

For the period ending in April 2012, the Bureau of Labor Statistics (BLS) reported that the unemployment rate for the general population (ages 16 and over) was 8.1%, which has changed very little compared to March 2012. The employment situation for veterans has also changed compared to March 2012. Specifically, the rate of unemployment among post-9/11 veterans was at 9.2%, down from 10.3%. The rate for WWII, Korean, and Vietnam veterans was at 6.7%, down from 7.3% in March. For the period ending in April 2012, post-9/11 veterans under the age of 25 still experienced one of the highest unemployment rates, at 18.6%. This represents a minimal increase of 0.8% from March 2012. Post-9/11 veterans between the ages of 25-34 and 45-54 experienced a decrease in unemployment for the month of April, at 11.5% and 4.6% respectively. The unemployment rates for veterans ages 25-34 are higher than their nonveteran counterparts, however nonveterans ages 45-54 have a higher unemployment rate than veterans in this same age range, at 6%. In general, male and female post-9/11 veterans have both seen a decrease in unemployment, down to 9.0% and 9.9%, respectively. Both of these rates are higher than those of male and female nonveterans, 7.9% and 7.3%. Hispanic post-9/11 veterans also experienced a 1.4% decrease in unemployment for the month of April. The rate was 11.5%, down from 12.9% in March 2012. Unemployment rates also decreased for White post-9/11 veterans, from 11% in March to 8.5% in April. However, unemployment rates for African-American post-9/11 veterans increased from 8.2% in March to 13.6% in April 2012. Overall, unemployment rates generally decreased for both veterans and nonveterans, with the exception of African-American post-9/11 veterans and post-9/11 veterans under the age of 25.

Demographics & Trends

The following tables summarize the employment situation of veterans in America, based on BLS data released on May 4, 2012. These are unpublished data from the Current Population Survey, not seasonally adjusted, and represent the period ending April 2012.

UNEMPLOYMENT RATES FOR:	APRIL 2012	MARCH 2012	CHANGE (+/-)	ANNUAL AVERAGES 2011
All Americans	7.50	8.10	-0.60	8.70
All Veterans	7.10	7.50	-0.40	8.30
Gulf War era II (Post-9/11) Veterans	9.20	10.30	-1.10	12.10
Gulf War era I Veterans	5.20	5.60	-0.40	7.00
WWII, Korean War and Vietnam Veterans	6.70	7.30	-0.60	7.60
All Nonveterans	7.60	8.20	-0.60	8.70

NOTE: Population is 18 and over; Gulf War era II (September 2001-present), Gulf War era I (August 1990-August 2001), Vietnam era (August 1964-April 1975), Korean War (July 1950-January 1955), World War II (December 1941-December 1946), and other service periods (all other time periods). Veterans who served in more than one wartime period are classified only in the most recent one. Veterans who served during one of the selected wartime periods and another period are classified only in the wartime period. (1) Rates are not shown where base is less than 35,000.

UNEMPLOYMENT RATES FOR GULF WAR ERA II (POST-9/11) VETERANS				
Category	April 2012	March 2012	Change (+/-)	Annual Averages 2011
18-24	18.60	17.80	0.80	30.20
25-34	11.50	13.20	-1.70	13.00
35-44	4.80	4.80	0.00	6.00
45-54	4.60	7.30	-2.70	4.10
55-64	4.70	(1)	-	7.80
65 years and older	(1)	(1)	-	6.70
Male	9.00	10.20	-1.20	12.00
Female	9.90	10.80	-0.90	12.40
White	8.50	11.00	-2.50	11.40
Hispanic or Latino	11.50	12.90	-1.40	17.00
African-American	13.60	8.20	5.40	14.30

UNEMPLOYMENT RATES FOR NONVETERANS				
Category	April 2012	March 2012	Change (+/-)	Annual Averages 2011
18-24	14.50	14.80	-0.30	16.10
25-34	7.80	8.90	-1.10	9.30
35-44	6.40	6.80	-0.40	7.30
45-54	6.00	6.60	-0.60	7.00
55-64	5.90	6.50	-0.60	6.50
65 years and older	5.60	5.70	-0.10	6.40
Male	7.90	8.90	-1.00	9.30
Female	7.30	7.50	-0.20	8.20
White	6.90	7.30	-0.40	7.70
Hispanic or Latino	9.60	10.50	-0.90	11.20
African-American	12.40	13.80	-1.40	15.80

Related Policy, Legislation and Initiatives

The following policies, programs, and initiatives have been proposed or enacted within the past 30 days. This list is not all-inclusive, but instead is designed to offer a 'snapshot' of recently announced government, industry, and community-based efforts positioned to positively impact the employment situation of veterans in America.

- The 100,000 Jobs Mission, a coalition of 44 companies committed to hiring at least 100,000 veterans by 2020, collectively hired 12,179 veterans through March 31, 2012. Members of the coalition are committed to hiring veterans, reporting results, and sharing best practices on recruiting, hiring, training, assimilating, and retaining veterans. In the first quarter of 2012, the following companies joined the coalition: ACADEMI, Anheuser-Busch, Concurrent Technologies Corporation (CTC), The Depository Trust & Clearing Corporation, Enterprise Holdings, Ernst & Young LLP, Fidelis, Frontier Communications, IBM, Johnson Controls, Lockheed Martin, Merck, Orbis Inc., Securitas Security Services USA Inc., Swift Transportation, Target, Time Warner, Total System Services Inc. (TSYS), Toys"R"Us Inc. and United Health Group. The 100,000 Jobs Mission was launched in March 2011 by 11 companies and has grown to 44 companies in one year. To learn more, visit <http://100000jobsmission.com/>.
- The Illinois Senate unanimously passed Senate Bill 3241, which would raise Illinois' Hiring Veterans Tax Credit to \$5,000, up from \$1,200. This tax credit can be earned by Illinois employers who hire recent active duty overseas veterans, including veterans of Operation Desert Storm, Operation Enduring Freedom, or Operation Iraqi Freedom. The bill was referred to the Illinois House Rules Committee and is currently on the agenda for a House vote. To learn more about the legislation, visit <http://ilga.gov/legislation/BillStatus.asp?DocNum=3241&GAID=11&DocTypeID=SB&LegId=64284&SessionID=84&GA=97>.
- The New Jersey Senate Bill 1026 was approved on April 5, 2012, establishing a "VETeach Pilot Program" in the NJ State Depart. of Education to address the pending shortage of public school teachers and to enable veterans to transition into the classroom. Under the pilot program, the Richard Stockton College of New Jersey will enroll veterans who served in the Armed Forces on or after Sept. 11, 2001 into a 36-month teacher preparation program. Upon completion of the accelerated program, participants will receive a baccalaureate degree and will be eligible to apply to the State Board of Examiners for certification to teach in grades K-8 and in certain secondary education fields. To learn more about the bill, visit <http://www.njleg.state.nj.us/bills/BillView.asp>.
- Rep. Doyle Heffley (R-Carbon) of Pennsylvania unveiled his pro-jobs legislation House Bill 2321, which would ensure that a veteran's military education and training are taken into consideration for the purpose of fulfilling state requirements for obtaining a civilian job. Measures in the bill would prevent the duplication of training and education of veterans and get them into civilian careers faster, by mandating that issuing state agencies must consider whether a veteran's military service, education, training, and service experience satisfies certain or all licensing or certification requirements. To learn more about the bill, visit <http://www.legis.state.pa.us/cfdocs/billinfo/billinfo.cfm?year=2011&sind=0&body=H&type=B&BN=2321>.
- Ryder System Inc., a company providing commercial transportation and supply chain management solutions, has launched a new military recruiting website to help veterans easily match their military skills with open positions at Ryder. The new website is part of Ryder's military recruiting efforts, which includes a commitment to hire 1,000 military veterans by 2013. To learn more, visit <http://www.ryder.com/military>.
- Disney announced the Heroes Work Here initiative. Over the next three years, the company has pledged to provide at least 1,000 jobs and career opportunities for returning U.S. veterans. This program will support troops and their families as they transition to civilian life, and will also launch a national public awareness campaign to encourage job opportunities for veterans. The employment offerings range from internships to leadership roles, spanning all segments of the Walt Disney Company. To recruit veterans, the corporation hosts Casting Our Veterans career expos and will participate in events showcasing jobs for returning troops. Disney also announced plans to invest in nonprofit organizations that offer training and support services for veterans. To learn more, visit <http://disneycareers.com/en/working-here/heroes-work-here/>.

NOTE: The above is provided for information only. The listing of a given policy initiative or program does not imply an endorsement from the IVMF, or Syracuse University.

Outlook

With good reason, states maintain strict certification requirements for various professional capacities, aiming to ensure that only qualified individuals will gain licensure in their state. However, studies have shown that licensing and certification requirements for civilian employment create a barrier for veterans transitioning from military service to civilian employment. These inflexible policies often result in repetitive training and re-certification for military personnel, effectively devaluing the skills, training, and experience gained from military service. To facilitate a solution, the U.S. Department of Labor Veterans' Employment and Training Service (VETS) works with the Veterans Administration, Department of Defense, the employment and training community, employers, unions, and Federal and state licensing agencies to help ensure that the certification and licensing process works more effectively for veterans. To facilitate the credentialing process, members of the VETS' staff participate in various committees and boards, aimed at influencing the removal of certain credentialing barriers for veterans.

Another possible solution manifests at the state level, where states can propose bills to include military experience in considerations for the fulfillment of state licensure and certification requirements. Some states have already approved this type of legislation. In May of 2011, Colorado passed Bill Number HB11-1100, an "Act Concerning the Consideration of Military Experience Towards Qualification for Professional Licensure and Certification." This bill directs examining and licensing boards to "accept education, training or service completed by an individual as a member of the Armed Forces, Reserves, National Guard of any state, the military reserves of any state, or the naval militia of any state toward the qualifications to receive the license or certification." Along similar lines, in New York State, Gov. Cuomo's "Experience Counts" initiative, through the Department of Motor Vehicles (DMV), offers veterans a waiver to obtain a New York commercial driver license (CDL) if they have experience operating similar vehicles while in the military. This initiative aims to quickly re-introduce veterans into New York's workforce and is just one way veterans with valued skills and experience can obtain post-service employment.

Issues of veteran licensure and certification extend beyond the need to support employment opportunities for veterans. Veteran licensure and certification can serve as a useful tool for states' economic development, as those enacting supportive legislation in recognition of veteran qualifications will be empowered to capitalize on a pool of highly qualified workers.