

Today, the Bureau of Labor Statistics (BLS) reported that the overall unemployment rate for all Americans (population 16 and over) edged down to 7.7% (down from 7.9% in October). This decrease is also evident for the population that is 18 and over (7.1% which is down from 7.3% in October). In contrast, the unemployment situation for all veterans has slightly worsened from last month, with unemployment rates increasing from 6.3% to 6.6%. For Gulf War era II veterans (post-9/11 generation), the unemployment rate has remained unchanged at 10.0%. The youngest post-9/11 veterans continue to experience the highest unemployment rates, with those in the 20-24 age range experiencing a 28% unemployment rate (compared to 11.6% for non-veterans). Post 9/11 veterans ages 30-34, 35-39, and 40-44 have all experienced increases in their unemployment rates, with these changes ranging from 1.0% to 2.5%. Older post-9/11 veterans are starting to experience high unemployment rates as well, with those 65 and over experiencing a 40.8% unemployment rate. Of the 211,000 unemployed post-9/11 veterans ages 20 and over, 45% have been unemployed for 15 weeks or more.

For female post-9/11 veterans, the unemployment rate has decreased, dropping from 15.5% to 12.9%, while rates slightly increased for male post-9/11 veterans from 9.0% to 9.5%. These rates are still higher than those of their non-veteran counterparts, 6.9% for male non-veterans and 6.7% for female non-veterans. Unemployment rates for African-American post-9/11 veterans increased from 7.4% to 9.4% while for African-American non-veterans, unemployment rates dropped from 13.2% to 12.0%. Hispanic post-9/11 veterans saw a 1% decrease in their unemployment rates, which at 13.1%, remain much higher than the 8.8% unemployment rate for Hispanic non-veterans.

## Demographics & Trends

The following tables summarize the employment situation of veterans in America, based on BLS data released on December 7, 2012. These are unpublished data from the Current Population Survey, not seasonally adjusted, and represent the period ending November 2012.

UNEMPLOYMENT RATES FOR:	October 2012	November 2012	Change (+/-)	November 2011
All Americans	7.3	7.1	-0.2	8.0
All Veterans	6.3	6.6	0.3	7.4
Gulf War era II (Post-9/11) Veterans	10.0	10.0	0.0	11.1
Gulf War era I Veterans	5.2	5.4	0.2	5.2
WWII, Korean War and Vietnam Veterans	5.3	5.9	0.6	6.8
All Nonveterans	7.4	7.2	-0.2	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	October 2012	November 2012	Change (+/-)	November 2011
20-24	23.8	28.0	4.2	38.1
25-29	10.1	9.3	-0.8	8.1
30-34	6.9	7.9	1.0	9.1
35-39	3.8	6.3	2.5	7.3
40-44	2.2	3.9	1.7	5.2
45-49	14.2	11.6	-2.6	2.6
50-54	9.3	7.2	-2.1	7.4
55-59	4.9	5.9	1.0	4.7
60-64	21.0	4.9	-16.1	5.4
65 years and older	(1)	40.8	-	(1)
Male	9.0	9.5	0.5	10.0
Female	15.5	12.9	-2.6	18.7
White	10.6	10.0	-0.6	10.2
Hispanic or Latino	14.1	13.1	-1.0	14.9
African-American	7.4	9.4	2.0	15.2

UNEMPLOYMENT RATES FOR NONVETERANS				
Category	October 2012	November 2012	Change (+/-)	November 2011
20-24	12.5	11.6	-0.9	12.8
25-29	8.7	7.8	-0.9	9.4
30-34	7.2	6.9	-0.3	8.0
35-39	6.3	6.5	0.2	6.8
40-44	5.9	5.7	-0.2	6.8
45-49	5.7	6.3	0.6	6.7
50-54	5.5	5.1	-0.4	6.0
55-59	5.2	5.4	0.2	6.1
60-64	5.7	5.6	-0.1	5.5
65 years and older	5.9	5.7	-0.2	6.7
Male	7.0	6.9	-0.1	7.9
Female	7.0	6.7	-0.3	7.5
White	6.1	5.9	-0.2	6.7
Hispanic or Latino	8.8	8.8	0.0	10.0
African-American	13.2	12.0	-1.2	14.4

## 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 Veterans Network (VetNet):** The Institute for Veterans and Military Families at Syracuse University (IVMF), Hire Heroes USA and the U.S. Chamber of Commerce’s Hiring Our Heroes initiative have combined forces to create VetNet a three-track program to assist veterans in employment. VetNet, hosted on Google+, is designed to be a free, one-stop shop for the veteran and military family communities as they transition from military to the civilian workforce. **VetNet Basic Training Track:** Powered by Hire Heroes USA: The channel for those just beginning their search; veterans can get resume writing workshops and connect to a database of over one million veteran-preferred jobs. **VetNet Career Connections:** Powered by Hiring Our Heroes: This channel is for those looking to figure out what industries or companies might be right for them; veterans can participate in video chats with industry experts and get advice from other veterans eager to share their career experiences. **VetNet Entrepreneur Track:** Powered by IVMF: This channel is for those who want to start their own business; veterans can join the entrepreneur track with college-level business courses to help turn their ideas of self-employment into reality. For more information, visit <http://vets.syr.edu/ivmf-partners-with-hiring-our-heroes-hire-heroes-usa-to-launch-google-powered-career-resource-vetnet/>.
- **Paralyzed Veterans of America Announces Employment Leadership Council:** Paralyzed Veterans of America has announced that it will expand its veteran employment program – PAVE (Paving Access for Veterans Employment), through the creation of a PAVE Employment Leadership Council. Paralyzed Veterans of America was founded by a band of service members who came home from World War II with spinal cord injuries. The PAVE Council will support PAVE’s model for helping all veterans transition to civilian life with economic independence, by helping bring new relationships, networks and ideas to the table. For more information, visit [http://www.pva.org/site/c.ajIRK9NjLcJ2E/b.7750849/k.36C/Operation\\_PAVE\\_Paving\\_Access\\_for\\_Veterans\\_Employment.htm](http://www.pva.org/site/c.ajIRK9NjLcJ2E/b.7750849/k.36C/Operation_PAVE_Paving_Access_for_Veterans_Employment.htm).
- **Warrior Transition Command launches ‘Hire a Veteran’ campaign:** The Army’s Warrior Transition Command has unveiled its three-pronged Hire a Veteran education campaign plan. The plan will help employers understand that wounded warriors can bring a wealth of leadership experience and skills to the companies and to their bottom line. For more information, visit [http://www.army.mil/article/91597/Warrior\\_Transition\\_Command\\_launches\\_Hire\\_a\\_Veteran\\_campaign/](http://www.army.mil/article/91597/Warrior_Transition_Command_launches_Hire_a_Veteran_campaign/).
- **Employers Hiring Veterans by Year’s End May Get Expanded Tax Credit:** Employers planning to claim an expanded tax credit for hiring certain veterans should act soon, according to the IRS. Many businesses may qualify to receive thousands of dollars through the Work Opportunity Tax Credit, but only if the veteran begins work before the New Year. For more information, visit <http://www.irs.gov/uac/Newsroom/Employers-Hiring-Veterans-by-Year%E2%80%99s-End-May-Get-Expanded-Tax-Credit>.

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

Monster Worldwide issued a report in November 2012 entitled: “Veterans Talent Index.” It found that on average over 80% of employers surveyed had a strong commitment to hiring veterans and 2 out of 3 had hired veterans during the past year. The Monster survey suggests that employers value the veteran experience when selecting job candidates. Among those surveyed, 64% thought that veterans would be the best candidate for the job and half of those surveyed indicated that military experience translates well to civilian employment. More work needs to be done to connect employers willing and interested in hiring veterans and veterans still looking for work, to improve the employment outlook for veterans. For example, Monster recommended employers build a military-friendly image and publicize their intent to hire qualified veterans. Another recommendation is that employers educate themselves to better understand veteran transition challenges. The IVMF Guide to leading Policies, Practices and Resources is a free tool that employers can use: <http://vets.syr.edu/pdfs/guidetoleadingpractices.pdf>.

Improving veteran employment over the coming months can occur either through generating new wage-based jobs or by assisting veterans to start their own businesses. These new veteran owned businesses can also improve the employment situation by hiring veterans. A March 2012 U.S. Small Business Administration (SBA) publication found that military service appeared to have provided business skills to a significant proportion (one-third or more) of both current veteran business owners and those planning to become owners. Military experience is an even stronger predictor of self-employment than graduate level education. In the private sector workforce, veterans are at least 45 percent more likely than those with no active duty military experience to be self-employed. A new study suggests one potential bright spot for even more vets to start their own businesses may be in the franchising world. According to the International Franchise Association’s 2012 Veterans in Franchising Study, the industry has provided more than 64,000 veterans, military spouse and wounded warrior job opportunities in the past year. Also, 4,314 new veteran franchise owners entered the industry since 2011, and were 30% more likely to have hired a veteran than a non-veteran owned franchise. For more information, visit <http://smallbusiness.foxbusiness.com/entrepreneurs/2012/11/12/veterans-finding-new-opportunities-in-franchising-post-service/#ixzz2DFx11hkm>.