HIspanics and Latinos In the Miltiary:

From Service to Civilian Life

This infographic provides key highlights for Hispanic and Latino service members and veterans. The information and statistics in this document are from our various data collection efforts centered on military life, transition, employment, entrepreneurship, and higher education.

# Hispanics and Latinos in the military Population

## Active Duty, Guard, and Reserve

Currently over 314+ 000 Hispanic or Latinos Active Duty and Selected Reserve Members

*Total Military Force*

* Over 210,000 active duty service members
* Over 104,000 selected reserve members

## Veterans

Currently over 1.3 million Hispanics or Latinos veterans in the U.S.

**Post 9/11 Veterans**

* Over 540,000 Post 9/11 veterans
* 13% Of all female post 9/11 veterans, 13% are Hispanic and Latinas

## Historical Numbers

* Hispanics and Latinos have a long history of service in the military
* The Department of Defense that over 9,000 fought in the Civil War
* Over 4,000 served during World War I
* Over 500,000 served during World War II

# Views on MILITARY SERVICE

## TOP MOTIVATIONS FOR MILITARY SERVICE

* Education benefits 61%
* A desire to serve your country 58%
* New experiences/adventure/travel 57%
* Sense of purpose 41%
* Career opportunities 36%

## TOP SKILLS & ATTRIBUTES STRENGTHENED BY MILITARY SERVICE

* Work ethic/discipline 91%
* Teamwork 90%
* Mental toughness 86%
* Adaptation to different challenges 84%
* Leadership and management skills 82%
* Professionalism 81%
* Self-discipline 81%
* Ability to get things done 79%
* Training & teaching others 79%
* Confidence and self-esteem 78%
* Perseverance 76%
* Coping with adversity 76%

## WAS MILITARY SERVICE WORTH IT?

* 91% reported that JOINING THE MILITARY WAS A GOOD DECISION
* 85% SERVED OUTSIDE OF THE CONTINENTAL UNITED STATES operating across different cultures, nations, and regions

## STEM

42% reported that their military specialization was STEM RELATED

# TRANISITON

## Top Reasons for Leaving Armed Service

* Pursue education and training opportunities 44%
* Lost faith or trust in military or political leadership 41%
* Family reasons 34%
* Completion of military service obligation (less than 20 years) 32%
* Career change/alternative job opportunities 30%
* Concerns & grievances about service experiences 24%

## Military Influence on Post Service Aspirations

* 50% reported that military service prepared them for their civilian career
* 53% INDICATED THE DESIRE TO PURSUE A CAREER DIFFERENT FROM THEIR MILITARY SPECIALTY (MOS, AFSC, ETC.)
* 35% INDICATED THE DESIRE TO PURSUE A CAREER SIMILAR TO THEIR MILITARY SPECIALTY
* 12% INDICATE THEY ARE UNSURE IF THEY WILL PURSUE A CAREER SIMILAR TO THEIR MILITARY SPECIALTY

## Top Transitional Challenges

* Navigating VA administration or benefits 60%
* Getting a job 60%
* Financial struggles 47%
* Getting socialized to civilian culture 46%
* Skills translation 44%
* Employment preparation 40%
* Depression 39%
* Understanding GI Bill benefits 37%
* Disability 33%
* Civilian day-to-day life 33%

## AmericaServes

10% of military members/veterans seeking services in AmericaServes networks identified as Hispanics and Latinos

The service categories for Hispanics or Latinos clients

1. Housing & Shelter
2. Employment
3. Benefits Navigation

## Positive Impacts of Service

* 96% felt pride from their accomplishments during service.
* 95% reported their service had a positive impact on their life.\*
* 92% indicated they matured as a result of their service.
* 73% reported they would be happy if their child(ren) were to join the military.\*

## Transition Difficulty

* 63% of Hispanic or Latino/a veteran respondents characterized their employment transition as difficult or very difficult, compared with 49% of White/Non-Hispanic veteran respondents.
* 61% of Hispanic or Latino/a veteran respondents characterized their financial transition as difficult or very difficult, compared with 48% of White/Non-Hispanic veteran respondents.
* 56% of Hispanic or Latino/a veteran respondents characterized their overall transition as difficult or very difficult, compared with 43% of White/Non-Hispanic veteran respondents.

## Time to Employment

33% of Hispanic or Latino/a veteran respondents reported it took less than three months to find employment after their transition, compared with 51% of White/Non-Hispanic veteran respondents.

# Employment

## Unemployment

* IN 2019 Hispanic and Latino veteran unemployment was at 2.4%
  + {this is LOWER than total veteran unemployment which was at 3.1%}
* IN 2019 Hispanic and Latino Post 9/11 veteran unemployment was at 3.2%
  + {this is LOWER than post 9/11 veteran unemployment which was at 3.5%}

## Earnings

$53,016 AVERAGE EARNINGS FOR HISPANIC AND LATINO VETERANS

{HIGHER compared to Hispanic and Latino nonveteran counterparts who earn about $34,278; LOWER compared to non-minority veteran counterparts who earn about $57,445}

## TOP FIVE OCCUPATIONS

1. Office and Administrative Support Occupations
2. Transportation and Material Moving Occupations
3. Protective Service Occupations
4. Installation, Maintenance, and Repair Occupations
5. Management Occupations

## TOP FIVE INDUSTRIES

1. Public Administration
2. Manufacturing
3. Health Care and Social Assistance
4. Transportation and Warehousing
5. Retail Trade

# STEM WORKFORCE

* Of those veterans in the STEM workforce, 5% are Hispanic and Latino. However, rates have been declining in STEM since 2012 (↓0.486 % points per year)
* $83,703 average earnings for Hispanic and Latino/a veterans in STEM
* $98,292 average earnings for Hispanic and Latino/a veterans in STEM with a college degree or higher
* $70,992 average earnings for Hispanic and Latino/a veterans in STEM with less than a college degree

# Entrepreneurship

* In 2018, 9% of Hispanic and Latino/a veterans were self-employed

## motivations for pursing entrepreneurship

* The opportunity to be financially independent/increase personal income 46%
* The chance to implement ideas/Creating something 40%
* Improving quality of life 39%
* Helping society/supporting community 38%
* Make own decisions 34%

## Current Barriers

* Lack of initial capital 44%
* Current economic situation 33%
* Lack of experience in entrepreneurship or business ownership 32%
* Lack of mentors for business 26%
* Irregular income 24%

## RESOURCES hispanic and latino/a ENTREPRENEURS FIND MOST HELPFUL

* College/University academic programs
* Networking and engaging with other business owners
* Conferences and workshops
* SBA resources (SBDC, WBDC, VBOC, etc.)

# hIGHER Education

## EDUCATION ATTAINMENT

Hispanic and Latino Post 9/11 veterans have achieved:

* 30% bachelor’s degree or higher
* 45% some college or associate degree
* 20% high school degree
* 5% less than high school degree

## Motivations for PURSUING HIGHER EDUCATION

* Career/job opportunities 88%
* Self-improvement and personal growth 77%
* Potential for making money/Improve economic status 75%
* Professional advancement 62%
* Enjoy education and learning 55%
* Support family 52%

## BARRIERS THAT HINDERED PURSUIT OF HIGHER EDUCATION

* Lack of financial resources/ Financial burden 57%
* Personal/family obligations 30%
* GI Bill benefits expire before I complete my degree 26%
* Conflict between job and school 25%
* Health/disability issues 22%
* Bureaucracy associated with VA paperwork and processing 18%

## CHALLENGES WHILE PURSUING HIGHER EDUCATION

* Family responsibilities 35%
* Age differences 34%
* Working full time job 34%
* Lack of financial resources 30%
* Transferring academic credits 25%
* Few veterans resources on campus 25%

## HELPFUL RESOURCES AND ASSETS FOR VETERAN SUCCESS

* Military/veteran friendly campus 68%
* Flexible class schedules 67%
* Academic advising/counseling 64%
* Preferred classroom settings and instruction 61%
* Dedicated veterans office & administrators on campus 59%
* Faculty supportive of veterans 57%
* Career services and counseling 52%
* Academic preparation courses & remediation 51%

# References

*Service Member Population*

2018 Demographics DoD Profile of the Military Community (2018). Retrieved from: <https://www.militaryonesource.mil/data-research-and-statistics/military-community-demographics/2018-demographics-profile>

U.S. Department of Labor, Bureau of Labor Statistics. (2019). Current Population Survey. Washington, D.C.

U.S. Department of Veterans Affairs (2017). Minority Veterans Report: Military Service History and VA Benefit Utilization Statistics. Data Governance and Analytics, Department of Veterans Affairs, Washington, DC. Retrieved from <https://www.va.gov/vetdata/docs/SpecialReports/Minority_Veterans_Report.pdf>

*Military Service for* Hispanic and Latino/a *Veterans*

Data of Hispanic and Latino/a service members used from Zoli, C., Maury, R., & Fay, D. (2015, November). Missing Perspectives: Servicemembers’ Transition from Service to Civilian Life data-driven research to enact the promise of the Post-9/11 GI Bill. Syracuse, NY: Institute for Veterans and Military Families, Syracuse University.

*Transition for* Hispanic and Latino/a *Veterans*

Data of Hispanic and Latino/a veterans used from Zoli, C., Maury, R., & Fay, D. (2015, November). Missing Perspectives: Servicemembers’ Transition from Service to Civilian Life data-driven research to enact the promise of the Post-9/11 GI Bill. Syracuse, NY: Institute for Veterans and Military Families, Syracuse University.

Positive impacts of service, transition difficulty, and time to employment were analyzed from unpublished data collected for the 2018-2016 Blue Star Families’ annual Military Family Lifestyle Surveys (\* is 2017 and 2018 only). Please note these findings are limited due to small sample size (n

< 200) for Hispanic and Latino/a veteran respondents. This effort is from Blue Star Families in collaboration with the IVMF. For more information, see Blue Star Families, 2018-2016 Military Family Lifestyle Survey Comprehensive Report. Blue Star Families. Retrieved from <https://bluestarfam.org/survey/>

Data from AmericaServes is from the beginning of the AmericaServes to July 31, 2020. Of note, 45% of clients have undisclosed/missing ethnicity.

*Employment/Entrepreneurship for* Hispanic and Latino/a *Veterans*

U.S. Department of Labor, Bureau of Labor Statistics. (2019). Current Population Survey - Annual Averages for 2019. Washington, D.C.

Earnings, industry, occupation, and self-employment is data analyzed using Steven Ruggles, Katie Genadek, Ronald Goeken, Josiah Grover, and Matthew Sobek. Integrated Public Use Microdata Series: Version 7.0 [U.S. Census Bureau 2018 American Community Survey 1-year estimate]. Minneapolis: University of Minnesota. <https://doi.org/10.18128/D010.V7.0>.

STEM is from Maury, R.; Stone, B.; Armstrong, N. (2018, December). Enhancing Veterans’ Access to STEM Education and Careers: A Labor Market Analysis of Veterans in the STEM Workforce. Syracuse, NY: Institute for Veterans and Military Families, Syracuse University

Motivations, Barriers, and resources in entrepreneurship is preliminary data from IVMF’s National Survey of Military-Affiliated Entrepreneurs using Hispanic and Latino/a veterans and service. More information can be found at <https://ivmf.syracuse.edu/milbizsurvey/>

*Higher Education for* Hispanic and Latino/a *Veterans*

Steven Ruggles, Katie Genadek, Ronald Goeken, Josiah Grover, and Matthew Sobek. Integrated Public Use Microdata Series: Version 7.0 [U.S. Census Bureau 2018 American Community Survey 1-year estimates]. Minneapolis: University of Minnesota. <https://doi.org/10.18128/D010.V7.0>.

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