

The U.S. economy added 120,000 jobs in November 2011, and the Bureau of Labor Statistics (BLS) reported a slight decrease in the month-to-month change in the nation's unemployment rate. 8% of all job seekers remained unemployed in November, as compared to 8.3% in October (not seasonally adjusted percentages, population 18 and over). Of the nation's veterans, 7.4% are unemployed. This figure continues to compare favorably to the national unemployment rate for all Americans (8%), however the unemployment situation of post-9/11 veterans remains troubling. The unemployment rate for those veterans who have served since 2001 was at 11.1% in November, down from 12.1% in October. The youngest post-9/11 veterans continue to experience the highest unemployment; those 18-24 years of age are unemployed at 37.9% (compared to 15% for non-veterans), up from 30.4% in October. Those veterans ages 25-34 have an unemployment rate of 8.6%, down from 13.30% in the last month. The overall unemployment rate for female (post-9/11) veterans (18.70%) is higher as compared to male veterans (10%), and both are higher than nonveterans (7.8% and 8.4% respectfully).

## Demographics & Trends

The following tables summarize the employment situation of veterans in America, based on Bureau of Labor Statistics data released on December 2, 2011. These are unpublished data from the Current Population Survey, not seasonally adjusted, and represent the period ending November 2011.

UNEMPLOYMENT RATES FOR:	NOVEMBER 2011	OCTOBER 2011	CHANGE (+/-)	ANNUAL AVERAGES 2010
All Veterans	7.40	7.70	-0.30	8.70
Post-9/11 Veterans	11.10	12.10	-1.00	11.50
Gulf War I Era Veterans	5.20	5.90	-0.70	7.70
WWII, Korean War and Vietnam Era	6.80	7.20	-0.40	8.30
All Americans	8.00	8.30	-0.30	9.40
All Non-Veterans	8.10	8.40	-0.30	9.40

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	November 2011	October 2011	Change (+/-)	Annual Averages 2010
18-24	37.90	30.40	7.50	20.90
25-34	8.60	13.30	-4.70	13.10
35-44	6.20	5.10	1.10	6.00
45-54	4.80	5.80	-1.00	6.30
55-64	5.10	2.60	2.50	5.70
65 years and older	(1)	(1)	0.00	(1)
Male	10.00	12.30	-2.30	11.40
Female	18.70	10.90	7.80	12.00
White	10.20	12.00	-1.80	10.70
Hispanic or Latino	14.90	17.70	-2.80	14.00
African American	15.20	13.20	2.00	14.70

UNEMPLOYMENT RATES FOR NONVETERANS				
Category	November 2011	October 2011	Change (+/-)	Annual Averages 2010
18-24	15.00	15.30	-0.30	17.30
25-34	8.70	9.20	-0.50	10.00
35-44	6.80	6.90	-0.10	8.20
45-54	6.40	6.50	-0.10	7.60
55-64	5.90	6.40	-0.50	7.00
65 years and older	6.70	7.20	0.00	6.50
Male	8.40	8.60	-0.20	10.50
Female	7.80	8.10	-0.30	8.40
White	7.00	7.40	-0.40	8.50
Hispanic or Latino	10.70	10.60	0.10	12.30
African American	15.10	14.50	0.60	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 Veterans Opportunity to Work Act of 2011** overhauls the military’s Transition Assistance Program (TAP), creating a job retraining program that will help 100,000 veterans who have been unemployed for 26 weeks or more. This legislation also extends Homeless Veterans Reintegration Program (HVRP) through fiscal year 2012, authorizing \$50 million for the DOL to provide grants to agencies and organizations that provide job placement, training, and vocational counseling to homeless veterans. Furthermore, the act provides up to \$5,600 in tax credits for employers who hire veterans who have been unemployed for more than 26 weeks and up to \$9,600 for hiring disabled veterans who have been unemployed for long periods of time. More at: <http://veterans.house.gov/vow>
- The Badges for Vets contest (VA) is in search of a digital “badge” system that will help veterans translate their military skills into civilian jobs by recognizing skills gained through non-traditional learning. Up to three \$25,000 prizes in five categories will be awarded to teams that demonstrate they can develop and deliver digital badges representing skills learned in the military that are desired by civilian employers. More at: <http://challenge.gov/VAi2/262-badges-for-vets>
- **Google for Veterans and Families** provides online tools for veterans and families that they need to find employment, stay connected, plan for life after the service and much more. Google for Veterans and Families was made by veterans, family of veterans and friends who work at Google. More at: <http://www.googleforveterans.com/>
- **Intel Veteran’s Employment Training Program** is a new program designed to provide veterans with training and mentoring services as they transition from a military career to employment in the private sector. More at: <http://www.intel.com/jobs/careers/veterans>
- **The Franchise Education for Veterans Act (H.R. 3351)** is a new federal legislation that allows veterans interested in purchasing a franchise business to use up to \$15,000 in GI bill funds to pay for franchise education and training programs. More at: <http://www.franchise.org/Franchise-News-Detail.aspx?id=55398>
- **Operation Enduring Opportunity** is a newly launched campaign that includes more than 825,000 franchise establishments, which support nearly 18 million jobs, to hire and recruit 75,000 veterans and 5,000 wounded warriors by 2014. More at: <http://www.VetFran.com>

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 unemployment situation of veterans, besides being impacted by the economy, has been impacted by other factors such as the stigma attached to post-traumatic stress disorder (PTSD). A survey conducted by the Society of Human Resource Management’s Poll: Recruiting Veterans With Disabilities: Perceptions in the Workplace, found that 46% of surveyed employers said they believed PTSD and other mental health issues would be a problem in hiring veterans, but only 13% said they had real problems with veterans in the workforce who had PTSD. Furthermore, the same survey showed that around two-thirds of respondents think that accommodating workers with PTSD or traumatic brain injury (TBI) requires more effort from the employer. However, the same survey pointed out that nearly three-fourths of HR professionals agreed that, in general, veterans with disabilities perform on the job as well as any other employee.

This trend amongst the employers identifies a critical need to educate employers, hiring managers, and line managers about PTSD and TBI such as: what is PTSD, what is TBI, what resources exist for employers and veterans to access assistance, potential challenges, myths about PTSD and TBI, impact of employees with disabilities, turnover rate, and much more. This example shows the need for employers to understand the ‘business case’ for hiring veterans, and illustrates the importance of educating recruiters and managers on how to effectively hire and retain veterans in the workforce.