Veterans in Tech: Leading the Way with Discipline, Innovation, and Service

Why Veterans Are Essential to the IT Workforce

Each year, thousands of military veterans transition into the civilian workforce, bringing with them a powerful combination of technical expertise, strategic thinking, and unwavering dedication. As the tech industry evolves rapidly, the demand for disciplined, adaptable, and mission-driven professionals is higher than ever. Veterans meet this demand with excellence.

Military service does not just teach facts, it teaches attitude. Veterans learn to act decisively in the moment, communicate effectively with multi-dimensional teams, and solve complicated issues in high-pressure environments. These are native skills in the IT environment, where creativity and reliability intersect.

According to collaborative research conducted by SHRM and USAA, 53% of employers in the study noted they "could use advice and tools for veteran recruitment." To bridge the need for resources and to provide insight into the unique opportunity to secure IT talent in today's competitive landscape talent, below is important insight from staffing and recruiting experts who have developed talent acquisition strategies specifically aligned with veterans transitioning to civilian work positions.

In this document, companies seeking to build an IT hiring strategy for veterans will learn about:

- The unique skill sets that veterans can transfer to in-demand tech roles
- Matching military-related experience in terms of titles, accommodations and more to private sector terms
- Industry and location-specific data where veteran hiring thrives
- Resources and programs that help organizations support veterans in their career journeys

SSi People creates a supportive environment for veterans transitioning to civilian life through community partnerships and aligning with veteran recruiters who identify with post-service challenges and opportunities through its ServiceStrong Veterans Program.

Our recruiters offer support that extends beyond job placement, focusing on mental health, community integration, access to resources like VA health services and career development. The Veteran Resource Hub provides tailored resources, including training, mentorship, and networking opportunities, to help veterans succeed. We promote connection and shared experiences, offering continuous support and ongoing guidance for professional and personal growth throughout a veteran's career journey.

Veteran Leadership and Soft Skills: A Core Asset

Veterans are more than their resumes. Their military backgrounds have equipped them with critical soft skills that often set them apart in the civilian workforce:

- **Leadership & Accountability:** Having led teams and managed equipment valued in the millions, veterans are well-acquainted with responsibility.

- **Teamwork & Collaboration:** The military's success hinges on trust, coordination, and effective communication—qualities that are invaluable to IT project teams.

- **Adaptability:** Veterans are trained to adjust swiftly due to rapid deployments and changing missions, making them a vital asset in tech environments.

- **Problem Solving:** With an analytical approach to challenges, veterans effectively combine their training and instincts to troubleshoot issues efficiently.

Translating Military Expertise into Tech Careers

The skills veterans develop in service often align directly with in-demand roles across the tech sector. These tech roles are poised for continued growth and a talent pool that is often 200K strong each year is a great resource to target for their knowledge and in-field applicational skills that are easily transferrable.

Fast Facts on Veteran Career Transitions

- 200,000+ service members transition to civilian life each year (U.S. Department of Labor)

- Around 85% of transitioning veterans are enlisted personnel, often entering as junior- or mid-level employees

- About 10% transition as officers, qualifying for leadership, managerial, or technical consulting roles

- Transitioning veterans typically face a 6- to 12-month employment adjustment period

Source: U.S. DOL, VA Transition Assistance Program Reports

Veterans in Tech: Leading the Way with Discipline, Innovation, and Service

Why Veterans Are Essential to the IT Workforce

While veterans will often have the foundational skills for these roles, it's important to recognize that they will thrive in an environment where upskilling and reskilling is prioritized, especially when formalized training or certification can be a benefit. Veterans can take advantage of online training courses to acquire new tangible skills, while contributing to an organization through their precise, solution-driven skills that they applied during their military careers.

Learning programming languages like Python and Java, and getting certified in cloud-management and security protocols are good stepping stones to advance veteran careers in tech. Employers who actively support growing veteran skills will gain significant returns on their talent investment, especially since **research shows retention rates skew higher for veterans vs. non-veterans when the right supportive environment is in place.**

Top Tech Roles	Veteran-matched experience
Cybersecurity/IT Security	Experience in secure systems and data protection, particularly as it applies to communications and device management in the field. Many veterans have already acquired various levels of security clearance, particularly helpful for companies contracted for government/defense work.
Cloud Technology	The military relies heavily on cloud technology, with many service members having been trained in structured systems and logistics.
Software Developer	Demonstrate exceptional precision, patience, and logical reasoning, honed through years of rigorous training and real-world experience. They work well with structured-processes that require mental discipline, often associated with software development protocols.
Data Scientists/Analysts	Attention to detail, deciphering information and instructions with enhanced precision and problem-solving capabilities.
Network/System Engineering	Familiarity with configuring networking systems in command centers and field locations under tight timeframes with strong trouble-shooting abilities.

Title to Title: Role Transitions from Vet to Corporate

Veterans bring great experience, leadership, and discipline to the civilian workforce—but for hiring managers unfamiliar with the military hierarchy, it can be challenging to grasp the corporate equivalent of military job titles. There are numerous resources that help veterans correlate their military-acquired skills and titles into common civilian level positions.

The BLS affiliated site, O*NET OnLine, launched a search tool that can help veterans match their skills to the equivalent of the job levels they are seeing during their job search. Conversely, employers can equate titles as they review veteran credentials and experience to see how potential talent will fit into their corporate structure.

The following chart, powered by Indeed, is a small example on how to bridge the gap between titles, indicating how common military jobs translate into familiar corporate job titles. Translations like these will help employers decipher the veteran's qualifications and leadership potential, and match them with an appropriate job opening with ease.

Military Title	Civilian Title
Field Grade Officer	Manager or Executive
Commander	Senior Manager
Infantry	Security
Force Squad Leader	Team Leader
Executive Officer	Deputy Director
Watch Captain	Supervisor / Manager

Source: Indeed

Military Awards and Associated Skills

Military awards are not just honors; they signify a veteran's dedication, leadership, and exceptional performance. These awards reflect a veteran's ability to excel in challenging environments, showcasing qualities such as leadership, resilience, and teamwork. Recognizing these can aid employers in identifying candidates who possess these valuable attributes.

Understanding these awards can help employers recognize the transferable skills veterans offer. Some examples include:

Military Award	Associated Skills
Bronze Star Medal	Leadership under pressure, strategic planning, valor
Purple Heart	Resilience, dedication, perseverance
Army Commendation Medal	Excellence in service, teamwork, mission accomplishment
Navy and Marine Corps Achievement Medal	Initiative, problem-solving, adaptability
Good Conduct Medal	Discipline, reliability, consistency

Top Industries and Cities Welcoming Veteran Talent

As veterans transition from military to civilian life, they find a welcoming environment in industries that value their unique skills and experiences. While tech skills are in demand across most all industry verticals, there are specific sectors where the primary tech needs align closely with veteran skill sets and the experience they've acquired during their service time. Many of these sectors value structure, security awareness, and problem-solving—core strengths of military training.

Key industries hiring veterans today include.

- Information Technology (Cybersecurity, Cloud, Data Science)

- Defense and Aerospace

- Healthcare and Medical Technology

- Logistics and Supply Chain

- Manufacturing and Enginnering

- Financial Services

Where veterans and families settle is often determined by specific factors like veteran-aligned communities, access to veteran services, particularly healthcare, and areas with strong military ties, friendly to hiring veterans. Wallethub shared the top cities for veterans, tracking a host of factors including affordability, vet-friendliness, educational opportunities, employment opportunities and more. These locations offer ample opportunities for veterans to start their job search and smoothly integrate into civilian roles.

Check out the full list here as well as the methodology and ranking for each category. Below is a quick look at the top 10 overall.
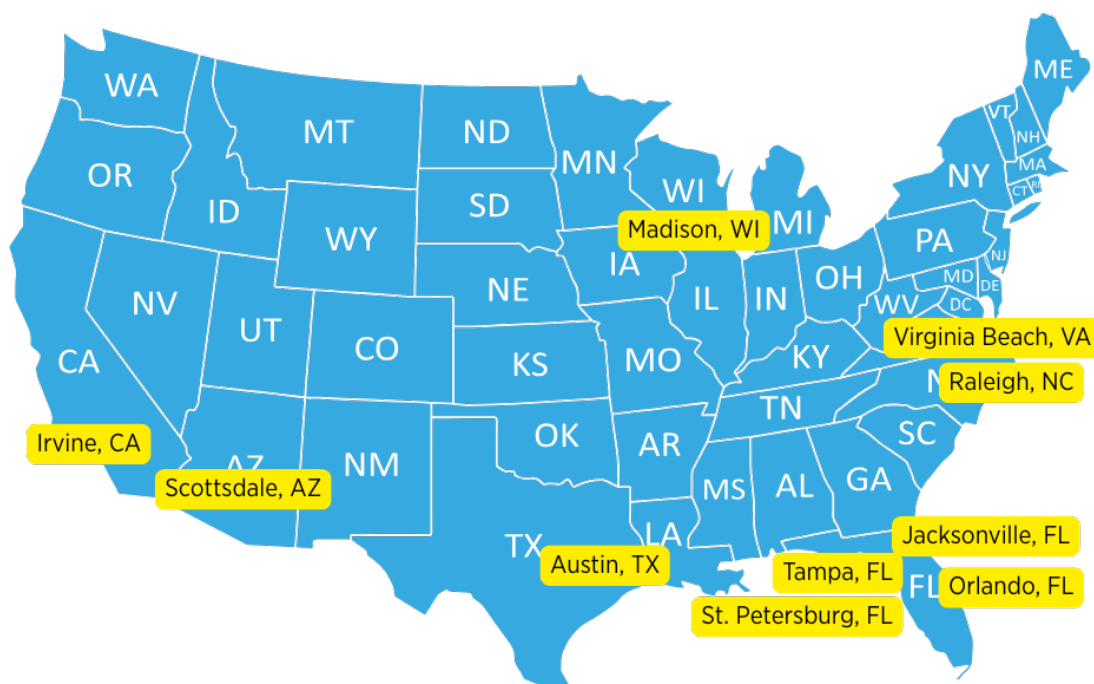
How Employers Can Create Environments Where Veterans Thrive

Veterans aren't just looking for jobs, they're looking for meaningful, purposeful careers. Companies that foster such thinking can anticipate long-term, loyal, high-achieving staff members. Research proves veterans prefer:

- **Structured Work Environments:** Clear hierarchies and well-defined roles.

- **Mission-Driven Cultures:** Organizations with strong values and a clear purpose.

- **Growth Opportunities:** A path to advancement, leadership, and skill development.

These preferences closely mirror the values driving success in high-performing IT teams. Aligning your company's structure and culture with these values can unlock potential within veteran talent.

As part of a robust, career support program dedicated to veterans and military families, SSi's ServiceStrong Veterans Program partners with like-minded organizations that are dedicated to assisting veteran talent as they transition to a career and new life in the civilian communities.

Our partners include:

- Veterans Bridge Home

- HeadLamp

- DoD Skillsbridge

Veterans in Tech: Leading the Way with Discipline, Innovation, and Service

Why Veterans Are Essential to the IT Workforce

SSi people

Bridge the transition with SSi People's ServiceStrong Veterans Program

At SSi, we don't just talk about honoring veterans, we take action.

Our ServiceStrong Veterans Program is a purpose-driven program that matches qualified veterans with fulfilling careers in technology.

Veteran recruiters are the backbone of our program, providing a comprehensive support system that encompasses job placement, professional growth, and personal well-being. Their unique perspectives and relentless dedication make them invaluable assets in helping veterans not only find new roles but also thrive in their post-military careers.

By respecting the technical skillset and leadership skills veterans bring, we help businesses build stronger, more productive IT teams.

- **Customized Matching:** We translate military experience into civilian job requirements, ensuring the right fit.
- **Support from Day One:** From resume prep to workplace onboarding, we support veterans every step of the way.
- **Commitment to Growth:** We advocate for veterans' long-term success, not just job placement.

Whether you're an IT company seeking dependable talent or a veteran ready to transition into a tech career, SSi People is your trusted partner in building the future.

SERVICE STRONG
Veterans Program

To Learn more about the SSi ServiceStrong Program visit us at SSiPeople.com