experiences will be an asset to the organization.

At the same time, most veterans are under financial pressure to find a new source of income, fast. They often jump at the first job offered, even if it pays poorly and doesn't tap into the skills and experiences they developed in the military.

Not surprisingly, veterans tend to leave their first job after returning to the workforce faster than a non-veteran employee, according to research conducted by [ZipRecruiter and Call of Duty Endowment](#). The good news is the research found that most of these veterans eventually find a better opportunity and stay at their second or third jobs longer than non-veterans.

Veterans, as a group, possess qualities that make them great employees. They typically are disciplined, hardworking, loyal, courageous, and team-oriented. [According to ZipRecruiter and Call of Duty Endowment](#), a large majority of employers report that veterans perform "better than" or "much better than" non-veterans and display high levels of perseverance and leadership.

While most companies are favorably disposed toward hiring veterans, many have gone a step further and [instituted programs](#) to recruit and hire veterans. There are also plenty of other

[resources](#) available to help veterans find good jobs that weren't around a decade ago, when more than 10% of veterans were unemployed.

If you or someone you know is struggling with depression or has had thoughts of harming themselves or taking their own life, get help. [The National Suicide Prevention Lifeline](#) (1-800-273-8255) provides 24/7, free, confidential support for people in distress, as well as best practices for professionals and resources to aid in prevention and crisis situations.

<https://www.businessinsider.in/strategy/news/im-a-veteran-professor-and-nonprofit-founder-this-veterans-day-heres-what-managers-should-know-about-hiring-veterans-/articleshow/72012634.cms?r=US&IR=T>