

Today, the Bureau of Labor Statistics (BLS) reported that the overall unemployment rate for all Americans (population 16 and over) was at 7.8% and has remained unchanged or near that level since September 2012. The employment situation for veterans, however, has experienced some changes, particularly in terms of differences in veteran status, age breakdowns and gender groups. The unemployment situation for all veterans has slightly worsened from last month, with unemployment rates increasing from 6.6% to 7.0%. For Gulf War era II veterans (post-9/11 generation), the unemployment rate has also increased slightly from 10.0% to 10.8%. Although the youngest post-9/11 veterans, those ages 20-24, saw a 4.6% decrease in their unemployment rate from November to December, their unemployment rate remains the highest of all age groups at 23.4%. The majority of post-9/11 veterans saw an increase in their unemployment rates over the past month, with post-9/11 veterans ages 35-39 and 50-54 seeing the largest increases at 3.0% and 4.5%, respectively. Of the 222,000 unemployed post-9/11 veterans ages 20 and over, 14% have been unemployed for less than five weeks, 36% unemployed for five to 14 weeks, and 50% have been unemployed for 15 weeks or more.

For female post-9/11 veterans, the unemployment rate increased from 12.9% to 15.7%, while male post-9/11 veterans saw an increase from 9.5% to 9.9% in their unemployment rate. Both female and male post-9/11 veterans continue to have higher unemployment rates than their non-veteran counterparts. Unemployment rates for Hispanic and African-American post-9/11 veterans saw significant changes, with unemployment for Hispanic post-9/11 veterans decreasing from 13.1% to 9.2%, while African-American post-9/11 veterans saw an increase from 9.4% to 14.9%. These unemployment rates remain higher than their African-American and Hispanic non-veteran counterparts, at 13.2% and 8.9% respectively.

## Demographics & Trends

The following tables summarize the employment situation of veterans in America, based on BLS data released on January 4, 2013. These are unpublished data from the Current Population Survey, not seasonally adjusted, and represent the period ending December 2012.

UNEMPLOYMENT RATES FOR:	November 2012	December 2012	Change (+/-)	December 2011
All Americans	7.1	7.5	0.4	8.1
All Veterans	6.6	7.0	0.4	7.7
Gulf War era II (Post-9/11) Veterans	10.0	10.8	0.8	13.1
Gulf War era I Veterans	5.4	5.5	0.1	5.6
WWII, Korean War and Vietnam Veterans	5.9	6.2	0.3	6.4
All Nonveterans	7.2	7.5	0.3	8.1

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.

Tables below (Gulf War Era II and Nonveterans) are for population ages 20 and over. (1) Rates are not shown where base is less than 35,000.

UNEMPLOYMENT RATES FOR GULF WAR ERA II (POST-9/11) VETERANS				
Category	November 2012	December 2012	Change (+/-)	December 2011
20-24	28.0	23.4	-4.6	31.9
25-29	9.3	9.9	0.6	16.9
30-34	7.9	10.7	2.8	9.1
35-39	6.3	9.3	3.0	6.4
40-44	3.9	4.5	0.6	2.4
45-49	11.6	8.4	-3.2	6.8
50-54	7.2	11.7	4.5	9.4
55-59	5.9	4.2	-1.7	28.8
60-64	4.9	5.9	1.0	6.5
65 years and older	40.8	(1)	-	(1)
Male	9.5	9.9	0.4	11.9
Female	12.9	15.7	2.8	22.0
White	10.0	10.6	0.6	12.3
Hispanic or Latino	13.1	9.2	-3.9	11.9
African-American	9.4	14.9	5.5	17.8

UNEMPLOYMENT RATES FOR NONVETERANS				
Category	November 2012	December 2012	Change (+/-)	December 2011
20-24	11.6	12.7	1.1	13.1
25-29	7.8	8.2	0.4	9.5
30-34	6.9	6.9	0.0	8.8
35-39	6.5	7.2	0.7	7.1
40-44	5.7	6.4	0.7	6.7
45-49	6.3	6.1	-0.2	6.7
50-54	5.1	5.4	0.3	6.3
55-59	5.4	5.5	0.1	5.8
60-64	5.6	5.8	0.2	5.6
65 years and older	5.7	5.9	0.2	6.5
Male	6.9	7.4	0.5	8.2
Female	6.7	6.9	0.2	7.4
White	5.9	6.1	0.2	6.8
Hispanic or Latino	8.8	8.9	0.1	10.4
African-American	12.0	13.2	1.2	14.5

## 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.

- **Hiring Our Heroes connects military spouses with jobs:** Sponsored by the U.S. Chamber of Commerce and Capital One, the Hiring Our Heroes campaign was launched in March 2011 as a way to engage the business community nationwide (and in Puerto Rico) to commit to hire 500,000 veterans and military spouses by the end of 2014. So far, some 800 businesses of all sizes have pledged to hire 182,000 veterans and military spouses toward that goal and 85,000 have landed jobs with the private and public sectors in the last seven months. For more information, visit <http://www.dodlive.mil/index.php/2012/12/hiring-our-heroes-connects-veterans-spouses-with-jobs/>.
- **New tools to help vets find jobs:** The U.S. Chamber is rolling out new employment tools for veterans. In addition to an online personal branding tool kit, expected to launch in February, the Chamber, in partnership with Google and the IVMF, is developing an enhanced online mapping tool, “Fast Track,” to help service members and veterans identify the 100 fastest-growing job markets in the U.S. and the industries driving growth in local communities. For more information, visit <http://www.armytimes.com/mobile/news/2012/11/marine-chamber-commerce-hiring-jobs-112312>.
- **Monster.com and Joining Forces partner on jobs for vets:** Monster.com is collaborating with the White House’s Joining Forces to hire or train an additional 250,000 veterans and military spouses by the end of 2014. Joining Forces is led by First Lady Michelle Obama and Dr. Jill Biden, wife of Vice President Biden. One of the effort’s main focuses has been connecting America’s veterans and military spouses with careers that match their skills, experience and dedication. To date, Joining Forces has worked with more than 2,000 companies to hire or train 125,000 veterans and military spouses. For more information, visit [http://www.retirees.af.mil/news/story\\_print.asp?id=123329968](http://www.retirees.af.mil/news/story_print.asp?id=123329968).
- **Employment for veterans increases in Florida:** Gov. Rick Scott announced that more than 27,000 Florida veterans have found jobs with the help of the state’s workforce system. Hiring Florida’s Heroes builds on other workforce training and career development initiatives for veterans in the state of Florida. For more information, visit <https://www.employflorida.com/portals/veteran/Default.asp>.
- **USDA/VA vets partnership:** The U.S. Department of Agriculture (USDA) has committed to recruit talented veterans into its workforce with the signing a Memorandum of Understanding (MOU) with the Department of Veterans Affairs (VA) on Thursday, Dec. 6. The MOU provides USDA with a comprehensive veteran career management program called Feds for Vets that offers tools and resources to help vets transition from the military to meaningful civilian careers. For more information, visit [http://vaforvets.va.gov/Pages/NEWS\\_USDA.aspx](http://vaforvets.va.gov/Pages/NEWS_USDA.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

While the national unemployment rate (population 18 and over) hovers at 7.5%, Iraq and Afghanistan veterans (Gulf War era II veterans) face a higher rate of unemployment 10.8%. Overall, more than three quarters of a million veterans are currently unemployed, with an additional one million anticipated to leave service this year through 2017. For veterans, the challenge is twofold: they not only have to combat higher unemployment and a stagnant economy, but also need to understand how their military skills can translate to civilian jobs (<http://www.americasjobexchange.com/career-advice/work-for-veterans>). Some sources, including the Milwaukee Wisconsin Journal-Sentinel, report that many veterans (including Guard and Reservists) still struggle with their transition from military to civilian jobs. Many are having a difficult time getting work and some complain that companies won’t hire them because they could be called away from work for a year, although Guard and Reserve officials in Wisconsin say most employers respect military obligations and follow the law that protects jobs while on a deployment. According to the Wisconsin branch of the Employer Support of the Guard and Reserve, there is a good business case for hiring veterans, including employment tax credits and benefits from hiring skilled employees who have proven they can handle difficult situations, including the stresses of war (<http://www.jsonline.com/business/veterans-struggle-with-hiring-decisions-transitions-mn813po-184581121.html>). Despite these challenges, there is good news. More employers understand the value that military experience brings to the workplace and are actively seeking out veterans to fill positions, especially government agencies. There are several career sectors most sought out by veterans after service, and the Bureau of Labor Statistics anticipates these to be high growth sectors. Careers in computer science/network systems management, health care administration, human resources training management, training and education, and law enforcement are all popular career choices, according to USArmy.com (<http://www.americasjobexchange.com/career-advice/work-for-veterans>).