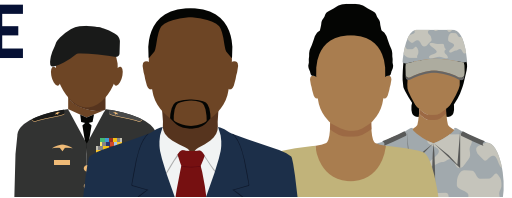


# BLACK & AFRICAN AMERICANS IN THE MILITARY: FROM SERVICE TO CIVILIAN LIFE

This infographic provides key highlights of Black and African American 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.



## Service Members Population

### ACTIVE DUTY, GUARD, AND RESERVE

**350,000+**

Black & African American Active Duty and Selected Reserve members

Total Military Force

**220,000+** Active Duty Service Members

**130,000+** Select Reserve Members

### VETERANS

**2.3 MILLION+**

Black & African American veterans in U.S.

### POST-9/11 VETERANS

Of all Post-9/11 veterans, 16% are Black and African American (this is higher compared to the 13% of the nonveteran counterparts)

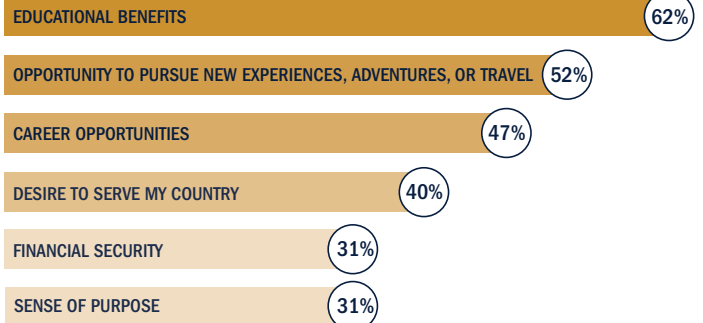
Of all female post 9/11 veterans, 23% are Black and African American

POST 9/11 VETERANS ARE MORE DIVERSE



## Views on Military Service ★★★★★

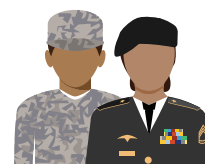
### TOP MOTIVATIONS FOR MILITARY SERVICE



### TOP SKILLS & ATTRIBUTES STRENGTHENED BY MILITARY SERVICE

- ▶ Teamwork (91%)
- ▶ Work ethic/discipline (89%)
- ▶ Leadership and management skills (83%)
- ▶ Mental toughness (81%)
- ▶ Professionalism (80%)
- ▶ Adaptation to different challenges (80%)
- ▶ Self-Discipline (80%)
- ▶ Ability to get things done (79%)
- ▶ Coping with adversity (78%)
- ▶ Social/Communication skills (78%)
- ▶ Working effectively with supervisors and other authorities (76%)

### WAS MILITARY SERVICE WORTH IT?



**89%** of Black and African American service members reported that **JOINING THE MILITARY WAS A GOOD DECISION**

**82%** SERVED OUTSIDE OF THE CONTINENTAL UNITED STATES operating across different cultures, nations, and regions



### STEM ★★★★★



**41%** reported that their military specialization is **STEM RELATED**

### ★ HISTORICAL NUMBERS OF BLACK & AFRICAN AMERICAN SOLDIERS ★

- ON THE EVE OF THE REVOLUTIONARY WAR, APPROXIMATELY 20% OF THE COLONIAL POPULATION WERE BLACK AND AFRICAN AMERICAN.
- OVER 200,000, MANY OF THEM FORMER SLAVES, SERVED IN THE U.S. MILITARY FORCES DURING THE CIVIL WAR
- OVER 400,000 SERVED IN UNIFORM DURING WORLD WAR I.
- OVER 900,000 SERVED IN UNIFORM DURING WORLD WAR II.

# Transition



## TOP REASONS FOR LEAVING ARMED SERVICES

**34%**

Lost faith or trust in military or political leadership

**34%**

Family Reasons



**31%**

Pursue education and training opportunities



**30%**

Military retirement (20 years or more)

**28%**

Career change/alternative job opportunities

**27%**

Completion of military service obligation (less than 20 years)

## TOP TRANSITIONAL CHALLENGES

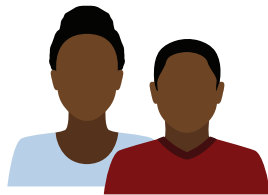
- 62% Getting a job
- 58% Navigating VA programs, benefits, and services
- 44% Financial struggles
- 40% Employment preparation
- 38% Depression
- 37% Skills translation
- 35% Getting socialized to civilian culture
- 34% Disability
- 32% Contradictory information from different sources
- 30% Understanding GI Bill benefits



Coordinating Care. Transforming Communities

### In AmericaServes

**21%** of military members/veterans seeking services in AmericaServes networks identified as Black & African American



### Top service categories for Black/African American clients



- ✓ Housing & Shelter
- ✓ Employment
- ✓ Benefits Navigation

## MILITARY INFLUENCE ON POST-SERVICE ASPIRATIONS



reported that military service prepared them for their civilian career

### Post Military Career

**46%** INDICATED THE DESIRE TO PURSUE A CAREER DIFFERENT FROM THEIR MILITARY SPECIALTY (MOS, AFSC, ETC.)

**39%** INDICATED THE DESIRE TO PURSUE A CAREER **SIMILAR** TO THEIR MILITARY SPECIALTY

**15%** INDICATE THEY ARE **UNSURE** IF THEY WILL PURSUE A CAREER SIMILAR TO THEIR MILITARY SPECIALTY



## POSITIVE IMPACTS OF SERVICE



**93%** FELT PRIDE FROM THEIR ACCOMPLISHMENTS DURING SERVICE

**91%** REPORTED THEIR SERVICE HAD A POSITIVE IMPACT ON THEIR LIFE\*

**90%** INDICATED THEY MATURED AS A RESULT OF THEIR SERVICE



reported they would be happy if their child(ren) were to join the military\*

## TRANSITION DIFFICULTY

**55%** OF BLACK/AFRICAN AMERICAN VETERAN RESPONDENTS characterized their financial transition as difficult or very difficult, compared with 48% of White/Non-Hispanic veteran respondents.

**59%** OF BLACK/AFRICAN AMERICAN VETERAN RESPONDENTS characterized their employment transition as difficult or very difficult, compared with 49% of White/Non-Hispanic veteran respondents.

## TIME TO EMPLOYMENT



30% of Black/African American 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 BLACK & AFRICAN AMERICAN VETERAN UNEMPLOYMENT WAS AT

**4.9%**

THIS IS HIGHER THAN TOTAL VETERAN UNEMPLOYMENT WHICH WAS AT 3.1%



IN 2019 BLACK & AFRICAN AMERICAN POST 9/11 VETERAN UNEMPLOYMENT WAS AT

**6.8%**

THIS IS HIGHER THAN TOTAL POST 9/11 VETERAN UNEMPLOYMENT WHICH WAS AT 3.5%

## EARNINGS



**58,351**

AVERAGE EARNINGS BLACK & AFRICAN AMERICAN VETERANS

**HIGHER** compared to Black & African American nonveteran counterparts who earn about \$38,732

**LOWER** compared to non-minority veteran counterparts who earn about \$77,217 counterparts

## TOP FIVE OCCUPATIONS FOR BLACK & AFRICAN AMERICAN VETERANS

- 1 Service Occupations (security guards, police officers, correctional officers and jailers, firefighters)
- 2 Transportation and Material Moving Occupation
- 3 Management, Business, and Financial Occupation
- 4 Office and Administrative Support Occupation
- 5 Education, Legal, Community Service, Arts, and Media Occupation



## TOP FIVE INDUSTRIES FOR BLACK & AFRICAN AMERICAN VETERANS

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



## STEM WORKFORCE

OF THOSE VETERANS IN THE STEM WORKFORCE, 8% ARE BLACK AND AFRICAN AMERICAN. HOWEVER, THERE HAS BEEN A DECLINE IN BLACK AND AFRICAN AMERICAN VETERANS PARTICIPATING IN STEM SINCE 2012 (↓0.844 % POINTS PER YEAR)



**\$81,942**



AVERAGE EARNINGS FOR BLACK & AFRICAN AMERICAN VETERANS IN STEM

**\$94,241**

AVERAGE EARNINGS FOR BLACK & AFRICAN AMERICAN VETERANS IN STEM WITH A COLLEGE DEGREE OR HIGHER



# Entrepreneurship



IN 2018

**7%**

of Black and African American veterans were self-employed compared to 5% of their nonveteran counterparts.

THUS

**Black & African American veterans are 1.275Xs more likely to be self-employed**

COMPARED TO BLACK & AFRICAN AMERICAN NONVETERANS

## OBSTACLES

**82%**

**BLACK & AFRICAN AMERICAN VETERANS** EXPERIENCE AT LEAST ONE OBSTACLE/BARRIER TO STARTING & OWNING THEIR BUSINESS

Top obstacles: ① Lack of necessary networks ② Lack of Capital

“ If I was a white male, it would be easier. ”



“ There are multiple financial options ...determining which services can be challenging. ”

## REASONS FOR PURSUING ENTREPRENEURSHIP



DISSATISFACTION WITH THE CIVILIAN WORKFORCE

CREATIVITY & FLEXIBILITY

FINANCIAL & INDEPENDENCE

RECOGNIZE BUSINESS OPPORTUNITIES



## RESOURCES BLACK & AFRICAN AMERICAN ENTREPRENEURS FIND MOST HELPFUL:

- ▶ Information on/from Conferences and Workshops
- ▶ Education
- ▶ Networking/Peer Network



## SYRACUSE UNIVERSITY'S INSTITUTE FOR VETERANS AND MILITARY FAMILIES (IVMF)

is the first national institute in higher education singularly focused on advancing the lives of the nation's military, veterans and their families. Through its professional staff and experts, the IVMF delivers leading programs in career and entrepreneurship education and training, while also conducting actionable research, policy analysis, and program evaluations. The IVMF also supports veterans and their families, once they transition back into civilian life, as they navigate the maze of social services in their communities, enhancing access to this care working side-by-side with local providers across the country. The Institute is committed to advancing the postservice lives of those who have served in America's armed forces and their families. For more information, visit [ivmf.syracuse.edu](http://ivmf.syracuse.edu).

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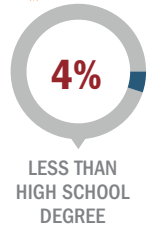
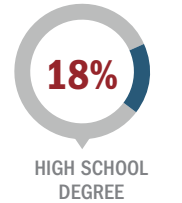
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# Higher Education



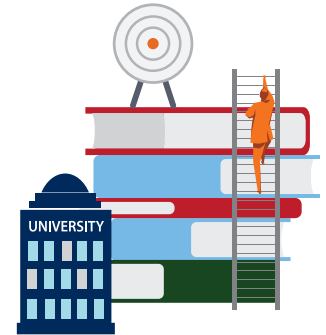
## EDUCATION ATTAINMENT

In 2018, Black & African American post 9/11 veterans achieved:



## BARRIERS THAT HINDERED PURSUIT OF HIGHER EDUCATION

- ▶ Lack of financial resources/ Financial burden (62%)
- ▶ GI Bill benefits expire before I complete my degree (30%)
- ▶ Personal/family obligations (24%)
- ▶ Health/disability issues (24%)
- ▶ Conflict between job and school (18%)
- ▶ Bureaucracy associated with VA paperwork and processing (18%)



## HELPFUL RESOURCES AND ASSETS FOR VETERAN SUCCESS

- ▶ Military/veteran friendly campus (68%)
- ▶ Flexible class schedules (67%)
- ▶ Academic advising/counseling (65%)
- ▶ Preferred classroom settings & instruction (59%)
- ▶ Dedicated veterans office & administrators on campus (56%)
- ▶ Veterans supportive faculty (56%)
- ▶ Career services and counseling (54%)
- ▶ Academic preparation courses & remediation (53%)

## CHALLENGES WHILE PURSUING HIGHER EDUCATION

- ▶ Lack of financial resources (37%)
- ▶ Age differences (29%)
- ▶ Few veterans resources on campus (26%)
- ▶ Working full time job (26%)
- ▶ Family responsibilities (22%)
- ▶ Transferring academic credits (20%)

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