Hispanics and Latinos in the Military Population

**ACTIVE DUTY, GUARD, AND RESERVE**
- Currently: 314,000+
  - Hispanics and Latinos Active Duty and Selected Reserve Members
- Total Military Force: 210,000+
  - Active Duty Service Members
- 104,000+
  - Selected Reserve Members

**VETERANS**
- Currently: 1.3 MILLION+
  - Hispanic and Latinos veterans in the U.S.
  - Post-9/11 Veterans
    - Over 540,000 Post 9/11 veterans
    - 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 estimates that:
  - 9,000+ fought in the Civil War
  - 4,000+ served in uniform during World War I
  - 500,000+ served in uniform during World War II

Views on Military Service

**Top Motivations for Military Service**
- **EDUCATIONAL BENEFITS**: 61%
- **DESIREE TO SERVE MY COUNTRY**: 58%
- **NEW EXPERIENCES, ADVENTURES, OR 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 U.S.
  - operating across different cultures, nations, and regions
- **STEM**: 42% reported that their military specialization was **STEM RELATED**
Top Reasons for Leaving Armed Services

<table>
<thead>
<tr>
<th>Reason</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pursue education and training opportunities</td>
<td>44%</td>
</tr>
<tr>
<td>Lost faith or trust in military or political leadership</td>
<td>41%</td>
</tr>
<tr>
<td>Family reasons</td>
<td>34%</td>
</tr>
<tr>
<td>Completion of military service obligation (less than 20 years)</td>
<td>32%</td>
</tr>
<tr>
<td>Career change/alternative job opportunities</td>
<td>30%</td>
</tr>
<tr>
<td>Concerns &amp; grievances about service experiences</td>
<td>24%</td>
</tr>
</tbody>
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Military Influence on Post-Service Aspirations

- **Post Military 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

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

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 and Latino veteran respondents characterized their employment transition as difficult or very difficult, compared with 49% of White/Non-Hispanic veteran respondents.
- **61%** of Hispanic and Latino veteran respondents characterized their financial transition as difficult or very difficult, compared with 48% of White/Non-Hispanic veteran respondents.
- **56%** of Hispanic and Latino 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 and Latino 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%**
- In 2019 Hispanic and Latino POST 9/11 veteran unemployment was at **3.2%**

*This is lower than total veteran unemployment which was at 3.1%*

*This is lower than total POST 9/11 veteran unemployment which was at 3.5%*

**Earnings**

- **$53,016** average earnings for Hispanic and Latino veterans
- **$83,703** average earnings for Hispanic and Latino veterans in STEM
- **$98,292** average earnings for Hispanic and Latino veterans in STEM with a college degree or higher
- **$70,992** average earnings for Hispanic and Latino veterans in STEM with less than a college degree

**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

### Entrepreneurship

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

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

**Current Obstacles**
- 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 Entrepreneurs Find Most Helpful:**
- College/University academic programs
- Networking and engaging with other business owners
- Conferences and workshops
- SBA resources (SBDC, WBDC, VBOC, etc.)

*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)
Higher Education

Education Attainment
Hispanic and Latino Post 9/11 Veterans have achieved:

- **BACHELOR’S DEGREE OR HIGHER**: 30%
- **SOME COLLEGE OR ASSOCIATE DEGREE**: 45%
- **HIGH SCHOOL DEGREE**: 20%
- **LESS THAN HIGH SCHOOL DEGREE**: 5%

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%

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%

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%

References

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

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