

May 19, 2015



Futurestep Executive Survey Finds Lack of Veteran Recruiting and Onboarding Programs

LOS ANGELES--(BUSINESS WIRE)-- [Futurestep](#), a [Korn Ferry](#) company (NYSE: KFY) specializing in high-impact talent solutions, today announced results of a global executive survey that shows organizations lack an organized focus on recruiting veterans.

Eighty percent of respondents say their organizations do not have specific veteran hiring outreach programs and 81 percent say they do not have clear messaging on why veterans should join their company. Further, 71 percent say their organizations do not provide training to hiring managers or recruiters on veteran-specific hiring, and more than half (52 percent) do not provide onboarding or transition support to veteran hires.

When considering the skills veterans bring to organizations, nearly half (47 percent) of respondents said “leadership” is the military skill set that translates most directly to a management role in their organization, followed by “team mentality” (20 percent) and “goal focus” (13 percent). Full survey results are at the end of the news release.

“Transitioning military members bring with them invaluable skills, experiences and traits, such as precise communication, individual accountability, impeccable execution and natural leadership,” said [Bill Sebra](#), president, Futurestep North America. “Organizational leaders who make a concentrated effort on recruiting vets will no doubt benefit from new employees who display poise, ingenuity and the ability to handle stressful situations.

According to the U.S. Department of Labor, more than one million military service members are projected to leave the military in the coming years.

Futurestep works with organizations to create robust military recruiting programs that offer effective employer brand strategies and accompanying Employee Value Proposition (EVP) designed specifically for transitioning military members. This includes online talent communities that explore many ways employers can help veterans to succeed when they decide to make the transition to a civilian career.

“For our clients, military recruiting is much more than corporate social responsibility,” said Sebra. “It’s a smart business decision – one that harnesses the amazing skills and talents of veterans to create successful outcomes for the company and the individual.”

About the survey:

There were more than 700 responses to the global survey, which took place in April 2015.

Responses:

What military skill set translates most directly to a management role within your organization?

Leadership	47 percent
Team Mentality	20 percent
Goal Focus	13 percent
Respect for Hierarchy	10 percent
Communication Skills	7 percent
Technical Ability	4 percent

Does your organization have a veteran hiring outreach program in place?

Yes	20 percent
No	80 percent

Does your organization have clear messaging on why veterans should join your company?

Yes	19 percent
No	81 percent

Does your organization provide training to hiring managers or recruiters on veteran specific hiring practices?

Yes	29 percent
No	71 percent

Does your organization provide onboarding or transition support to your veteran hires?

Yes	48 percent
No	52 percent

About Futurestep

Futurestep is the global industry leader in high-impact recruitment solutions; offering fully customized, flexible services to help organizations meet their talent and recruitment needs.

Our clients turn to us for proven expertise, a global process and infrastructure, proprietary competency models, innovative sourcing and attraction strategies, and a unique approach to measure and optimize business impact.

As a Korn Ferry Company, Futurestep can meet a variety of workforce requirements; from RPO and project recruitment, to search and consulting, our solutions apply a truly world-class capability to deliver talent with impact, providing the experience and global reach to identify, attract and retain the people who drive business success. To learn more, visit

www.futurestep.com.

About Korn Ferry

Korn Ferry is the preeminent authority on leadership and talent. For nearly half a century, clients have trusted us to recruit world-class leaders. Today, we are their partners in designing organizational strategy and developing their people to achieve unimaginable success. For more information, visit www.kornferry.com.

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Source: Korn Ferry