



January 2014

The Employment Situation of Veterans

Today, the Bureau of Labor Statistics (BLS) reported that for January 2014, the national unemployment rate representative of all Americans (16 and over) improved slightly, decreasing to 6.6% (compared to 6.7% in December 2013). The employment situation representative of all veterans has worsened slightly, increasing from 5.5% in December 2013 to 5.6% in January 2014. For Gulf War era II veterans (post-9/11 generation), the unemployment rate has worsened slightly, increasing from 7.3% in December 2013 to 7.9% in January 2014. The employment situation of the youngest post-9/11 veterans (ages 20-24) improved by 2.3%, decreasing from 14.5% in December 2013 to 12.2% in January 2014. Importantly, veterans ages 20-24 are also experiencing an improvement in their unemployment rate that is currently 0.7% lower than that of their non-veteran peers of the same age. Of the 189,000 unemployed post-9/11 veterans ages 20 and over, 23% have been unemployed for less than 5 weeks, 27% for between 5 and 14 weeks and 50% for 15 weeks or more. In terms of unemployment duration of unemployed post-9/11 veterans ages 20-24, approximately 68.8% have been unemployed for more than five weeks.

The unemployment rate of female post-9/11 veterans has increased from 2.3% in December 2013 to 6.8% in January 2014. For comparison, female non-veterans are currently unemployed at a rate of 6.1%. The unemployment rate of male post-9/11 veterans improved, decreasing from 8.4% in December 2013 to 8.2% in January 2014. For comparison, male non-veterans are currently unemployed at a rate of 7.2%. The 8.5% unemployment rate experienced by African-American post-9/11 veterans is lower than that of their non-veteran counterparts, at 12.1%. Hispanic post-9/11 veterans have an unemployment rate of 8.3%, lower than that of their non-veteran counterparts at 8.6%.

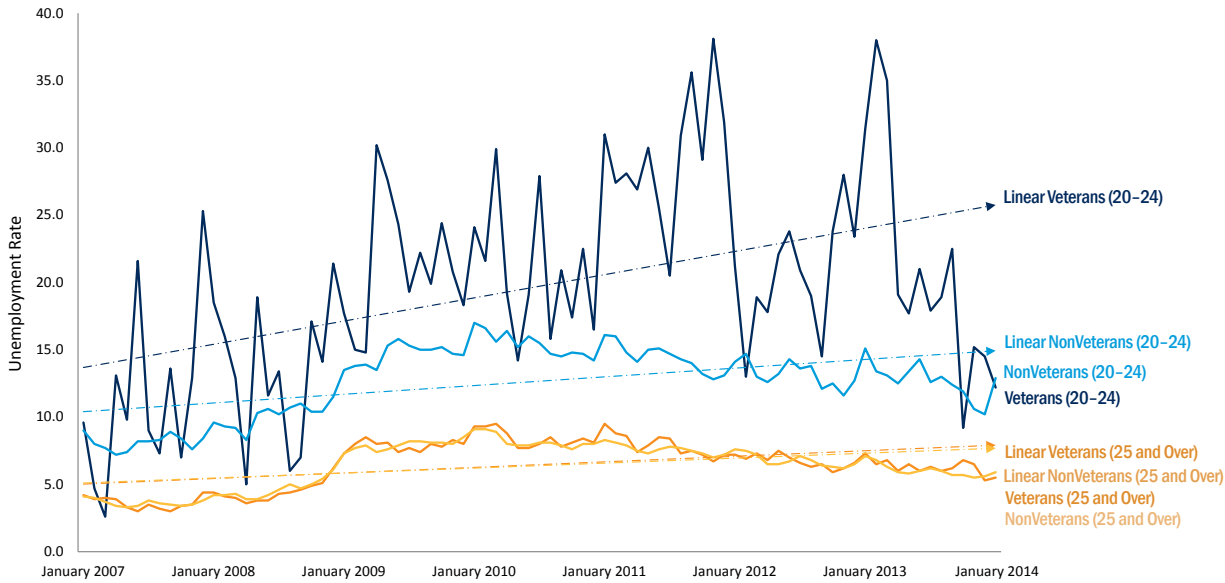
Demographics & Trends

The following tables summarize the employment situation of veterans in America, based on BLS data released on February 7, 2014. These are unpublished data from the Current Population Survey, not seasonally adjusted, and represent the period ending January 2014.

NOTE: Table 1 is for the population of 18 and over and will not be the same as the overall BLS reported numbers which report data for those ages 16 and over. Table 2 is for the population of 20 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 peacetime period are classified only in the wartime period. The minority-by-gender unemployment rates are not displayed due to small sample size and are more appropriately displayed as annual averages.

TABLE 1. UNEMPLOYMENT RATES FOR:	Rate of Unemployed January 2014	% Change from December to January	Number of Unemployed January 2014	% Change from December to January
All Americans	6.9	+0.6	10,478,000	+877,000
All Veterans	5.6	+ 0.1	599,000	+11,000
Gulf War Era II (Post-9/11) Veterans	7.9	+ 0.6	189,000	+11,000
Gulf War Era I Veterans	5.5	+ 0.7	155,000	+28,000
WWII, Korean War and Vietnam Veterans	4.4	-1.2	120,000	-29,000
All Nonveterans	7.0	+ 0.6	9,879,000	+867,000

TABLE 2. UNEMPLOYMENT RATES FOR:	GULF WAR ERA II (POST-9/11) VETERANS				NONVETERANS			
	Category	Rate January 2014	% Change (+/-)	Number January 2014	# Change (+/-)	Rate January 2014	% Change (+/-)	Number January 2014
20-24	12.2	-2.3	16,000	-3,000	12.9	+2.7	1,970,000	+417,000
25-29	13.8	+3.4	72,000	+8,000	7.7	+0.4	1,269,000	+91,000
30-34	5.9	+0.2	40,000	+2,000	6.8	+0.5	1,100,000	+79,000
35-39	6.5	+0.3	21,000	+2,000	6.0	+0.2	897,000	+25,000
40-44	4.6	+1.1	11,000	+3,000	5.2	+0.1	802,000	+21,000
45-49	-	-	-	-	5.3	+0.3	813,000	+41,000
50-54	10.9	+1.1	22,000	+5,000	5.6	+0.5	891,000	+79,000
55-59	5.2	-0.7	6,000	0	4.9	0.0	660,000	-6,000
60-64	-	-	-	-	5.2	+0.1	460,000	+1,000
65 years and older	-	-	-	-	5.1	0.0	329,000	+8,000
Male	8.2	-0.2	160,000	-3,000	7.2	+0.7	5,029,000	+513,000
Female	6.8	+4.5	29,000	+18,000	6.1	+0.4	4,162,000	+243,000
White	8.1	+0.5	147,000	+4,000	5.8	+0.4	6,389,000	+517,000
Hispanic or Latino	8.3	+3.0	28,000	+8,000	8.6	+0.7	1,968,000	+175,000
African-American	8.5	+3.4	32,000	+14,000	12.1	+0.9	1,984,000	+166,000



The gap in the rate of unemployment experienced by veterans and non-veterans in the 20-24 age group has varied month-to-month and must be considered with caution in the context of longitudinal trends. (Gap = difference in monthly rate of unemployment between veterans and non-veterans). Since November 2006, the trending unemployment gap between veterans and non-veterans in the 20-24 age group has increased; that is, the unemployment situation of veterans in the 20-24 age group has grown, on average, increasingly worse relative to their non-veteran peers (of equivalent age): 8.9% worse in January 2008, 7.1% worse in January 2010, 7.1% worse in January 2012, and 0.7% better in January 2014. Although there have been recent improvements, one must examine this result in the context of the demonstrated volatility in unemployment rates for this group. The gap remains significantly higher as compared to pre-2004 levels, suggesting that veterans in this age demographic continue to experience employment challenges that are meaningfully different relative to their non-veteran, age group peers.

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.

- CruiseOne® Announces that 25% of its Travel Agent Franchise Network will be operated by Military Veterans and Military Spouses in 2014:** CruiseOne®, is known as one of the nation’s largest home-based and military-friendly franchise travel agent networks. It recently announced new opportunities available to veterans and their spouses interested in becoming part of the a CruiseOne® franchise network. It set a goal of having at least 25% of its franchise network operated by veterans and military spouses by the end of the year, an increase of nearly 10%. Those who served in the U.S. Armed Forces will receive a 20% discount off the franchise fee to assist in their business development. To further increase veteran hiring, CruiseOne® will launch a 2014 initiative that will offer discounts for franchise owners who hire former members of the U.S. military or active duty military spouses as associates. CruiseOne® also holds an annual “Operation Vetpreneur: Become Your Own General” contest that starts on Memorial day and ends with awards given in the fall. Five awards of a free CruiseOne® franchise are given to deserving military veterans. CruiseOne® is a member of the International Franchise Association’s (IFA) VetFran initiative and is recognized by leading industry publications as a military-friendly franchise for its dedication to veteran employment, including a number one ranking by Forbes in its “Top 10 Military Friendly Franchise” and inclusion on the “Top 100 Vet-Friendly Franchise” lists by Franchise Business Review and other awards recognizing military-friendly employers. For more information, visit <http://www.prweb.com/releases/2014/01/prweb11530758.htm>.
- Launch of USTechVets.org to Connect Veterans with Careers in the U.S. Technology Sector:** Leaders from top U.S. technology industry trade associations announced the launch of USTechVets.org, an online community to connect the one million service members who are transitioning back into civilian life to employment opportunities within the technology industry. USTechVets.org is a collaborative effort of the Consumer Electronics Association (CEA), Northern Virginia Technology Council (NVTC), Monster.com and Military.com. USTechVets.org seeks to facilitate veterans’ transition to civilian careers, reduce veteran unemployment and provide America’s veteran workforce access to

jobs within the technology industry. USTechVets.org features free tools and resources for employers and for transitioning military personnel, veterans and their families. Tools for veterans include a military skills translator to match each veteran’s skills, training and duties to civilian jobs, a searchable database of jobs in the technology sector, and educational resources to help veterans develop skills to thrive in a private sector career. USTechVets.org member companies will receive free access to Monster’s database of more than 800,000 veteran resumes. Employers also can automatically or directly post their jobs to the site, which veterans can search. For more information, visit <http://www.ustechvets.org>.

- House passes bill to end hiring discrimination for veterans:** January 28, 2014 marked an important day for veterans in the state of Indiana. On this date, House Bill 1242 passed unanimously to end employment discrimination. This bill will make it illegal to refuse a person employment based on veteran status, either because they are a U.S. Armed Forces veteran, a member of the Indiana National Guard or of a reserve component. Rep. Karlee Macer (D-Indianapolis), one of the bill’s co-authors, said she was “shocked and saddened” during her research into how many veterans have been discriminated against. Macer believes the reason some employers discriminate against members of the National Guard is that they wrongfully assume the applicant will be called to active duty and will have to leave the position as well as ill-placed fears regarding post traumatic stress disorder. For more information, visit <http://www.ibj.com/house-passes-bill-to-end-hiring-discrimination-for-veterans/PARAMS/article/45840>.

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.