



NORTH CAROLINA FOR MILITARY EMPLOYMENT

WHERE MILITARY TALENT MEETS BUSINESS NEEDS.

**OUR MISSION :**  
**TO MAKE NORTH CAROLINA THE**  
**#1 STATE FOR MILITARY EMPLOYMENT**



GE Aerospace



Dominion Energy



WakeMed



45Drives  
ENTERPRISE

# Why Hire Military Talent - **A Value Proposition**

## **A competitive advantage for any business**

- 70% – 80% of your organization's budget is spent on human resources
- Attract, select, and retain high performing employees
- Military talent is a proven success
  - Increased retention rates
  - Decreased recruitment cost

# TRANSITIONING SERVICE MEMBERS

DEMOGRAPHICS AMONG ACTIVE DUTY PERSONNEL

14%

HAVE A BACHELOR'S DEGREE

5%

HAVE AN ADVANCED DEGREE  
MASTERS OR PH.D.

50%

ARE UNDER AGE 30

75%

ARE UNDER AGE 40



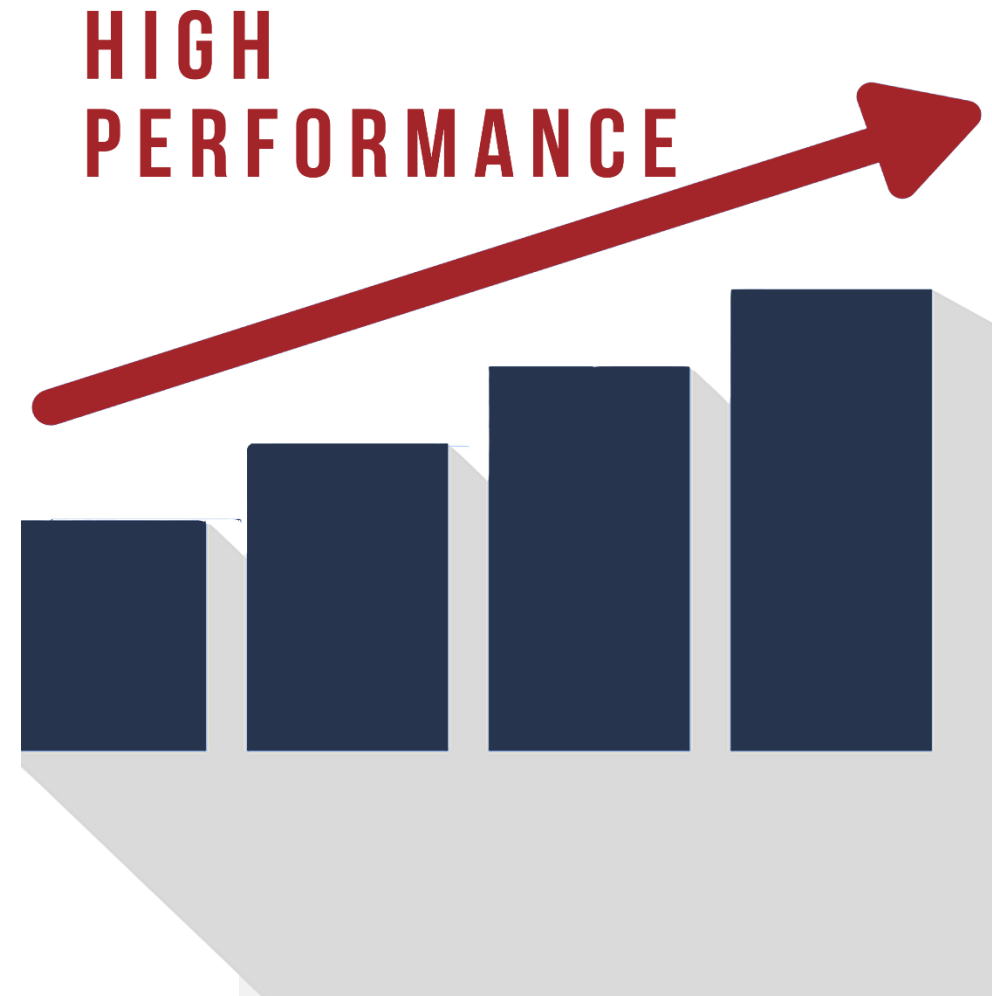
42%

BELIEVE THEY WERE OVERQUALIFIED FOR THEIR FIRST  
CIVILIAN JOB

# High Performing Candidates

## Training & Development

- Project management
- Teamwork
- Ethics and integrity
- Strategic planning & execution
- Effective communication
- Customer service
- Leadership
- Innovation



# High Performing Candidates

## Experience

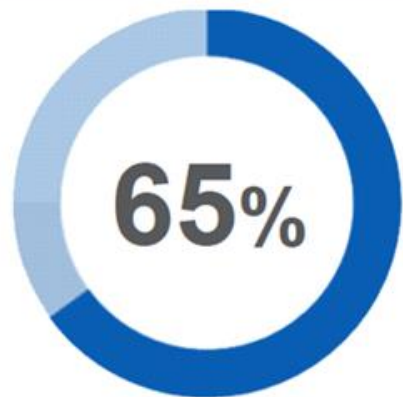
- ✓ Aviation
- ✓ Information Technology
- ✓ Accounting
- ✓ Human Resources Management
- ✓ Marketing & Communications
- ✓ Facilities Maintenance

## Attributes

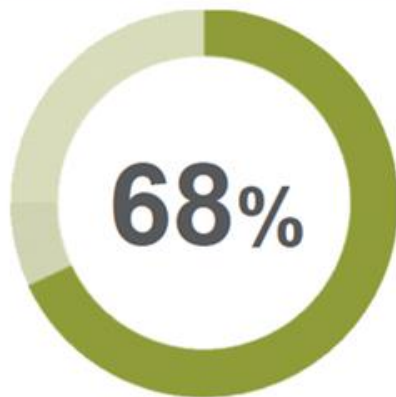
- ✓ Increased Retention Rates
- ✓ Drug Free
- ✓ Physically Fit
- ✓ Diverse
- ✓ Results Focused
- ✓ Technology Proficient

## VETERANS ARE VALUABLE MEMBERS OF OUR WORKFORCE.

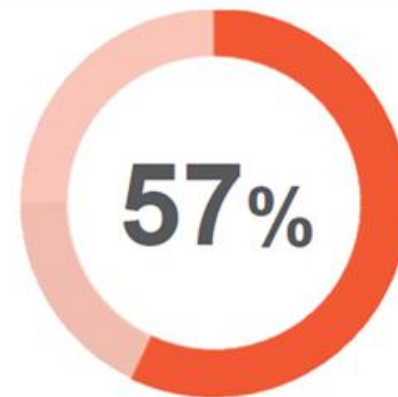
### RESEARCH SHOWS:



of veterans have some college education, or higher, making veterans **more educated** than their civilian peers.

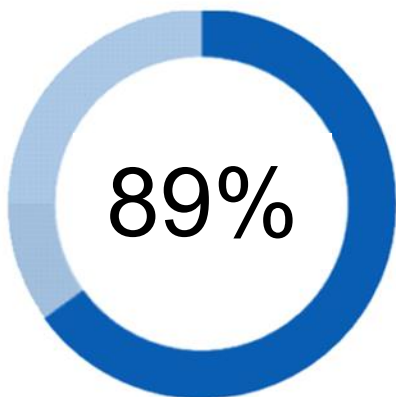


of employers report that veterans perform **“better than”** or **“much better than”** their civilian peers.

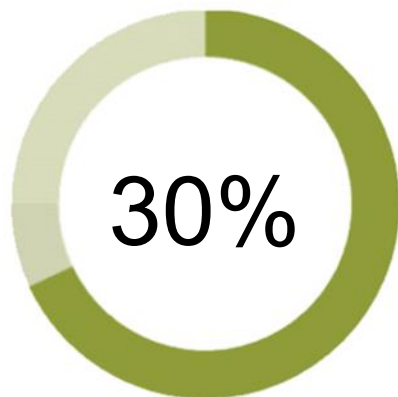


of **veterans stay at their jobs longer** than the median tenure of 2.5 years (for subsequent roles after their first-post separation job).

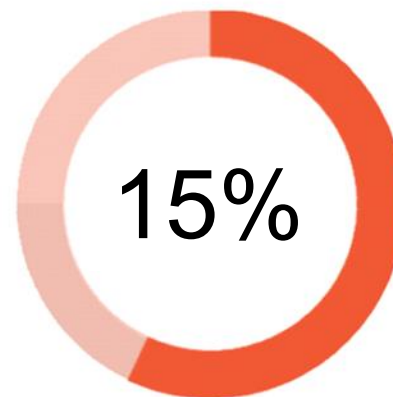
## MILITARY SPOUSES ARE VALUABLE MEMBERS OF THE WORKFORCE!



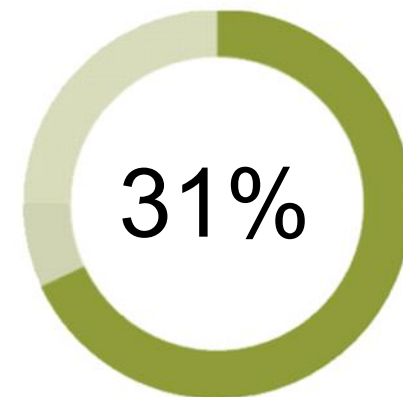
89% have some college education.



30% have a four-year degree.



15% have an advanced degree.



31.6% of military spouses are underemployed.

## Statistics for Military Talent in NC

NC = 4<sup>th</sup> Largest DoD presence in the United States



**103,260**  
AD Service  
Members In NC



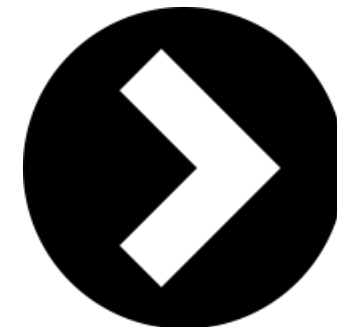
**730,357**  
Veterans  
In NC



**21,288**  
Guard/Reserve  
Members In NC

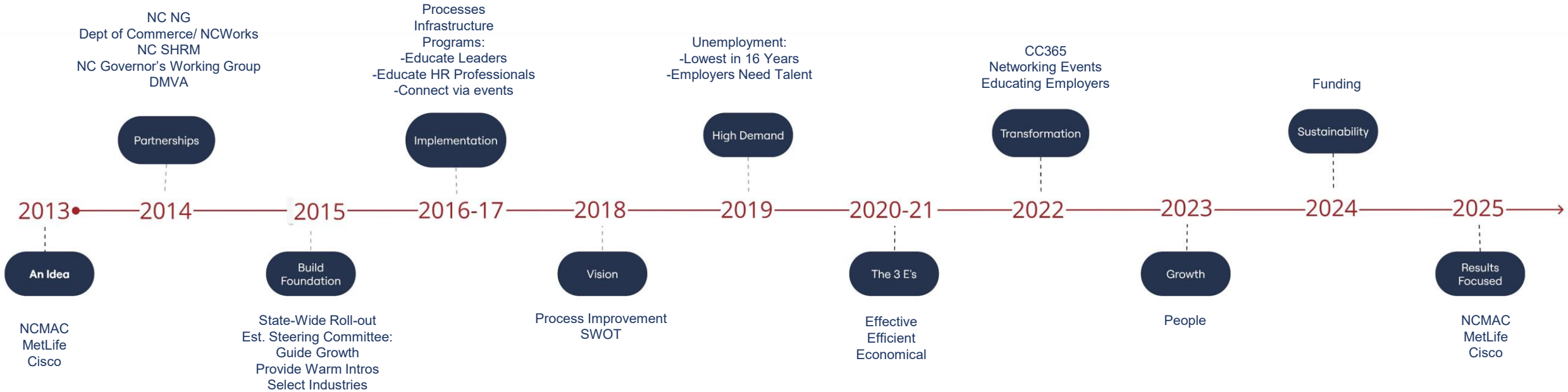


**41,673**  
Military Spouses  
In NC



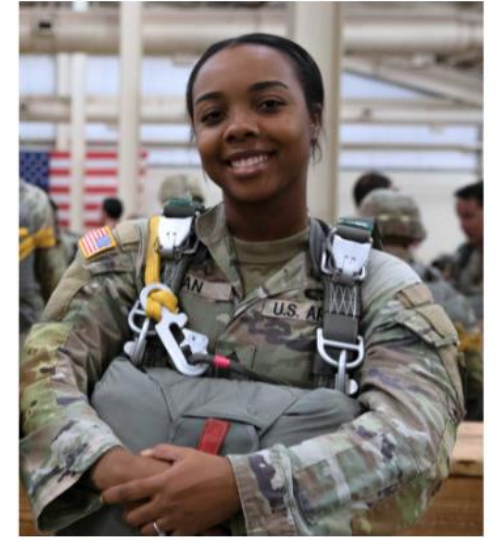
**20,000**  
Transitioning service  
Members In NC

## NC4ME HISTORY



# OUR APPROACH

WE TRUST THEM WITH OUR COUNTRY,  
YOU CAN TRUST THEM WITH YOUR BUSINESS



1

**Deliver Value Proposition**

Educate Strategic Business Leaders

2

**Engage HR Professionals**

Provide Accredited HR Training

3

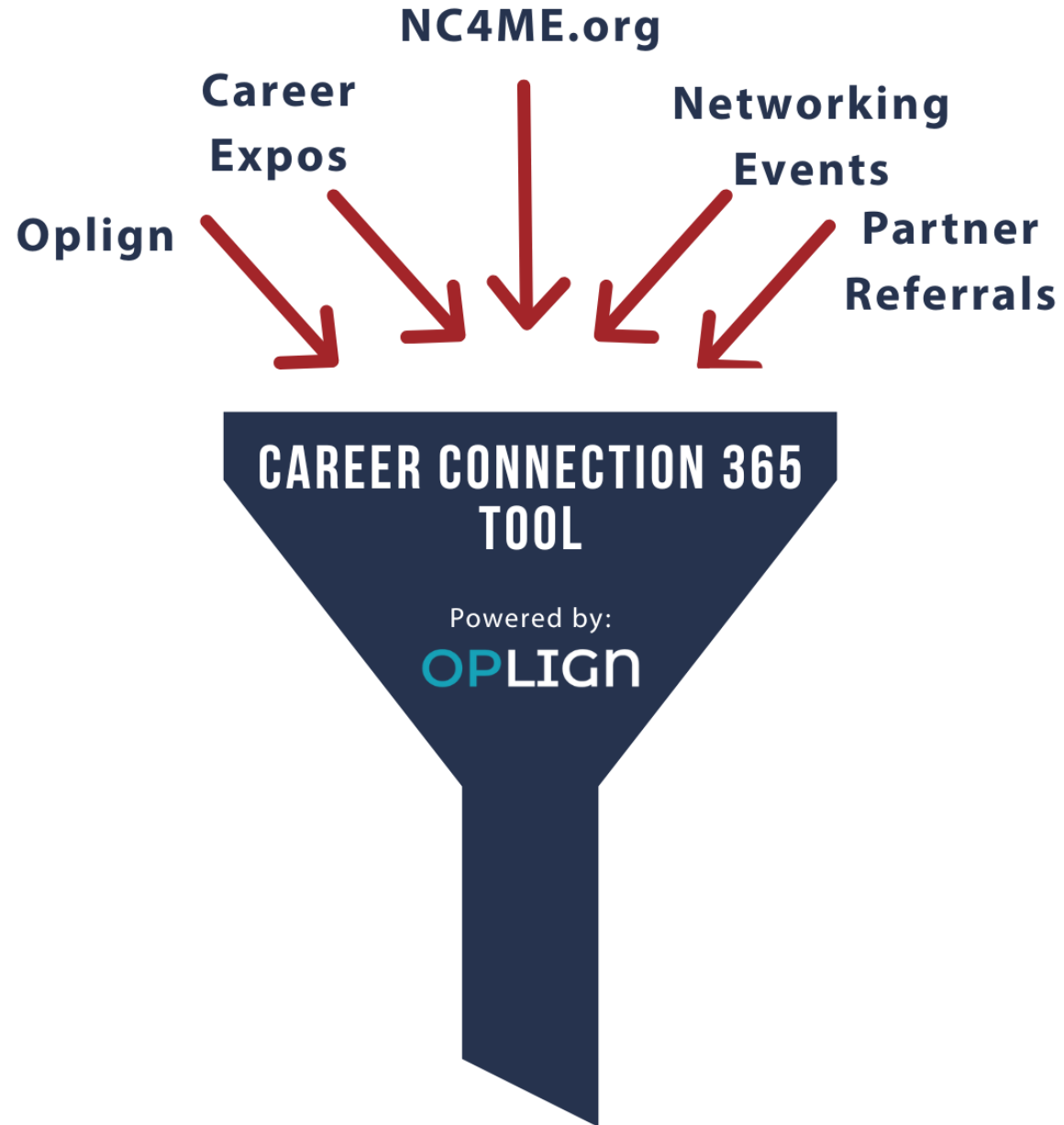
**Learning + Development**

Education, Certification and Work-Ready Skills Development

4

**Connect with Military Talent**

Career Connection 365 Program + Events



## EMPLOYER PARTNER INTEGRATION



STEP ONE  
Marketing Update



STEP TWO  
Understanding  
Company Culture



STEP THREE  
HR & Talent  
Acquisition



STEP FOUR  
Team Alignment

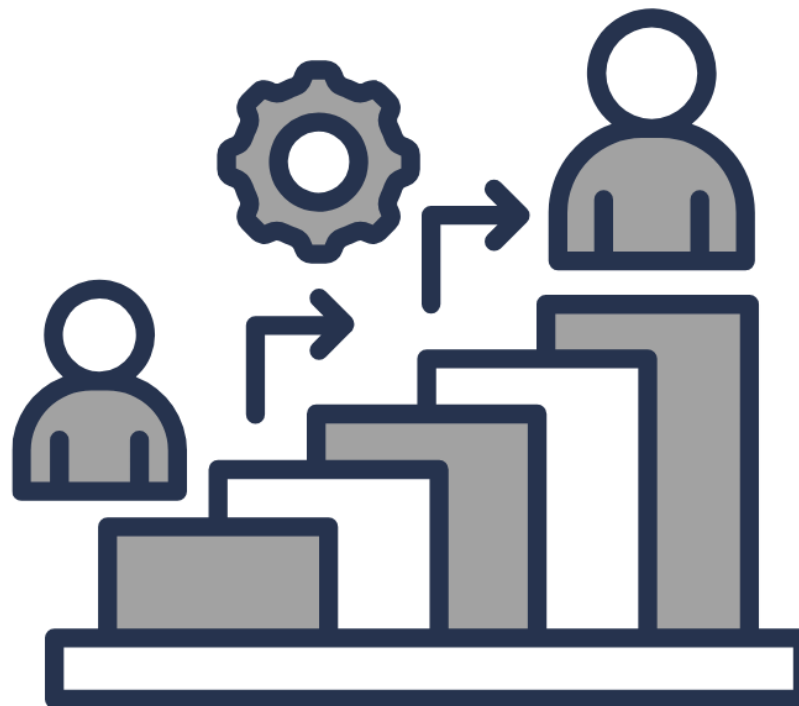


STEP FIVE  
Connecting  
Candidates



STEP SIX  
EVALUATION

# Candidate Success Process



**Step One**

Skills  
Translator  
+  
Initial  
Intake

**Step Two**

Career  
Readiness  
Support

**Step Three**

Career  
Highlights  
+  
Resources

**Step Four**

Network  
+  
Tell your  
story

**Step Five**

Career  
Success  
Story



# NC4ME Program Results



**15,230+**

Leaders have learned  
the value of hiring  
military talent.



**15,630+**

Career connections  
made connecting  
service members with  
meaningful careers  
while helping  
businesses achieve  
success.



**24,600+**

Service members and  
spouses engaged in  
NC4ME programs.

**NC4ME**  
NORTH CAROLINA FOR MILITARY EMPLOYMENT

CONNECT WITH US

