



## FACT SHEET

# National Hire a Veteran Day

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| WHAT          | A national call to action challenging employers to hire, retain, and promote America's veterans and military spouses. |
| WHEN          | Every year on July 25. 2026 marks its 10th year.                                                                      |
| FOUNDED       | 2017, by U.S. Marine Corps veteran Dan Caporale, founder of the nonprofit Hire Our Heroes.                            |
| RECOGNIZED BY | U.S. Department of Veterans Affairs; USO; National Day Calendar.                                                      |
| MISSION       | Hiring a veteran is not charity - it is a smart business decision.                                                    |
| HASHTAGS      | #HireAVeteranDay · #NHAVD                                                                                             |
| ONLINE        | nhavd.com · LinkedIn: National Hire a Veteran Day                                                                     |

## Why It Matters

- Roughly 200,000 service members transition to civilian life every year.
- Nearly 1 in 3 veterans are underemployed - working in roles below their training and experience.
- Veteran hires stay with their first employer about 8.3% longer than non-veterans.
- Veterans bring leadership, discipline, accountability, teamwork, problem-solving, and mission-first execution.

## The Ask

On July 25, employers are challenged to interview, hire, and promote veterans and military spouses; mentor transitioning service members; publicly commit to veteran-ready hiring; and share their stories using #HireAVeteranDay.