



America's Best Employers for Veterans 2023

[Methodology](#)

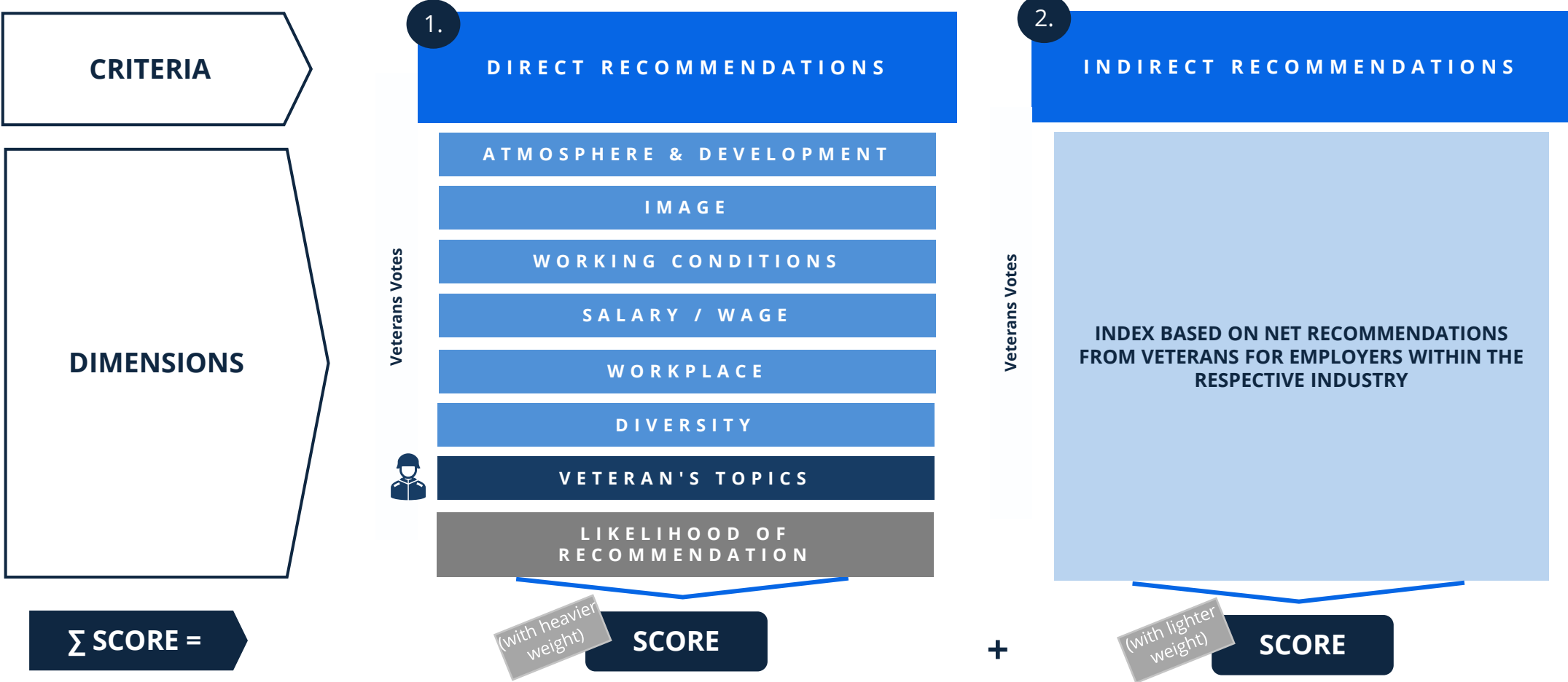
Methodology – America’s Best Employers for Veterans 2023

Summary of Project

- The Best Employers for Veterans have been identified in an independent survey from a vast sample of nearly **8,500 U.S. veterans** (having served in the United States Armed Forces- either in the regular military or in the National Guard or military reserves) working for companies employing **at least 1,000 people** within the U.S.
- The survey was conducted using several online access panels, providing a representative sample of veterans in the American workforce. Each veteran was asked which firm or institution he or she works for in an open-ended question and with an autofill option. The survey was conducted based around companies **from all industry sectors** with more than 1,000 employees in the U.S. In total, the survey took an average of 5-8 minutes to complete and the field period ran from September 2022 to September 2023.
- The evaluation was based on two distinct criteria:
 - 1. Direct recommendations – work topics in general:** Veterans were asked to give their opinion on a series of statements related to general topics regarding their own employer, for example: atmosphere & development, image, working conditions, salary & wage, workplace, and diversity, as well as a set of topics related specifically to the interests of veterans in the workplace. The rate of agreement/disagreement regarding the statements was measured on a 5-point Likert scale. Additionally, the likelihood of recommending one’s own employer (measured on an 11-point Likert scale) was also asked.
 - 2. Indirect recommendations:** Participants were also given the chance to evaluate other employers in their respective industries that stand out either positively or negatively.

The 150 companies receiving the highest total scores were awarded as the “Best Employers for Veterans 2023”

Methodology –The two criteria to build the score



Data from the previous three years is considered, with a heavier weight put on more recent data. The results of these two elements have been combined to calculate a final score for the U.S. employers captured in our sample

Overview items of topics (1/2)

7 main topics of the employer's attractiveness

Atmosphere & Development

- There is a climate of fairness and trust
- My employer provides an environment for the free and open expression of ideas, opinions, and beliefs
- The management are loyal to the employees
- My employer encourages me to take the initiative and develop new ideas
- There are career advancement opportunities with my employer
- Employees are promoted through training
- Good performance at work is recognized and praised
- The colleagues work well together
- My direct supervisor makes his/her decisions clear
- Long-serving colleagues are valued and encouraged
- I am given the necessary information I need to do my work

Image

- I am proud of the product/service that my company produces/offers
- The company enjoys a good image

Working conditions

- My current work is interesting
- I am satisfied with my working hours
- I can organize my own work

Salary / Wage

- Wages/salaries paid are in line with responsibilities
- The company pays a good wage/salary
- Besides salary/wages, I am satisfied with the benefits offered by my employer
- The medical insurance, paid holidays/vacation/sick days, and retirement plan offered by my employer are competitive with comparable jobs in my industry

Overview items of topics (2/2)

7 main topics of the employer's attractiveness

Workplace

- I am satisfied with my working conditions (ventilation, lighting and noise levels etc.)
- The working equipment is state of the art
- Workstations are safe and ergonomic

Diversity

- I believe the company will take appropriate action in response to incidents of discrimination
- This company respects individuals and values their differences
- This company provides an environment for the free and open expression of ideas, opinions and beliefs

Veterans



- My employer promotes themselves as a veteran friendly workplace
- My employer has support systems in place to help the families of military employees
- Part of my company's mission is to incorporate veterans in the workforce
- My employer supports philanthropic projects for veterans
- My employer prefers their employee to have past military experience when selecting candidates
- My employer has programs in place to actively recruit veterans
- My employer values and understands the benefit of having veterans in the workforce
- My employer has resource/affinity groups and/or training programs to help veterans acclimate to work life
- My employer helps veterans with specific onboarding policies to transition into work life
- My employer understands my strengths and abilities that I bring to the company
- Veterans are well represented in upper management levels

The calculation of the direct and indirect score is based on the recommendations of nearly 8,500 veterans

Basis of Survey Evaluations

The survey was conducted using online access panels, providing a representative sample of nearly 8,500 veterans working part- or full-time for companies and institutions employing more than 1,000 employees in the U.S.



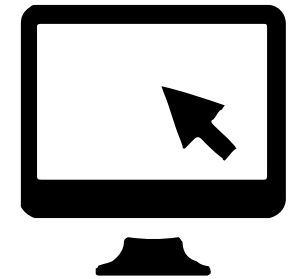
Online access panel

An online access panel is a sample group set up by a survey company and available for custom-built surveys. People register and agree to take part in online surveys.



~8,500 participants:

- ✓ **Full-time** (> 35 hours per week)
- ✓ **Part-time** (< 35 hours per week)
- ✗ **Unemployed**
- ✗ **Self-employed**
- ✗ **Company size < 1,000 employees**



Survey

Industries

Each employer grouped by industry

1. Construction, Oil & Gas Operations, Mining and Chemicals
2. Utilities
3. Engineering, Manufacturing
4. Automotive (Automotive and Suppliers)
5. Aerospace & Defense
6. Drugs & Biotechnology
7. Semiconductors, Electronics, Electrical Engineering, Technology Hardware & Equipment
8. Health Care Equipment & Services
9. Packaged Goods
10. Food, Soft Beverages, Alcohol & Tobacco
11. Transportation & Logistics
12. Banking & Financial Services
13. Insurance
14. Telecommunications Services, Cable Supplier
15. IT, Internet, Software & Services
16. Professional Services
17. Media & Advertising
18. Business Services & Supplies
19. Government Services
20. Education
21. Healthcare & Social
22. Retail & Wholesale
23. Clothing, Shoes, Sports Equipment (Manufacturing and Retail)
24. Restaurants
25. Travel & Leisure

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Disclaimers:

The ranking is comprised exclusively of employers that are eligible regarding the scope described in this document. A mention in the ranking is a positive recognition based on employee recommendations, peer recommendations and publicly available data sources at the time. The ranking is the result of an elaborate process which, due to the interval of data-collection and analysis, reflects the last two calendar years. Furthermore, events following May 31st, 2022, and/or pertaining to individual persons affiliated/associated to the employers were not included in the metrics. As such, the results of this ranking should not be used as the sole source of information for future deliberations. The information provided in this ranking should be considered in conjunction with other available information about the employers. The quality of employers that are not included in the rankings is not disputed.