

December 2011

The Employment Situation of Veterans

Today the Bureau of Labor Statistics (BLS) reported a slight increase in the month-to-month unemployment rate of job seekers in the U.S. For the period ending December 2011, 8.1% of all those looking for work were unemployed, as compared to 8.0% of job seekers in November 2011 (not seasonally adjusted percentages, population 18 and over).

As to the employment situation of veterans, 7.7% of the nation's veterans were unemployed in December. This represents a slight increase from November 2011 (7.4%). The unemployment situation of the post-9/11 generation of veterans generally worsened in December. 13.1% of those veterans who have served since 2001 were unemployed in December 2011, up from 11.1% in November. The youngest post-9/11 veterans continue to experience the highest unemployment; those 18-24 years of age are unemployed at 31.0% (compared to 14.4% for non-veterans), down from 37.9% in November 2011. Post-9/11 veterans ages 25-34 are unemployed at a rate of 13.3%, up from 8.6% in November. The overall unemployment rate for female, post-9/11 veterans (21.6%) is higher as compared to male veterans (11.9%), and both are higher than non-veterans (7.6% and 8.7% respectfully).

Demographics & Trends

The following tables summarize the employment situation of veterans in America, based on Bureau of Labor Statistics data released on January 6, 2012. These are unpublished data from the Current Population Survey, not seasonally adjusted, and represent the period ending December 2011.

UNEMPLOYMENT RATES FOR:	DECEMBER 2011	NOVEMBER 2011	CHANGE (+/-)	ANNUAL AVERAGES 2011
All Veterans	7.70	7.40	0.30	8.30
Post-9/11 Veterans	13.10	11.10	2.00	12.10
Gulf War I Veterans	5.60	5.20	0.40	7.00
WWII, Korean War and Vietnam Veterans	6.40	6.80	-0.40	7.60
All Americans	8.10	8.00	0.10	8.70
All Non-Veterans	8.10	8.10	0.00	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 POST-9/11 VETERANS				
Category	December 2011	November 2011	Change (+/-)	Annual Averages 2011
18-24	31.00	37.90	-6.90	30.20
25-34	13.30	8.60	4.70	13.00
35-44	4.40	6.20	-1.80	6.00
45-54	7.70	4.80	2.90	4.10
55-64	18.70	5.10	13.60	7.80
65 years and older	(1)	(1)	0.00	(1)
Male	11.90	10.00	1.90	12.00
Female	21.60	18.70	2.90	12.40
White	12.30	10.20	2.10	11.40
Hispanic or Latino	11.90	14.90	-3.00	17.00
African American	17.80	15.20	2.60	14.30

UNEMPLOYMENT RATES FOR NON-VETERANS				
Category	December 2011	November 2011	Change (+/-)	Annual Averages 2011
18-24	14.40	15.00	-0.60	16.10
25-34	9.10	8.70	0.40	9.30
35-44	6.90	6.80	0.10	7.30
45-54	6.50	6.40	0.10	7.00
55-64	5.70	5.90	-0.20	6.50
65 years and older	6.50	6.70	0.00	6.40
Male	8.70	8.40	0.30	9.30
Female	7.60	7.80	-0.20	8.20
White	7.10	7.00	0.10	7.70
Hispanic or Latino	10.80	10.70	0.10	11.20
African American	15.10	15.10	0.00	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.

- **New Bill Proposal (H.R. 3670): To require the Transportation Security Administration to comply with the Uniformed Services Employment and Reemployment Rights Act.** This bill, would guarantee that employees in both the public and private sector who are called to active duty could keep their jobs for when they come home. The proposal would require the Transportation Security Administration to comply with the Uniformed Services Employment and Reemployment Rights Act. To learn more and follow the bill go to: <http://www.govtrack.us/congress/billtext.xpd?bill=h112-3670>
- **Feds Hire Vets** is one of the programs developed through President's Veterans Employment Initiative in 2009; with the goal to encourage agencies to recruit veterans by simplifying the hiring process and helping them transition to civilian work. As result, in 2011, the employment data within the government agencies is showing the highest percentage of veterans as new hires in more than 20 years, where veterans today make up 28.5 percent of all new employees. To learn more go to: <http://www.fedshirevets.gov>
- **The Hospital Corporation of America (HCA)** launched a new site in December 2011 that is dedicated to hiring veterans and active duty personnel as part of a national campaign aligned with the Chamber of Commerce's Hiring Our Heroes program. The website details HCA's hiring initiative to help military veterans transition back into civilian employment, and to help get the initiative under way, HCA will hold several hiring fairs in 20 states running from December 2011 to May of 2012. To learn more go to: <http://www.veteransathca.com/Events.aspx>
- **UBM Studios' Milicruit**, the recognized leader in virtual career fairs for veterans and military spouses, set a goal to hire 10,000 veterans and military spouses in 2012. With over 240 industry leading employers participating in the virtual career fairs and having helped 4,400 veterans find employment in 2011, Milicruit and its employer partners plan to build on 2011 successes by pushing for a higher target of 10,000 hires and hosting more events throughout the year. For a list of all Milicruit hiring events go to: <http://www.veteranscareerfair.com>
- **NASA** is making significant progress in placing priority on hiring veterans for many mission-critical needs. The agency achieved veteran new hires at over 11 percent of total hires for 2011. Of that number, almost 5 percent were disabled veterans. For 2012, NASA has set a 12 percent goal for veteran new hires, with 5 percent of those being disabled veterans. To learn more about careers at NASA go to: http://nasajobs.nasa.gov/careers_lp.htm
- **G.I. Jobs** announces its 2012 Top 100 Military Friendly Employers List. Companies that made the list are those that are putting forth the most effort to recruit veterans. According to G.I. Jobs, Corporate America already employs 10.3 million veterans, including 1.7 million recently separated veterans, and the companies on the list represent the top 2 percent of the 5,000 eligible companies that earn at least \$500 million in annual revenues. For the complete list go to: <http://www.gijobs.com/2012Top100.aspx>
- **UPS Store's** effort to help 10 veterans open locations. The UPS Store's franchise network reported \$300,000 in financial incentives to help up to 10 qualified U.S. military veterans open their own locations between Jan.1 and June 30, 2012. More at: <http://www.theupsstore.com/franchising/Pages/veteran-discounts.aspx>

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

The employment situation of veterans in the U.S. is impacted by a myriad of factors. Organizational psychologist Fred Mael recently completed a study of military personnel transitioning to the civilian workforce, and found that one of the major impediments to long-term and meaningful employment of veterans is readiness for—and assimilation into—a civilian corporate culture. Mael suggests that upon entering the civilian workforce, many veterans perceive a work culture that devalues teamwork and commitment. "Veterans find that as somewhat of a shock," said Mael.

Military socialization practices are designed to engender extreme organizational identification, and are wholly appropriate given the mission of a military organization. However the 'dark-side' of such practices often plays out in a civilian employment situation, in cases where co-workers don't identify strongly with each other, or the organization. In these situations—where strong organizational commitment is not valued—veterans (previously socialized to express a strong sense of organizational identity) experience feelings of hopelessness and lack of purpose in the workplace. Often this sense of personal dissatisfaction contributes to a failed employment situation. To combat this issue, researchers suggest that employers create opportunities for veterans to support each other through employee affinity groups, and by establishing peer-to-peer mentoring programs. In the absence of such programs, veterans may also satisfy their desire for personal meaning and organizational commitment by seeking volunteer opportunities to engage with community or faith-based organizations outside the workplace.