



Veterans: They Are Not Who You Think They Are

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September 28, 2021





Agenda

- USDOL/VETS Mission
- Veteran Demographics with Background from the Current Population Survey and the Veteran Supplement
- Highlights of the veteran supplement and annual average data
- Data visualizations for the veterans population, labor force participation and unemployment
- Additional economic indicators and occupation data for the veteran population

USDOL Veterans' Employment and Training Service (VETS): MISSION



We **PREPARE** America's veterans, transitioning service members, and their spouses for meaningful careers;

We **PROVIDE** them with employment resources and expertise;

We **PROTECT** their employment rights; and

We **PROMOTE** their employment opportunities.

The CPS and Data on Veterans



- Between 7,000 and 8,000 veteran respondents per month
- Data are tabulated for veterans age 18 and over
- 2020 annual averages from the monthly CPS; August 2020 supplement data
- Redesigned supplement with new questions to be fielded in August 2021



How to Make Comparisons?

- Gender and age profiles of veterans and nonveterans are very different
 - ▶ More veterans are men and older compared with the nonveteran population
- Best to compare veterans and nonveterans of the same gender and age groups



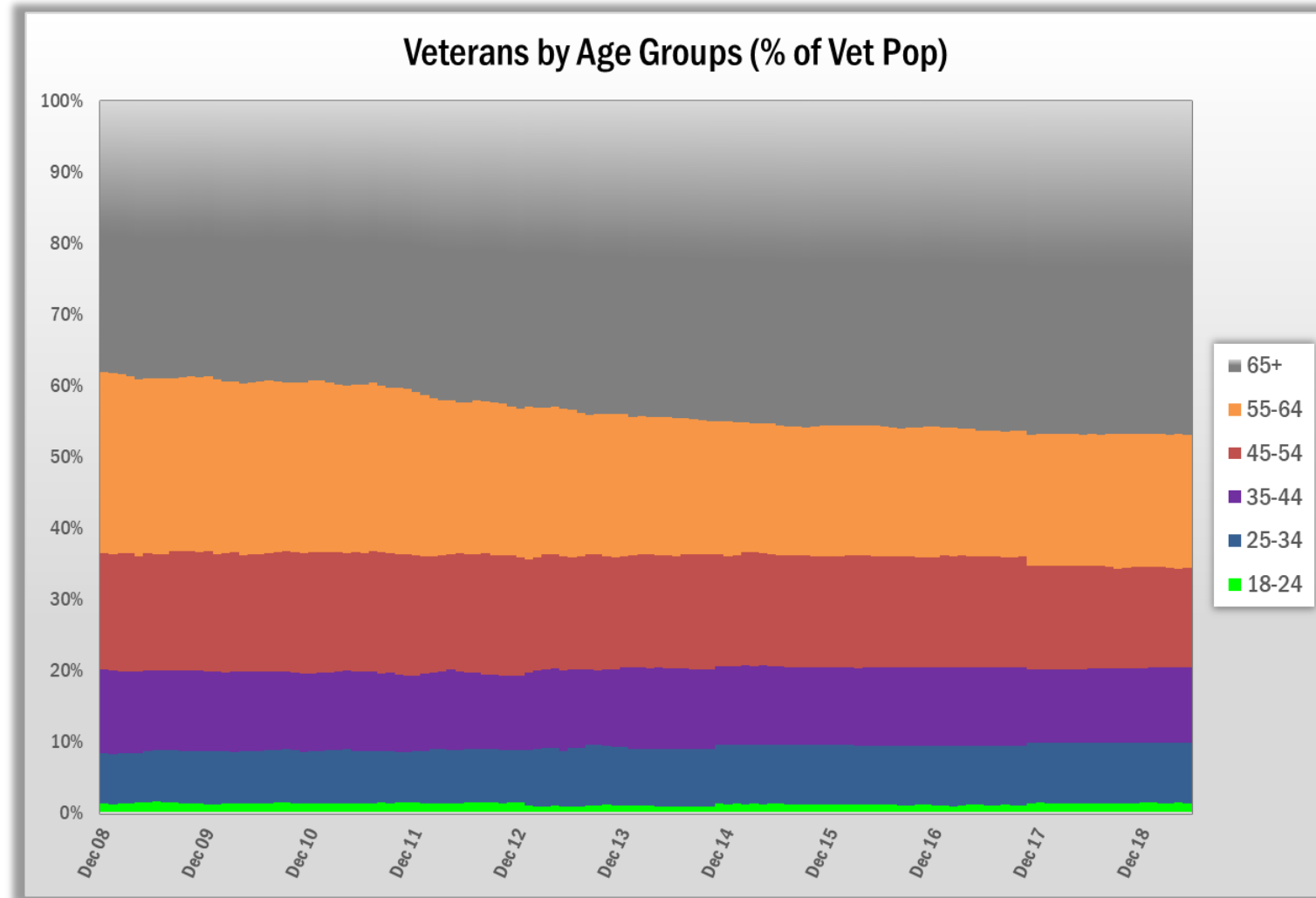
Veteran Demographic Data



Veteran Demographics

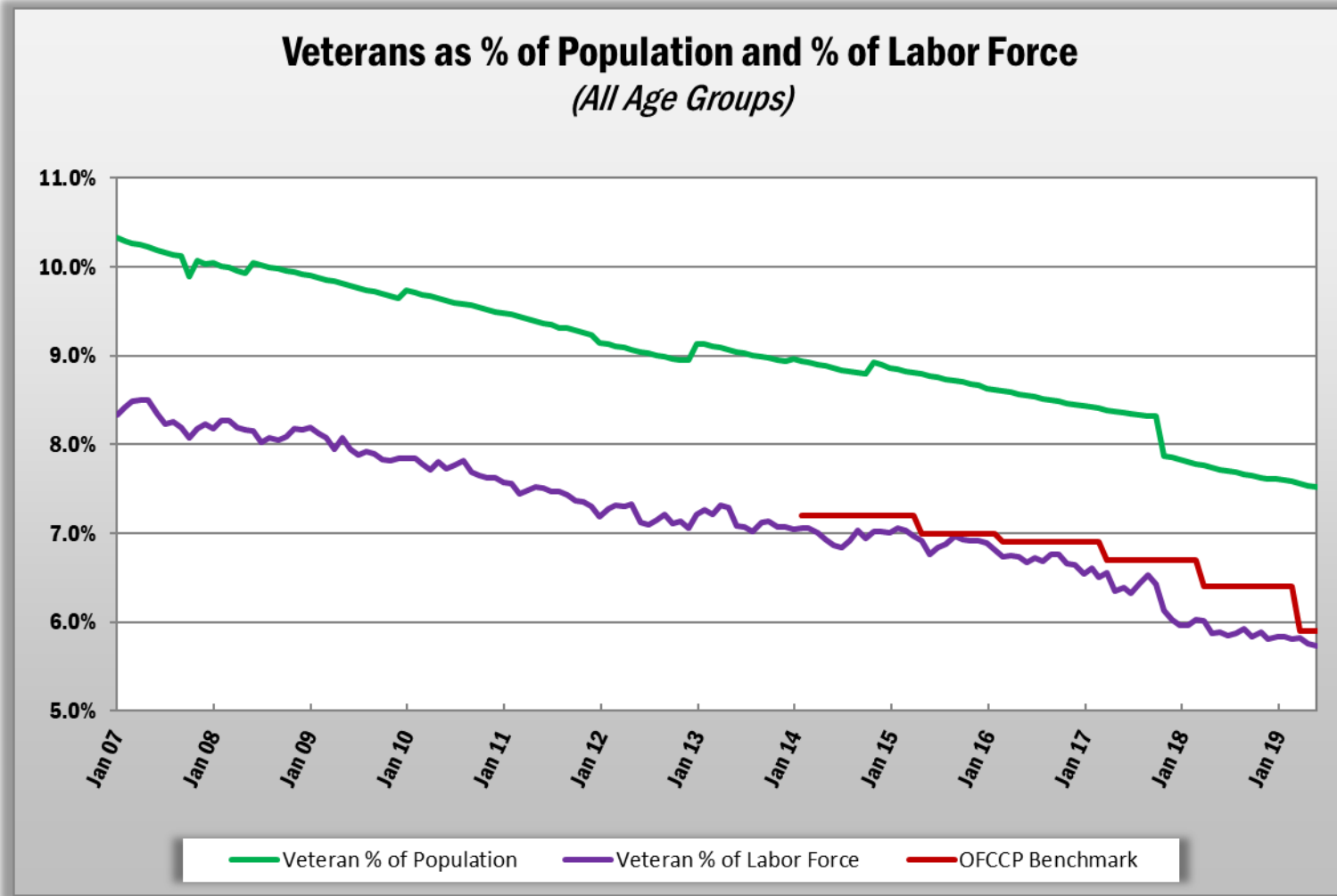
- 19.4 M total veterans in the U.S.
 - ✓ 90.2% male
 - ✓ 9.8% female
 - ✓ Median age = 64
- Nearly 50% of all veterans are in the workforce (9.7M):
 - ✓ 67% of veterans in the workforce are 45 years or older
 - ✓ 1.7% of veterans in the workplace are under 25 years old
- Since COVID-19 - veteran unemployment rates dropping
 - ✓ December 2019: **2.9%**
 - ✓ April 2020: **11.7%**
 - ✓ December 2020: **5.4%**
 - ✓ March 2021: **4.6%**
 - ✓ July 2021: **3.9%**; (Non-veterans 5.4%)

Veteran Age Groups as a Percentage of Veteran Population



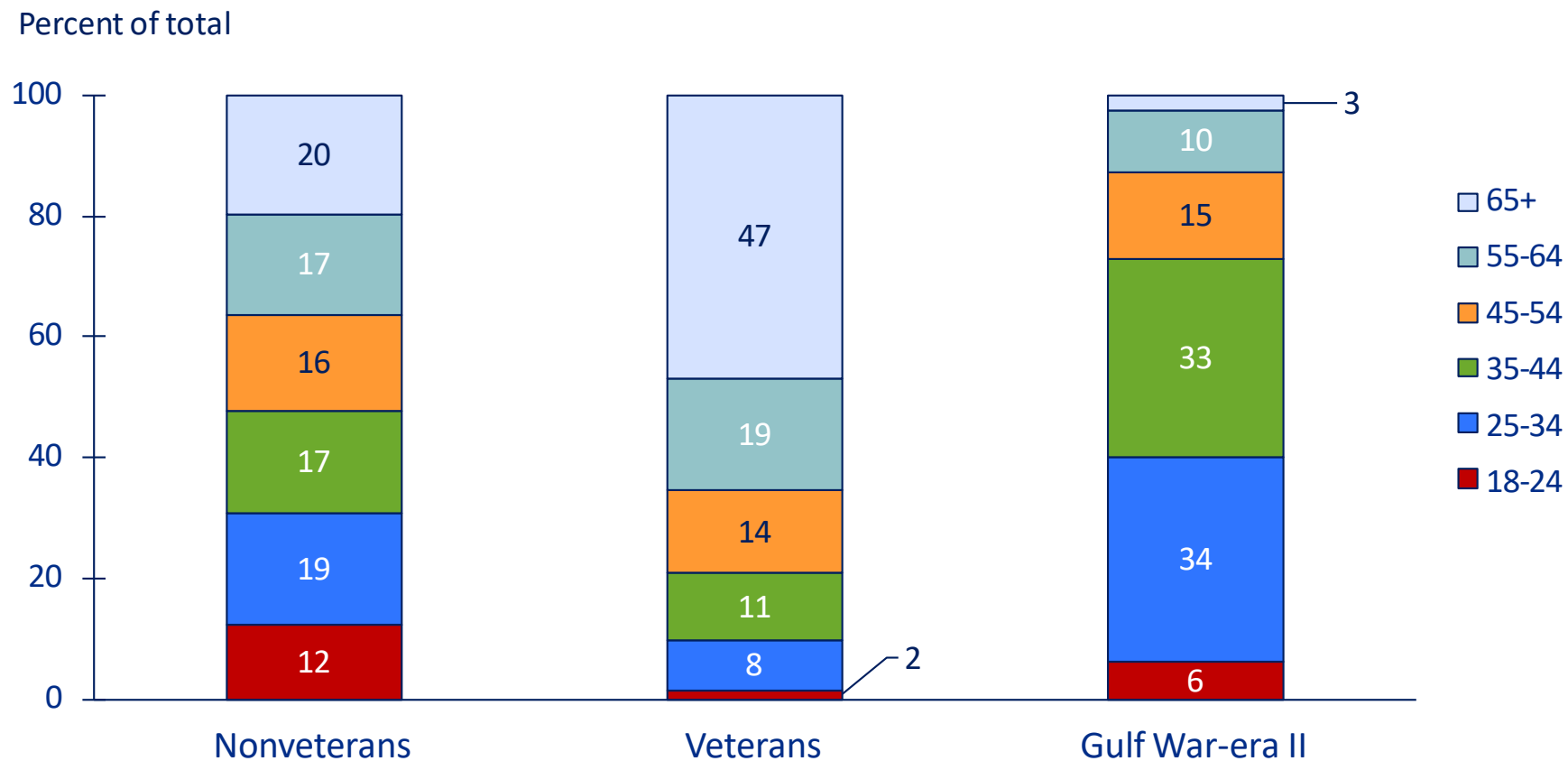
Source: US Dept of Labor, Bureau of Labor Statistics; data series December 2008 through May 2019

Veteran Demographics – Veteran as Percentage of Population and Labor Force are Declining



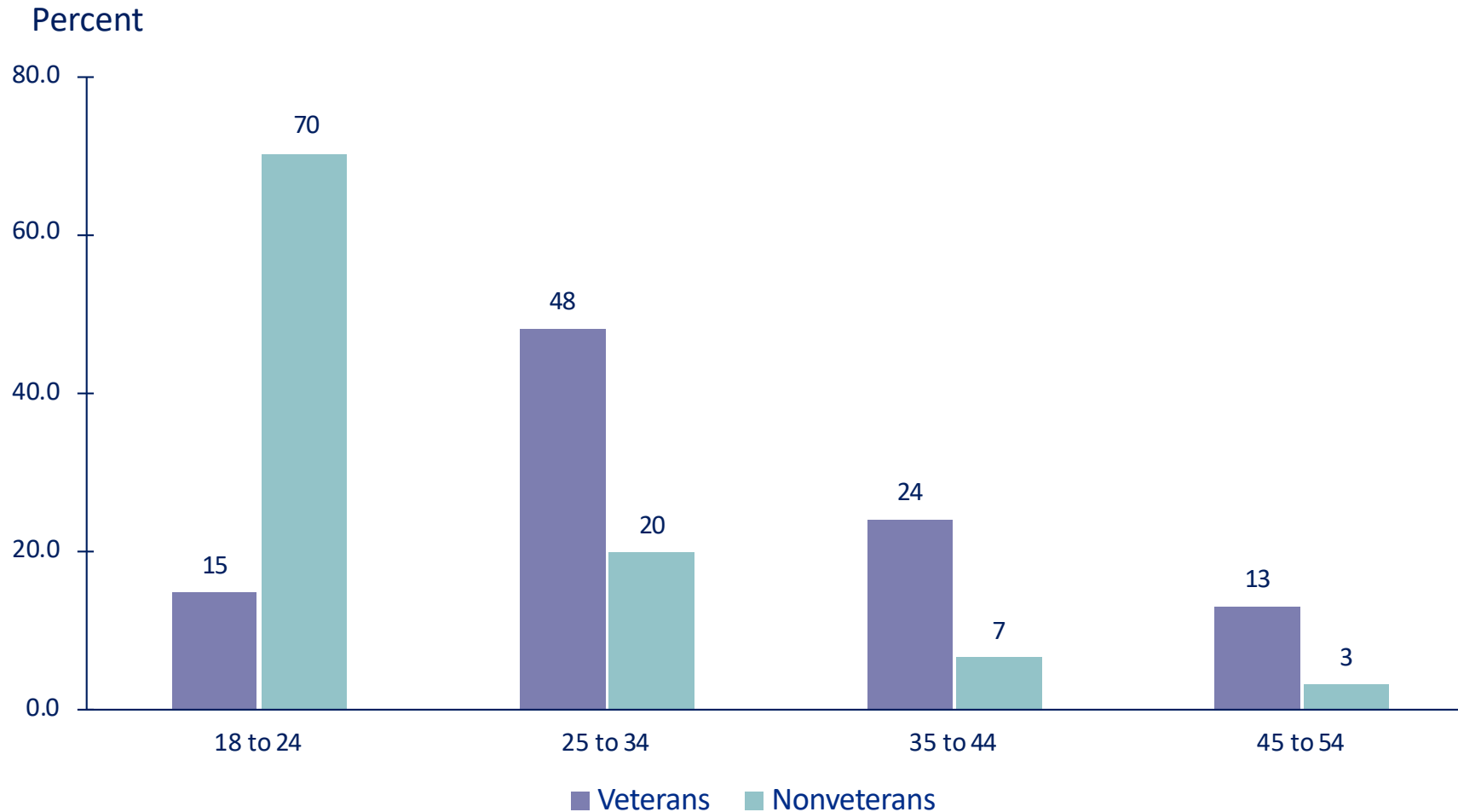
Source: US Dept of Labor, Bureau of Labor Statistics; data series January 2007 through July 2019

Veterans and Nonveteran age distributions



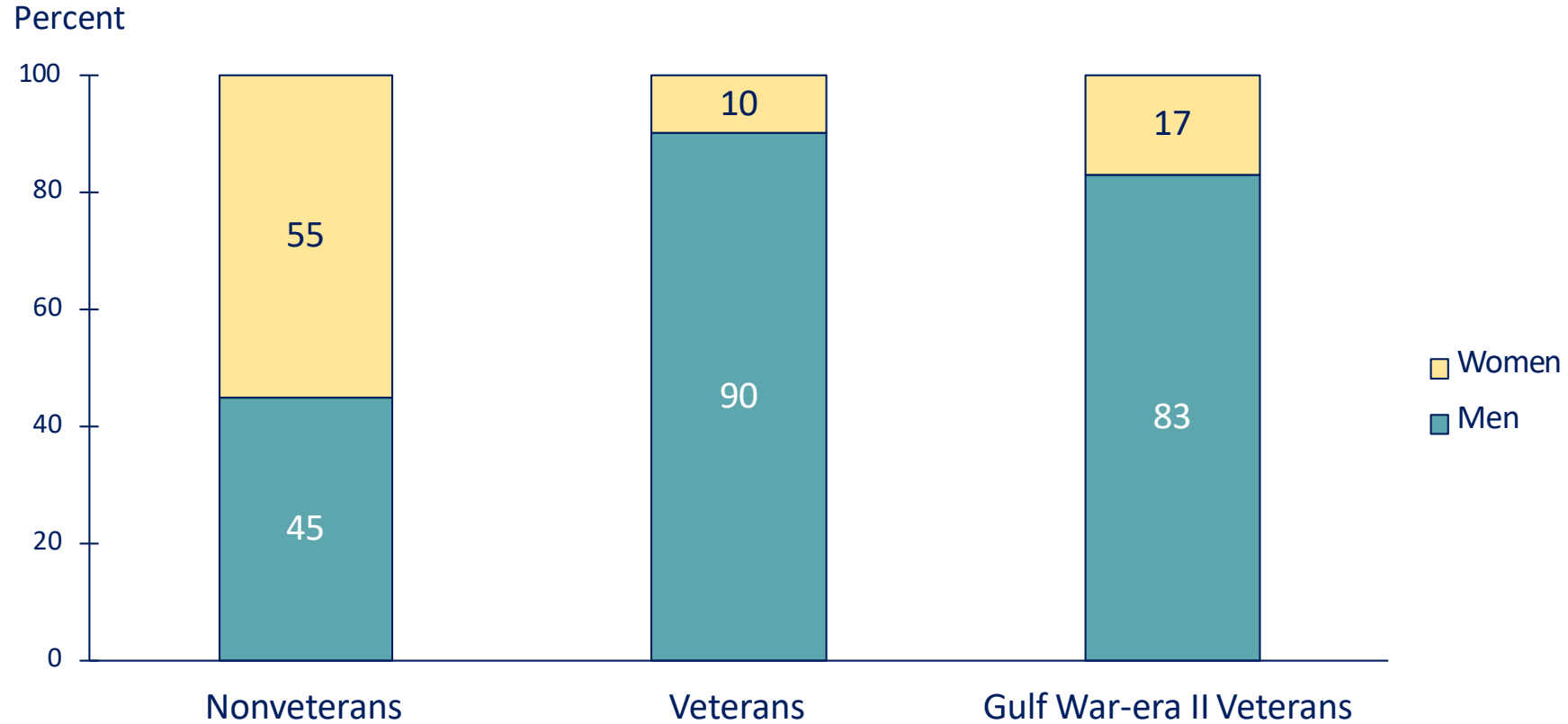
NOTE: Totals may not add to 100 because of rounding.

Veterans ages 25 to 54 were much more likely to be enrolled in school than nonveterans 2020



NOTE: Totals may not add to 100 because of rounding

Veterans, Gulf War-era II veterans, and nonveterans: Gender



NOTE: Gulf War-era II veterans served anywhere on active duty since September 2001.



Periods of Service

■ Data about veterans are available by these periods of service:

Gulf War era II	→	Sept. 2001 - present
Gulf War era I	→	Aug. 1990 - Aug. 2001
Vietnam era	→	Aug. 1964 - April 1975
Korean War	→	July 1950 - Jan. 1955
World War II	→	Dec. 1941 - Dec. 1946

■ “Other service periods” are the dates outside the war periods mentioned above:

May 1975 - July 1990	Jan. 1947 - June 1950
Feb. 1955 - July 1964	Nov. 1941 or earlier

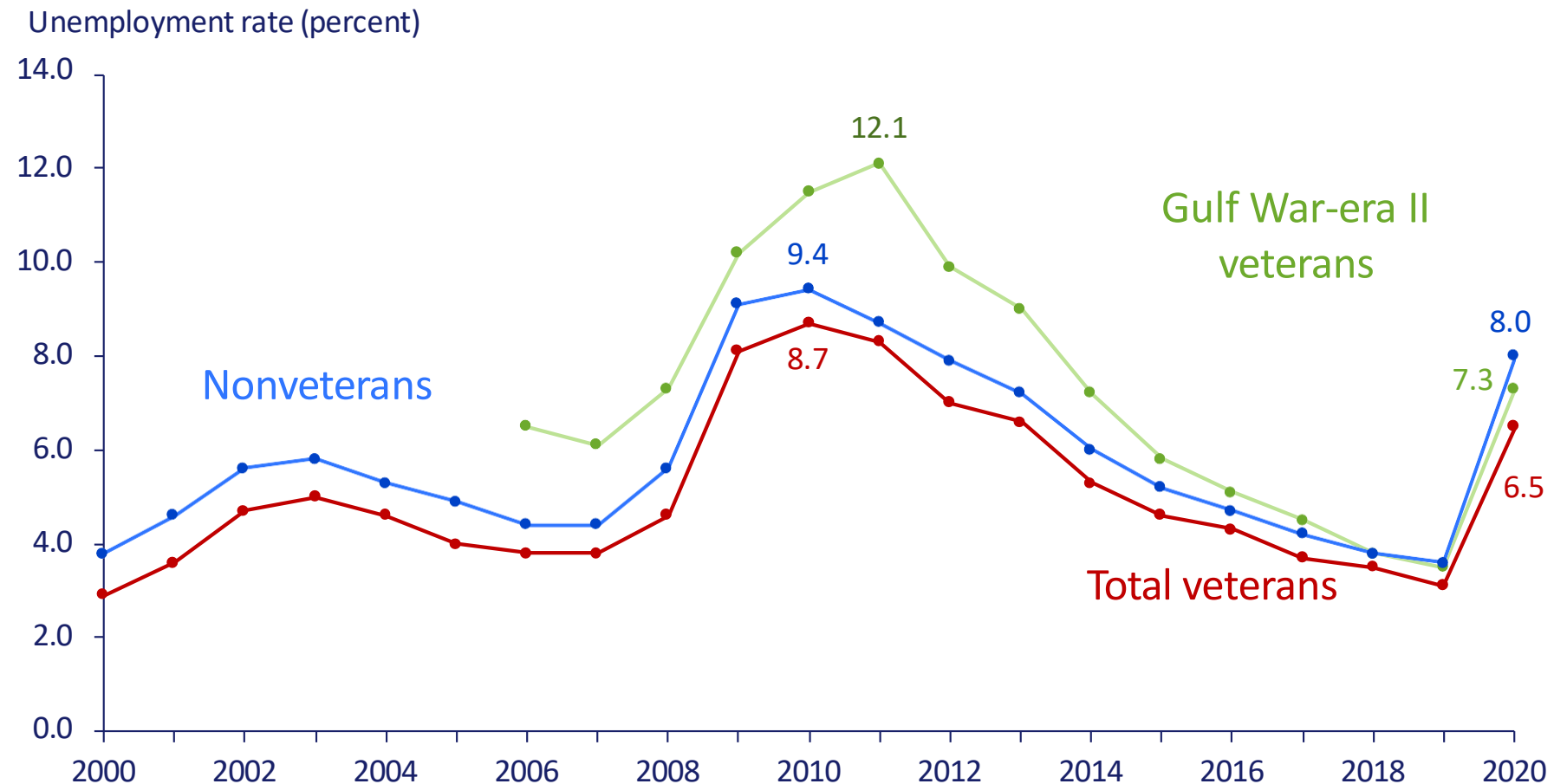
Note: Veterans may have served anywhere in the world during these periods of service and are only counted in one period of service, their most recent wartime period.



Veteran Employment Situation



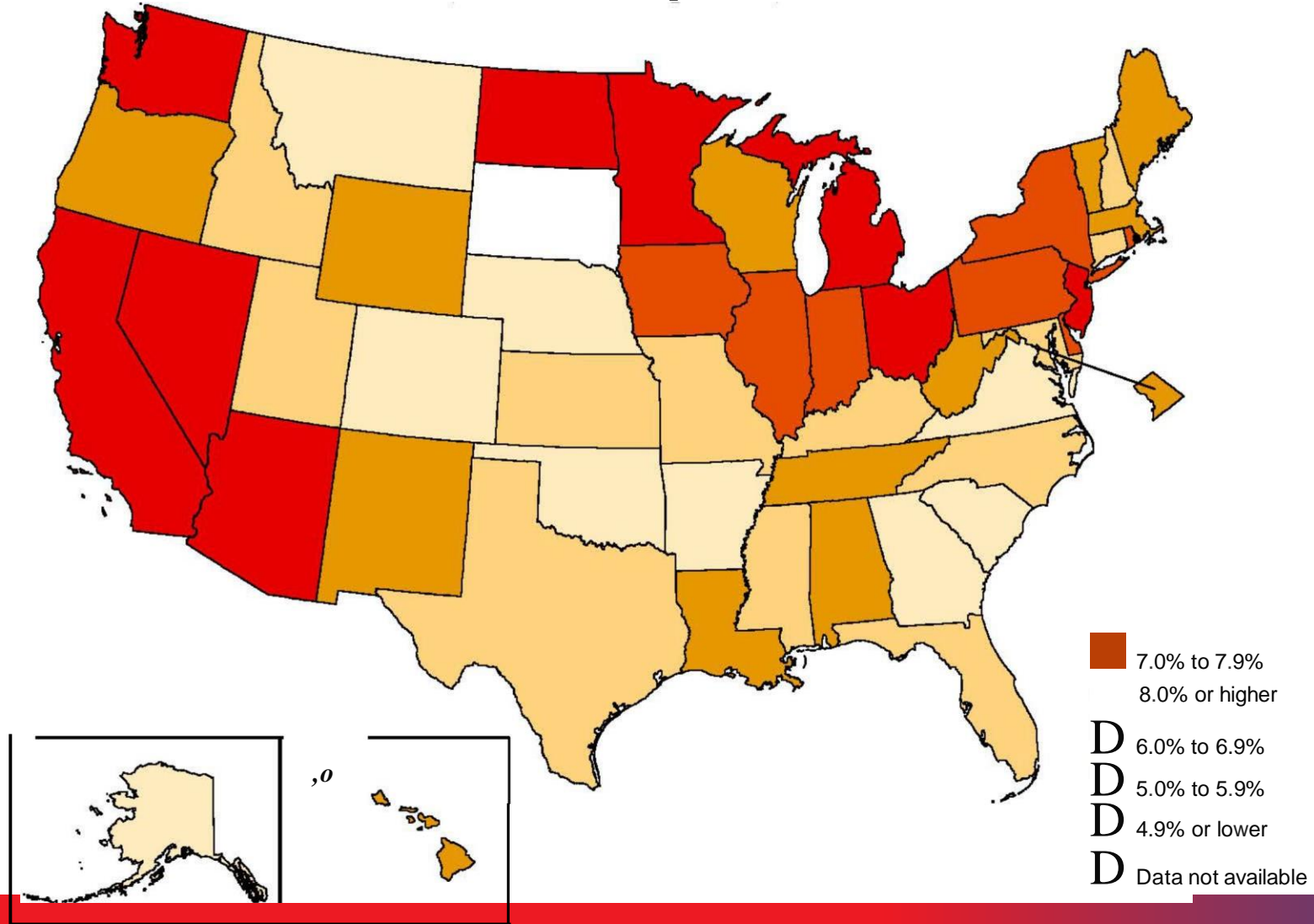
20 Year Trend: Unemployment Rates of Veterans and Nonveterans



Note: Data for Gulf War-era II veterans first tabulated in 2006.

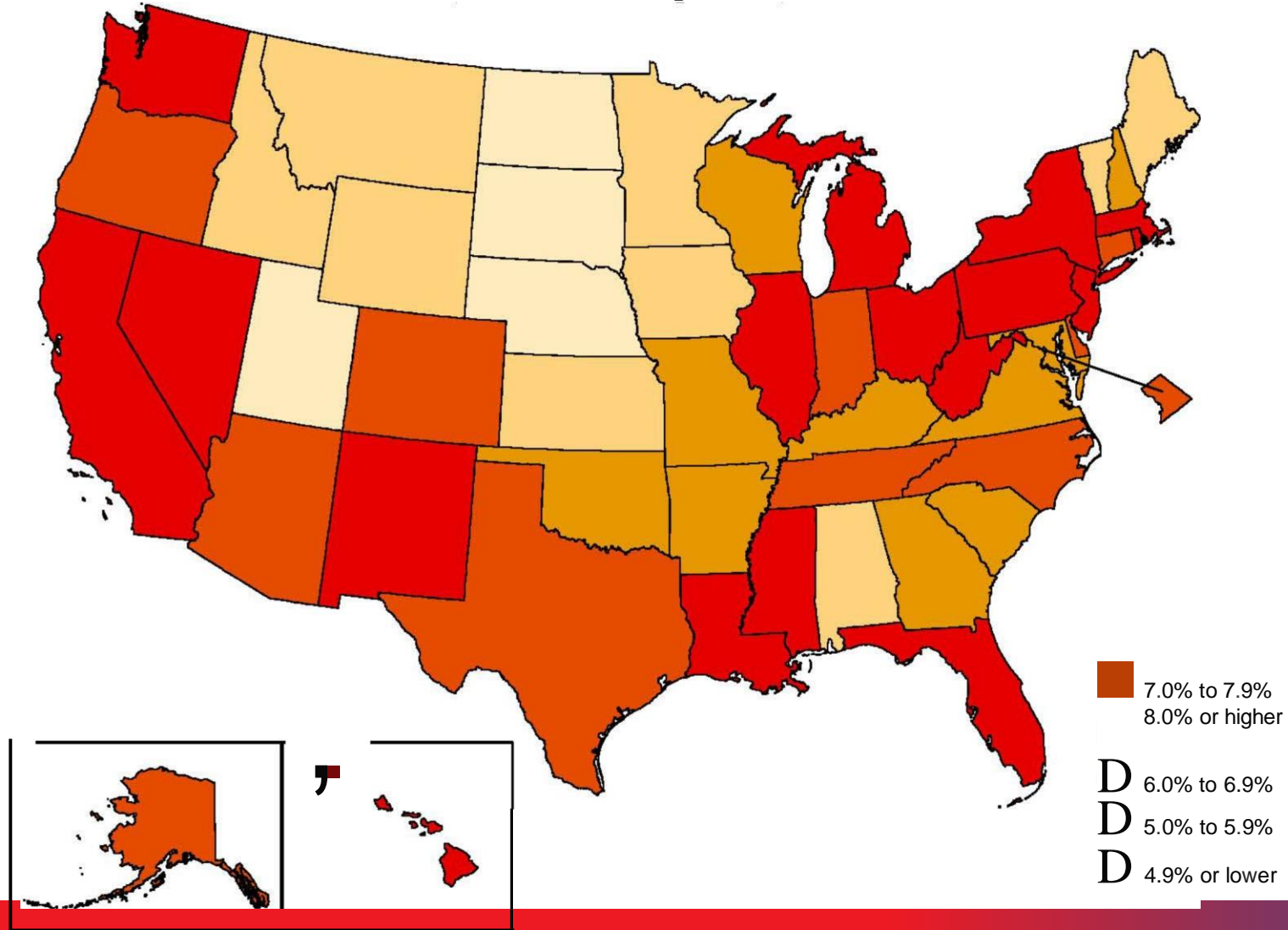
Unemployment rates by state for veterans, 2020 annual averages

(U.S. rate= 6.5 percent)

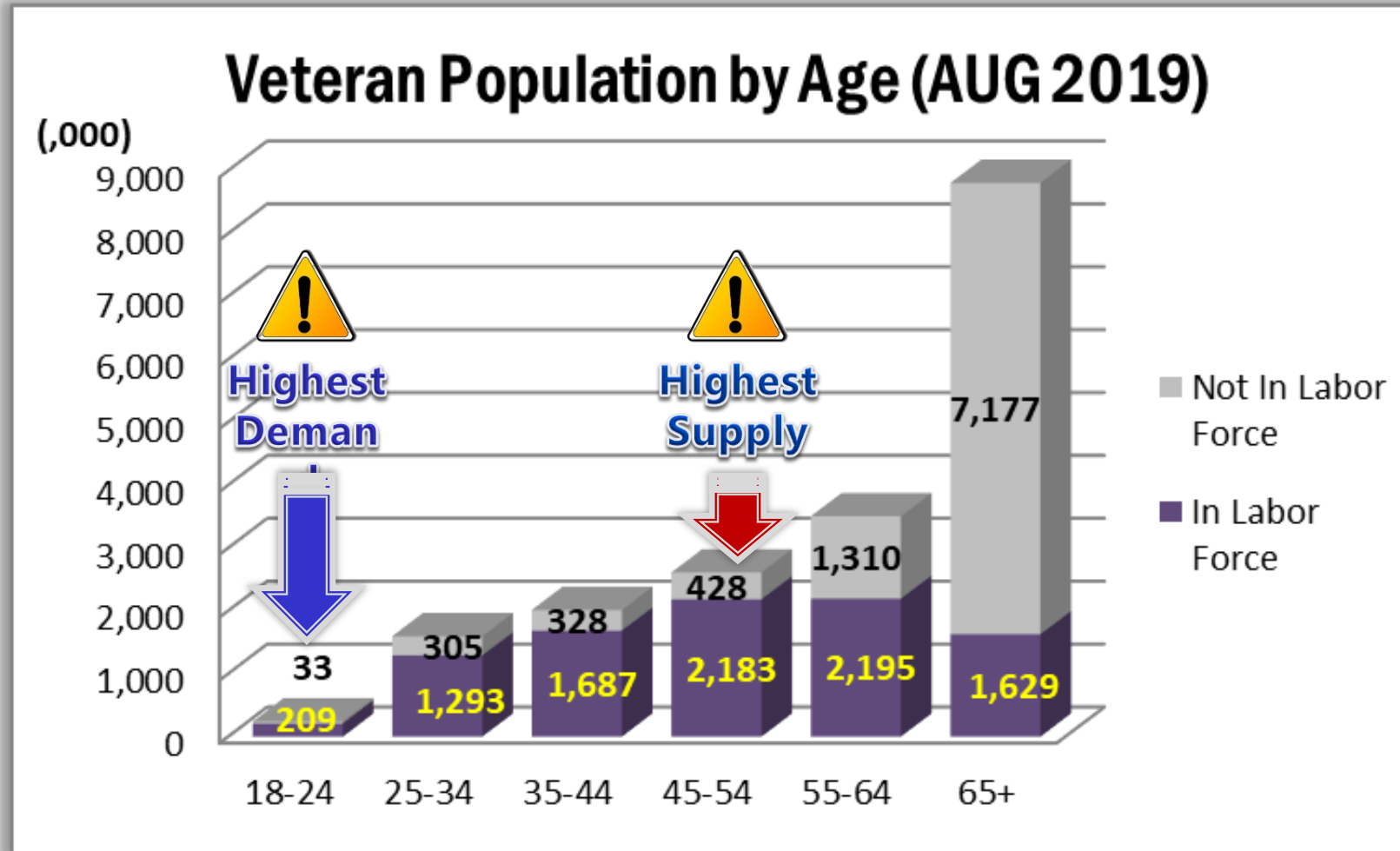


Unemployment rates by state for nonveterans, 2020 annual averages

(U.S. rate= 8.0 percent)

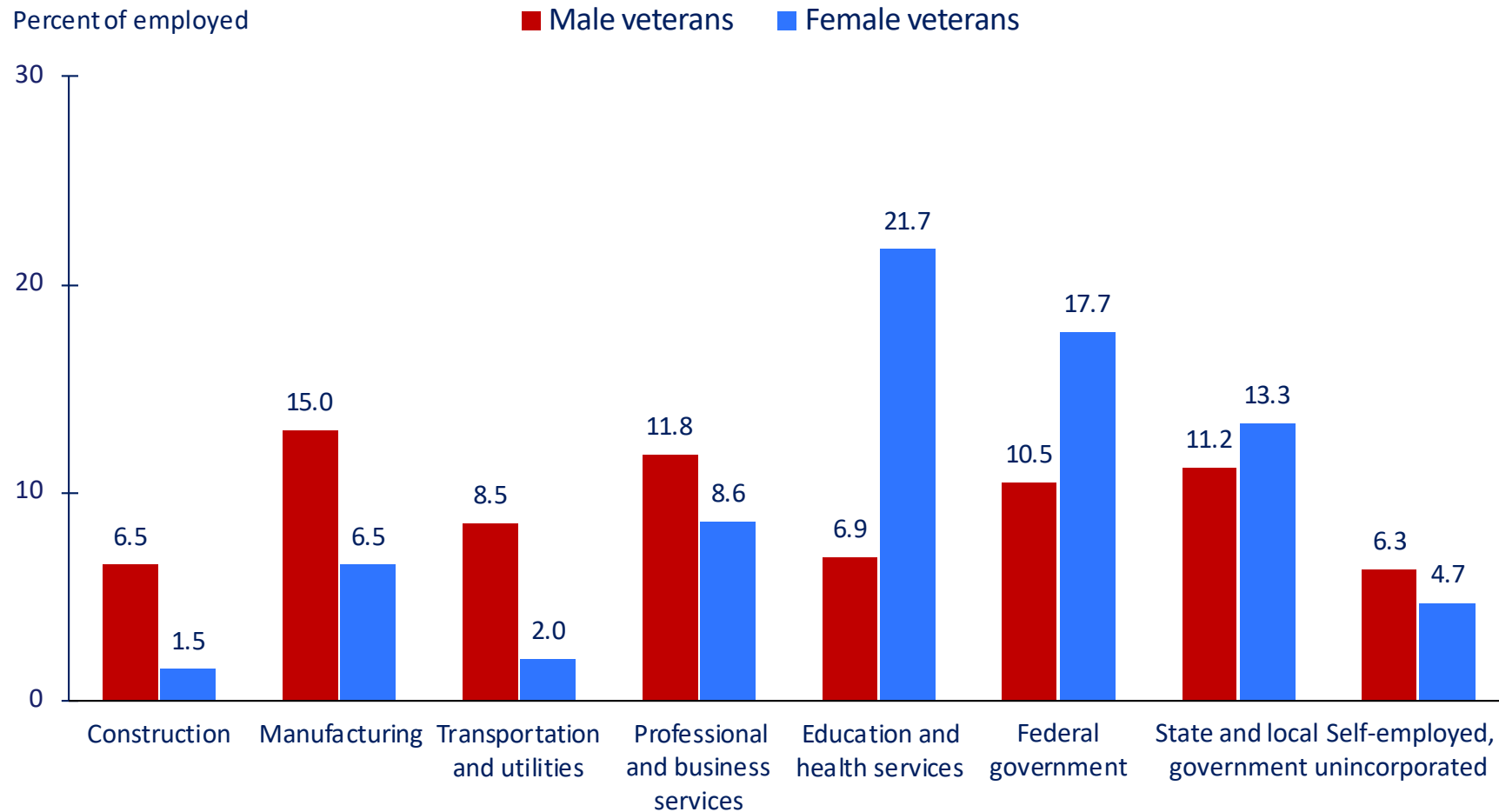


Total Veterans by Age Group and Labor Force Status

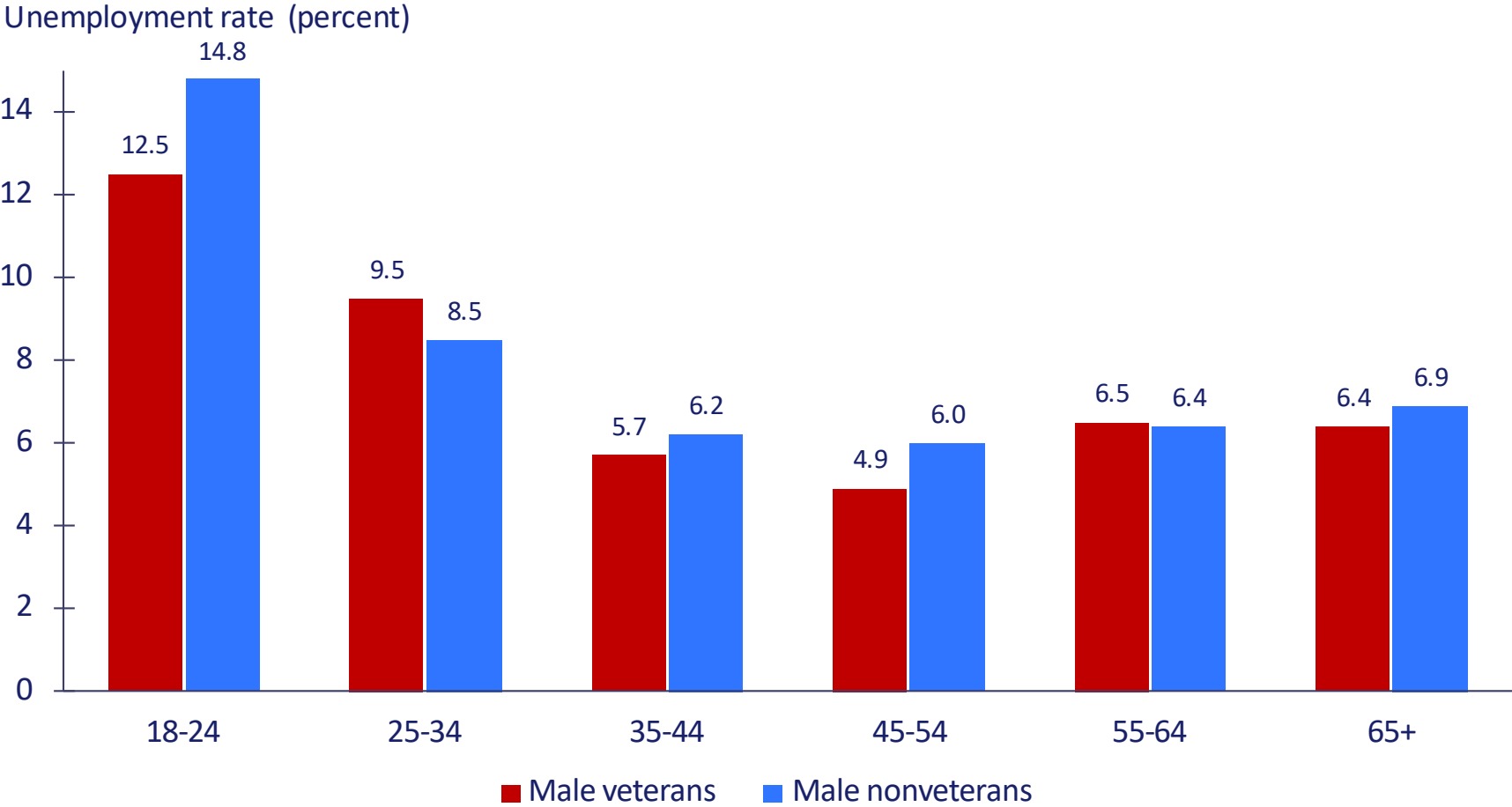


Source: US Dept of Labor Bureau of Labor Statistics; Employment Situation Summary Table A-40, Aug 2019

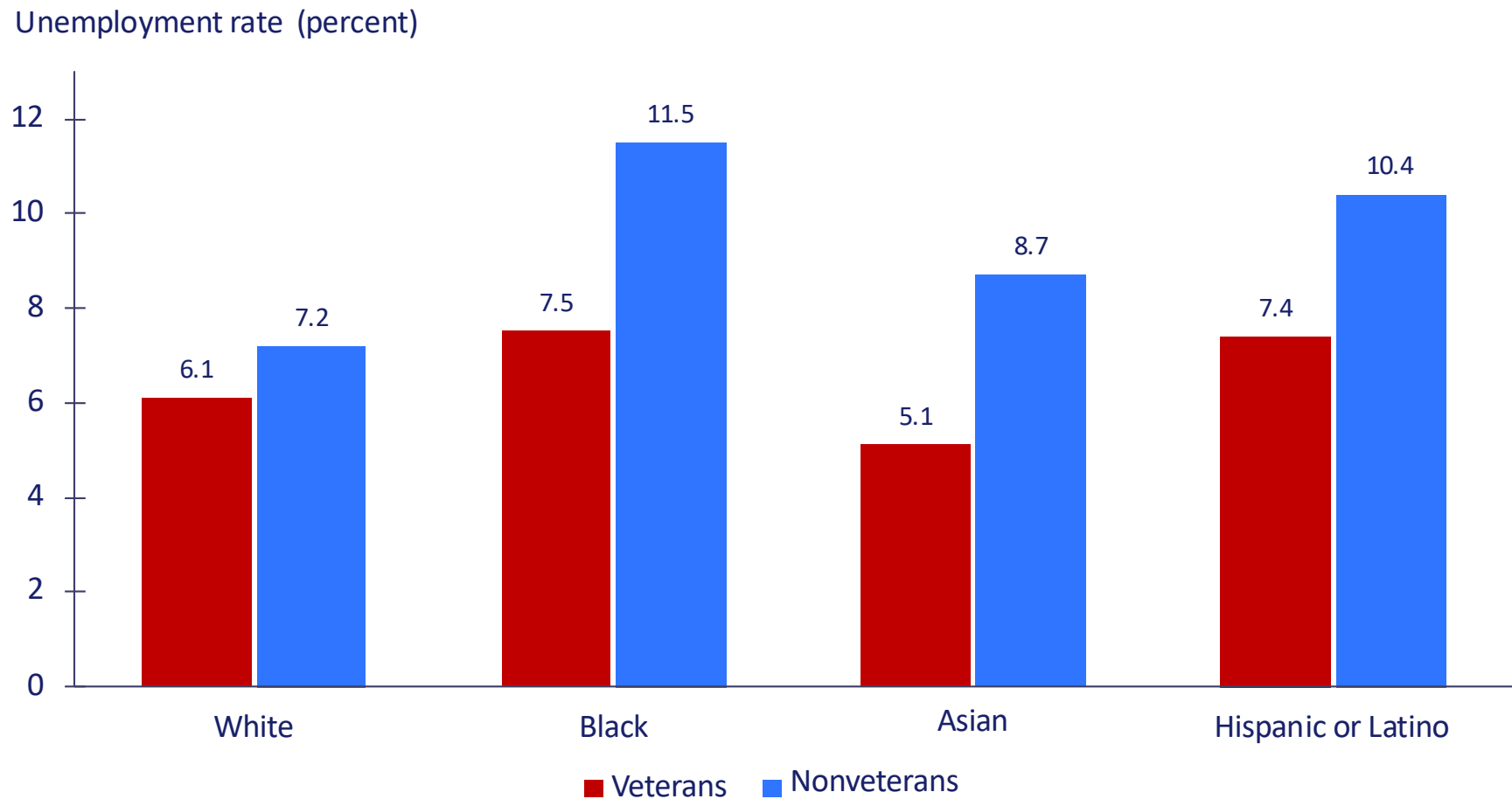
Male and Female Veterans by Industry



Male veterans age 45-54 had lower unemployment rates than nonveterans



By Race or Hispanic ethnicity, veterans had lower unemployment rates than nonveterans



NOTE: Persons whose ethnicity is identified as Hispanic or Latino may be of any race.

Highlights from the Annual Average 2020 data:



- The jobless rate for **all veterans increased to 6.5 percent** in 2020, and the rate for **Gulf War-era II veterans rose to 7.3 percent**. These increases reflect the effect of the coronavirus (COVID-19) pandemic on the labor market.
- The unemployment rate for **male veterans rose to 6.5 percent** in 2020, and the rate for **female veterans increased to 6.7 percent**. The unemployment rate for male veterans was little different from the rate for female veterans.
- **Unemployment rates** for White, Black, Asian, and Hispanic veterans were **lower** than for their nonveteran counterparts in 2020.

More Highlights from the 2020 Data:



- Among the **581,000 unemployed veterans** in 2020, 54 percent were ages 25 to 54, 41 percent were age 55 and over, and 5 percent were ages 18 to 24.
- In 2020, the unemployment rate of veterans varied across the country, ranging from 2.7 percent in Nebraska to 11.3 percent in Michigan.
- The unemployment rate **increased** for veterans of all periods of service in 2020.



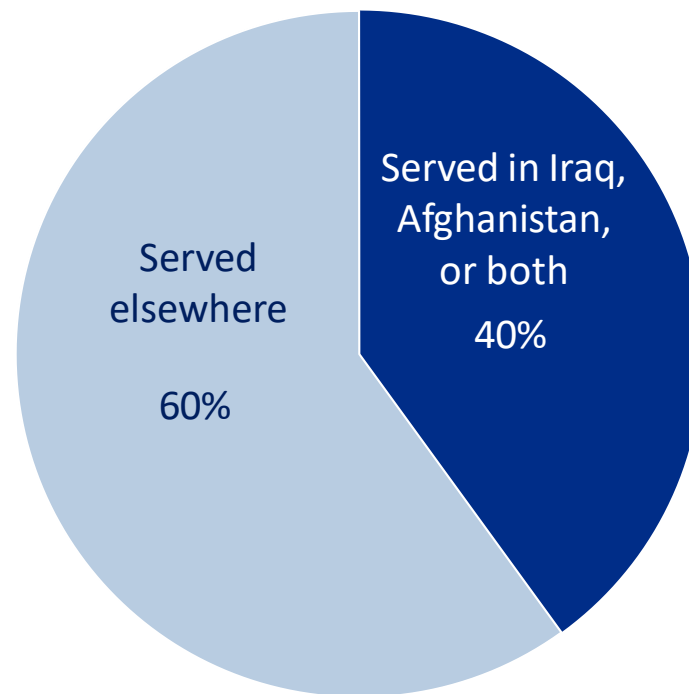
Gulf War II Veterans



Gulf War-era II veterans by location of service, August 2020

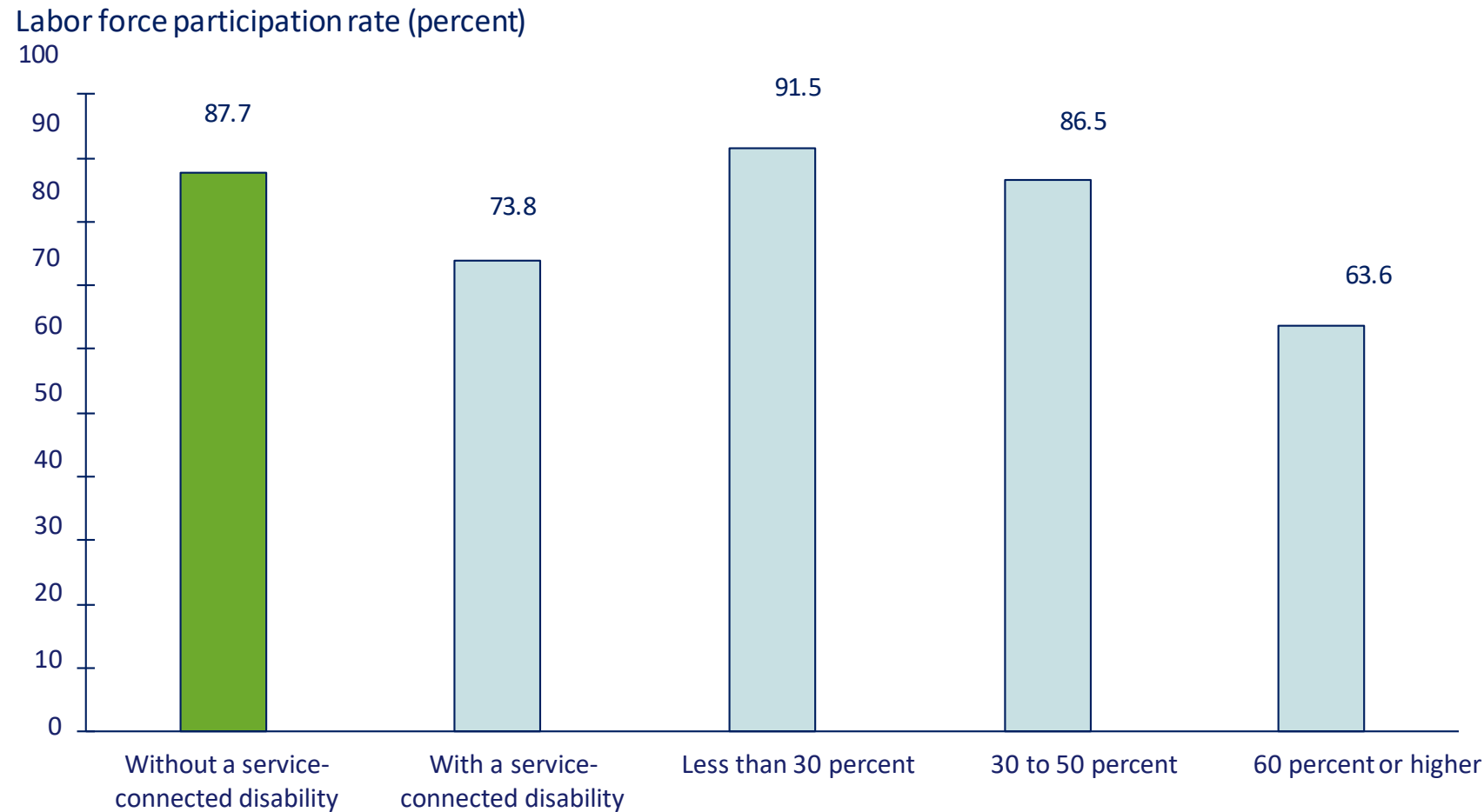


Percent distribution

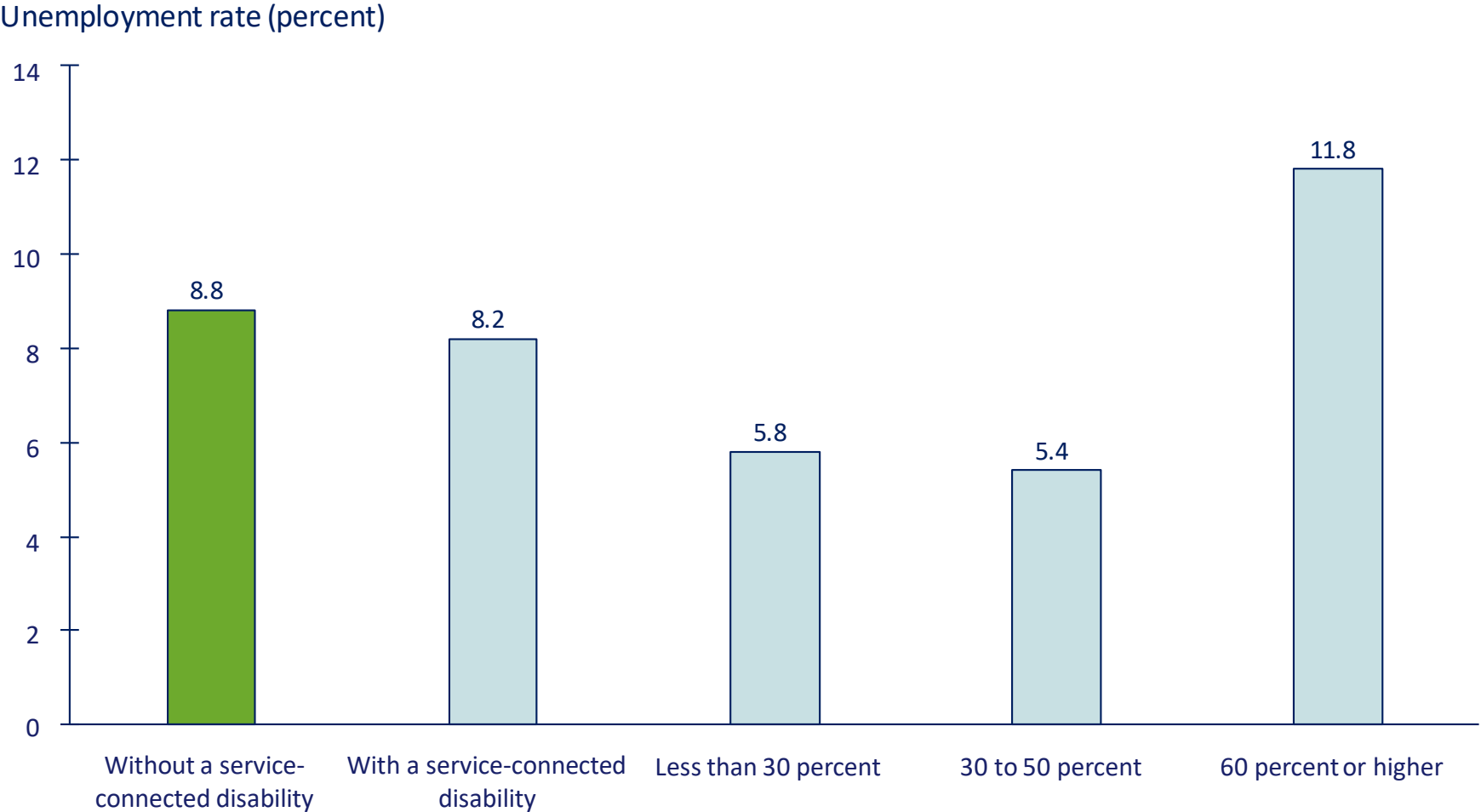


Note: Gulf War-era II veterans are those who previously served on active duty since September 2001.

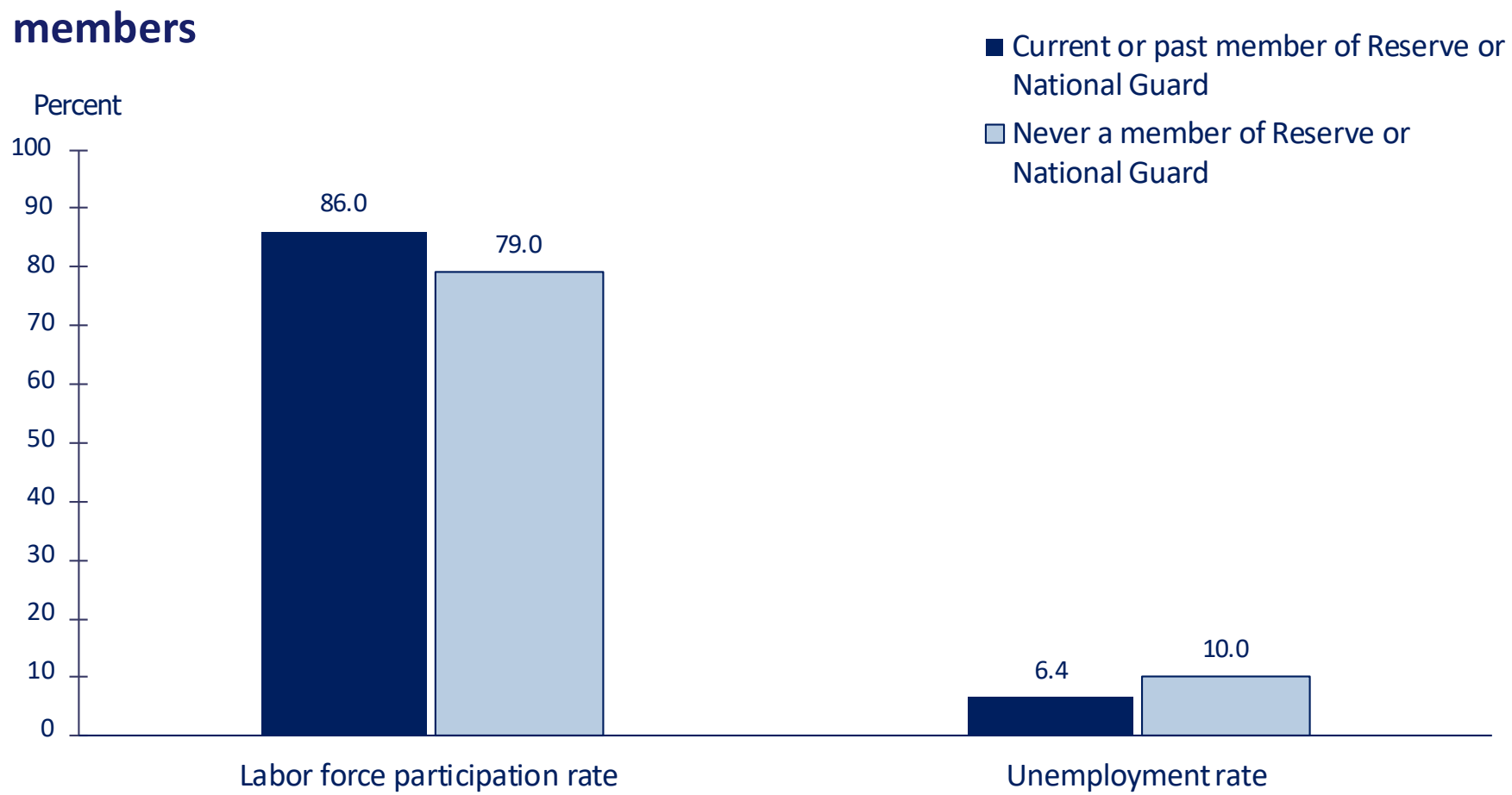
Labor force participation rates of Gulf War-era II veterans are affected by presence and degree of disability, August 2020



The unemployment rates of Gulf War-era II veterans are affected by presence and degree of disability

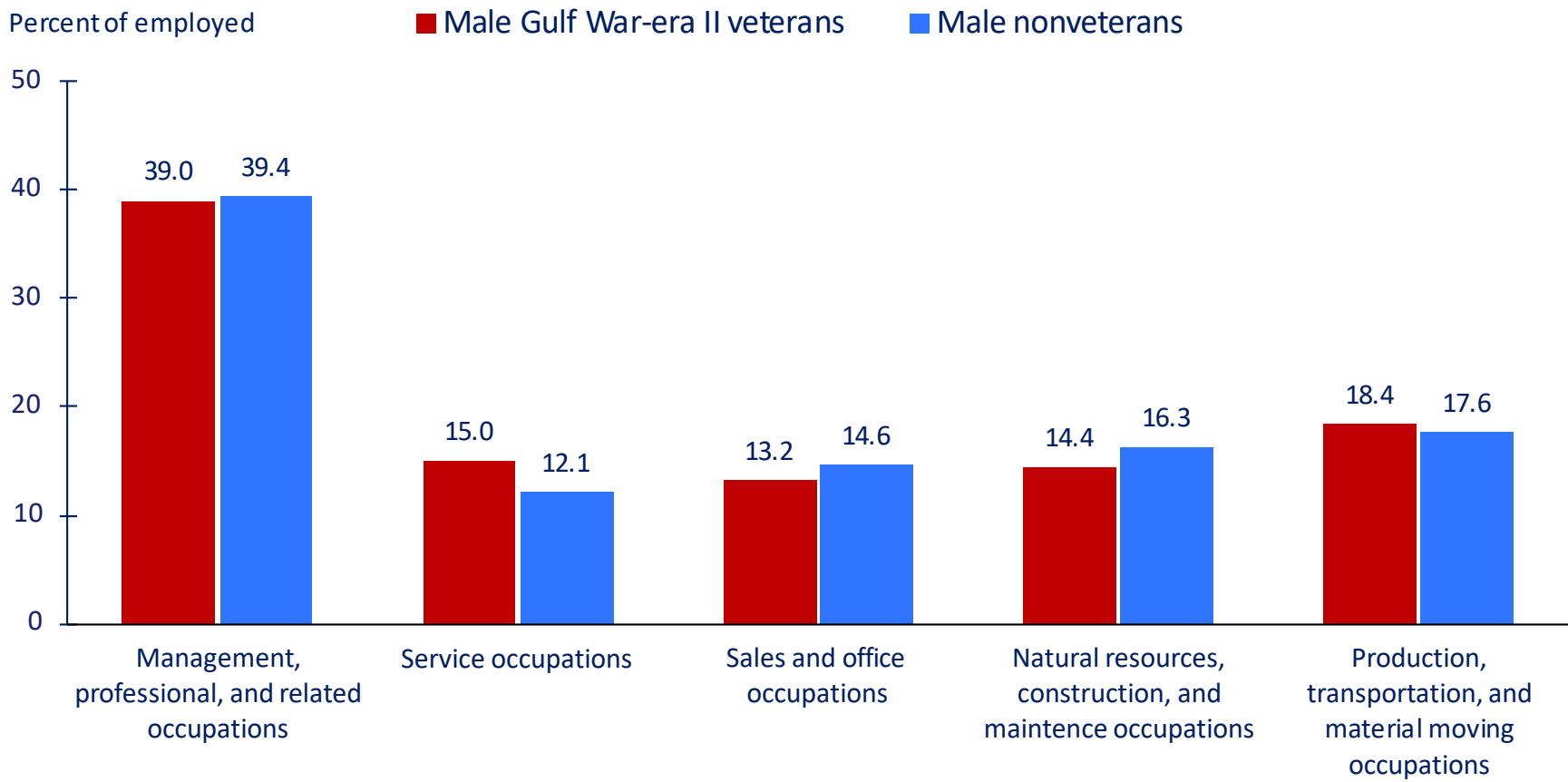


Gulf War-era II veterans who are current or past members of the Reserve or National Guard had a higher labor force participation rate and a lower unemployment rate than Gulf War-era II veterans who were never reservists or Guard members



Note: Gulf War-era II veterans are those who previously served on active duty since September 2001.

Male Gulf War-era II veterans more likely to work in service occupations than male nonveterans



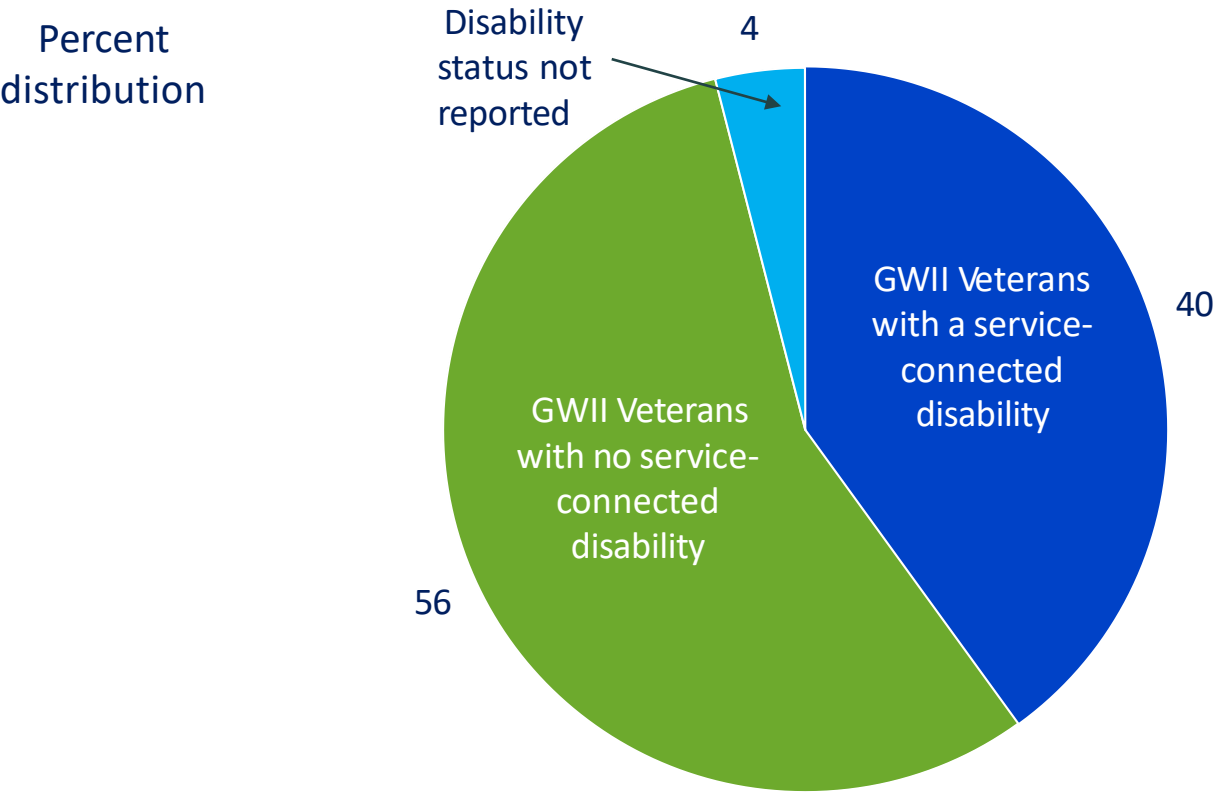
NOTE: Service occupations include a wide variety of professions: healthcare support, protective service, food preparation and serving, building and grounds cleaning and maintenance, and personal care and service.



Service Connected Disabled Veterans



Service-connected disability status of Gulf War-era II veterans, August 2020

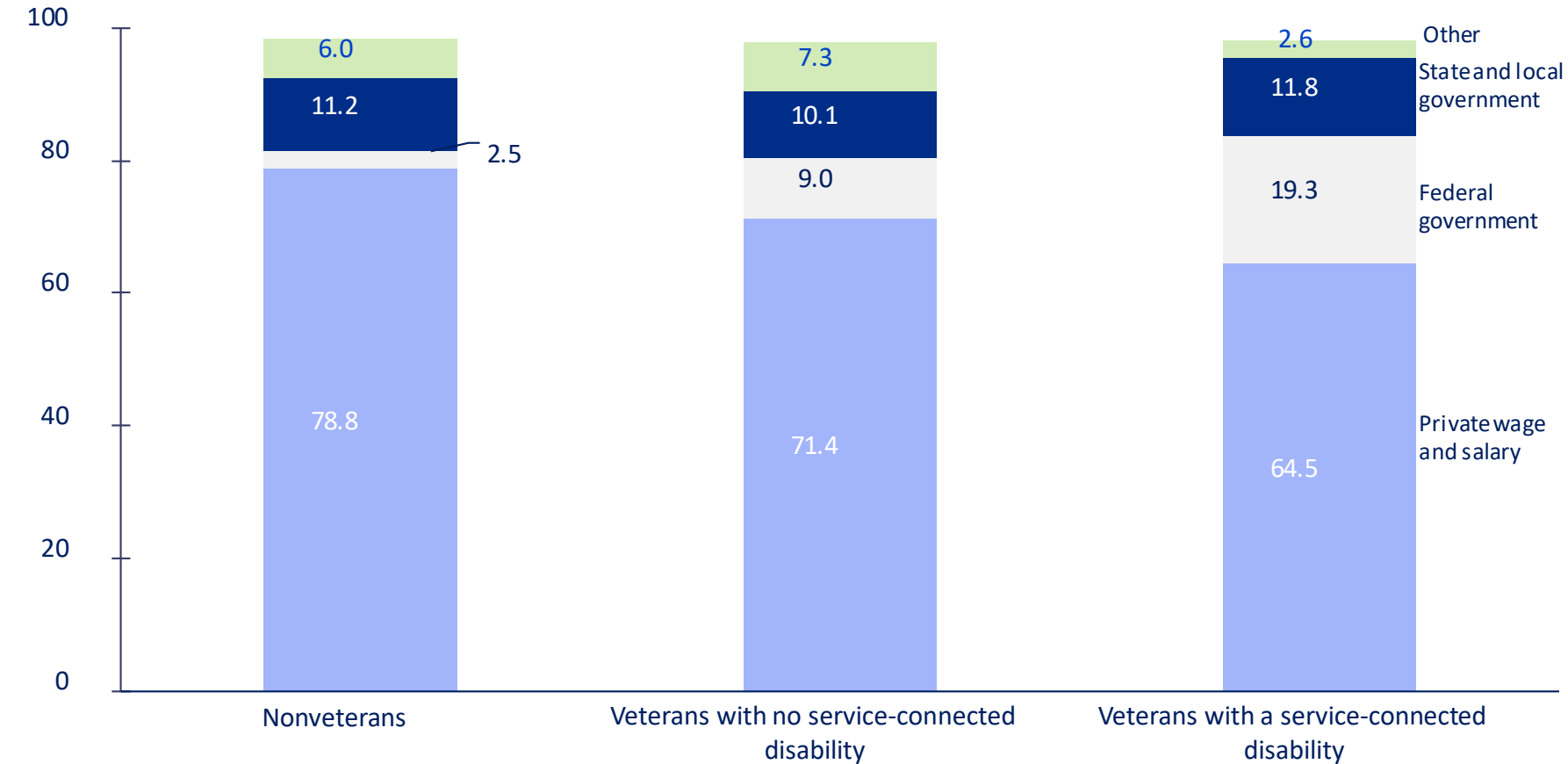


NOTE: Gulf War-era II veterans are those who served anywhere in the world sometime since September 2001. Totals may not sum to 100 because of rounding.

Veterans with a service-connected disability are more likely to work for the Federal government than veterans with no disability



Percent of employed



NOTE: "Other workers" includes persons employed in agriculture, the self-employed, and unpaid family workers.
Totals may not add to 100 because of rounding.

Service Connected Disabled Veteran Highlights



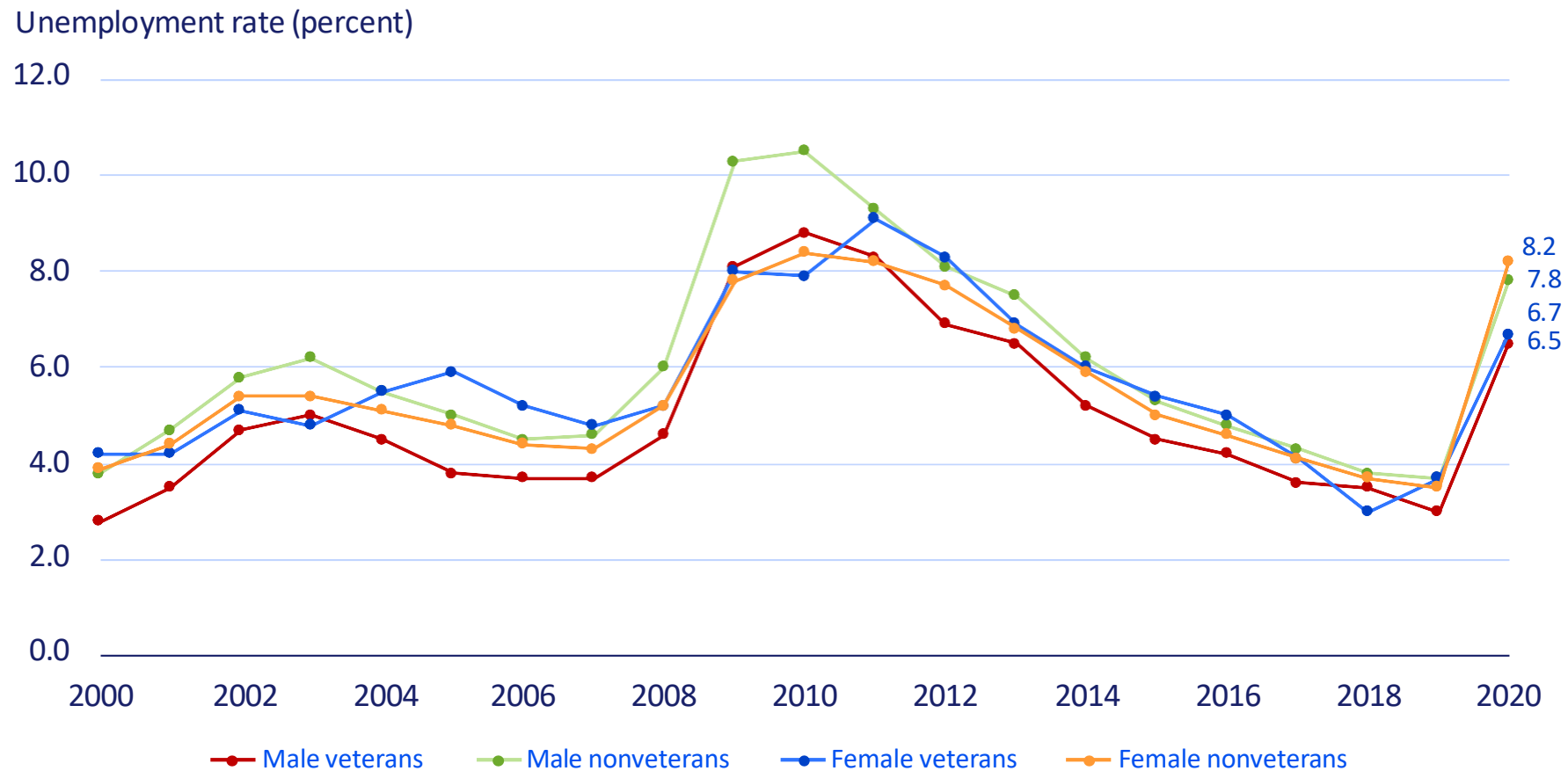
- The unemployment rate of veterans with a service-connected disability, at **6.2 percent**, **did not have a statistically significant change** over the year. The rate for veterans with no disability **rose to 7.2 percent**.
- Gulf War-era II veterans who reported a service-connected disability rating of less than 30 percent **were much more likely to be in the labor force** than those with a rating of 60 percent or higher (91.5 percent, compared with 63.6 percent).
- **Thirty-one percent** of employed veterans with a service-connected disability worked in the public sector, compared with **19 percent of veterans with no disability and 14 percent of nonveterans**.



Female Veterans

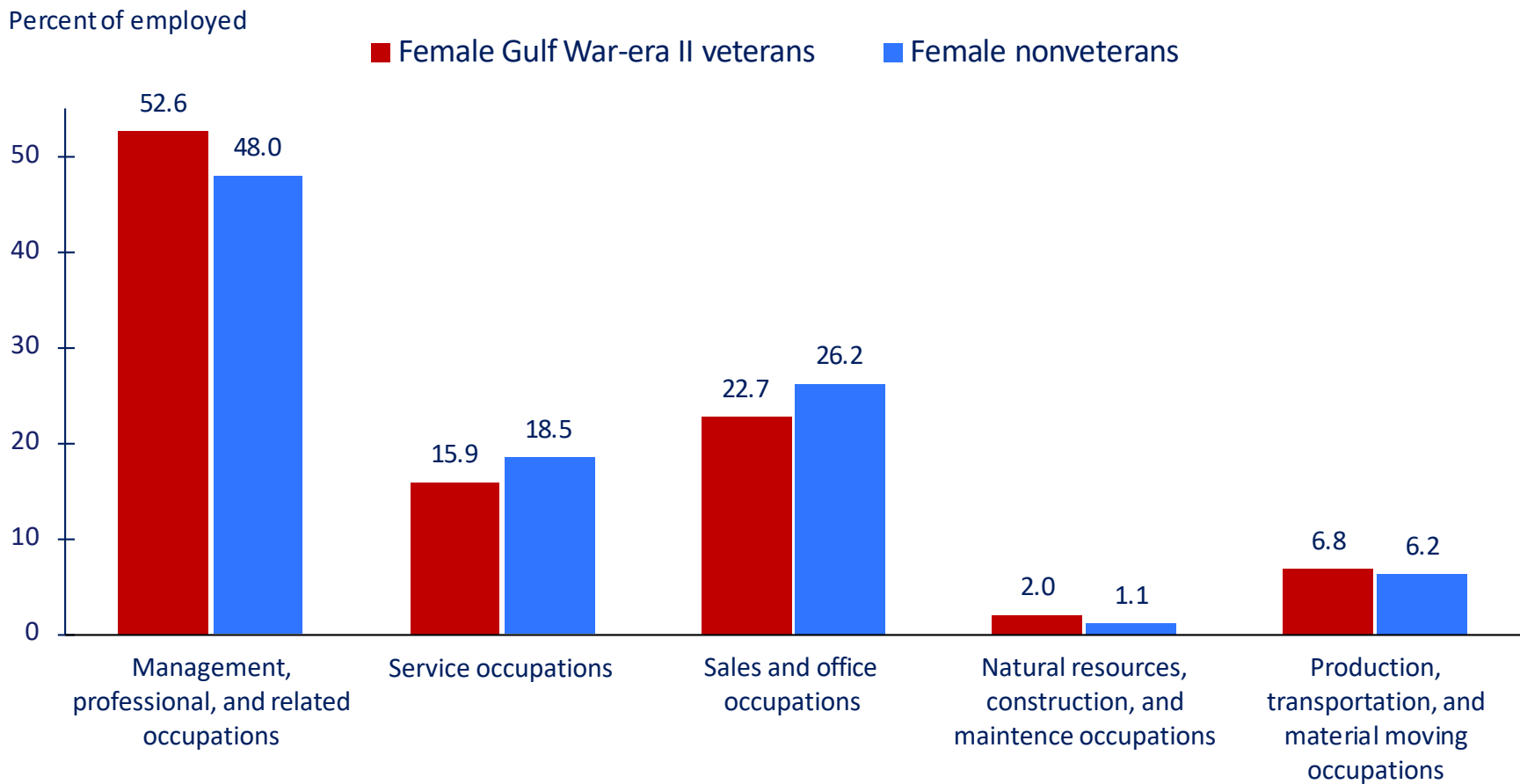


Unemployment rates of veterans and nonveterans by gender increased in 2020



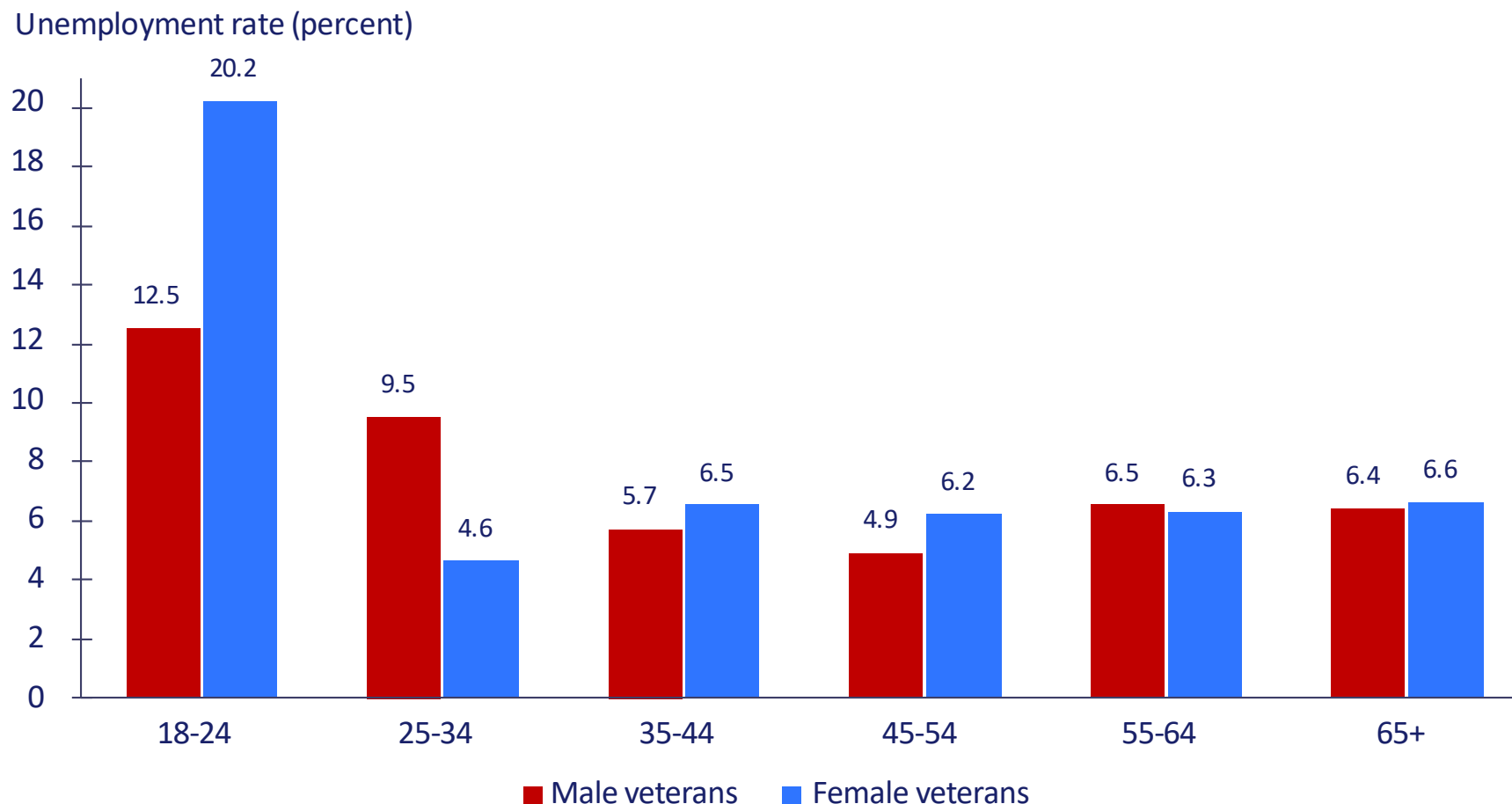
Note: Data for Gulf War-era II veterans first tabulated in 2006.

Female Gulf War-era II veterans more likely to work in management, professional, and related occupations and less likely to work in service occupations or sales and office occupations than female nonveterans

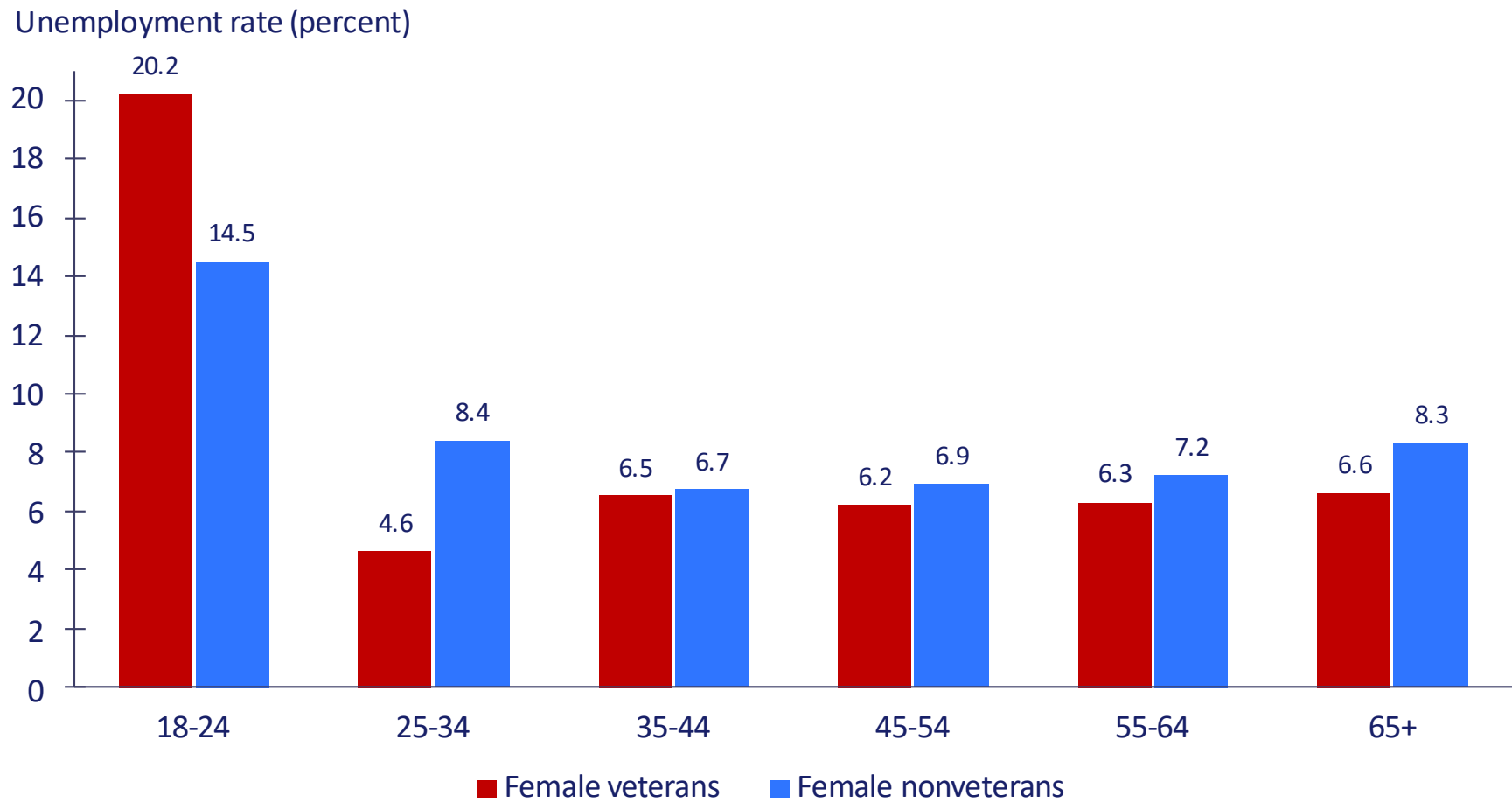


NOTE: Service occupations include a wide variety of professions: healthcare support, protective service, food preparation and serving, building and grounds cleaning and maintenance, and personal care and service.

Female veterans ages 25-34 had a lower unemployment rate than male veterans in 2020



Female veterans ages 25-34 - Lower unemployment rates than nonveterans



Tabulated veterans data available from the BLS



- **General information on veterans:** CPS webpage
▶ <https://www.bls.gov/cps/demographics.htm#vets>
- **Monthly data by period of service:** *Employment Situation* news release (table A-5)
▶ <https://www.bls.gov/news.release/empsit.t05.htm>
- **Veterans supplement data (August 2020):** *Employment Situation of Veterans* news release
▶ <https://www.bls.gov/news.release/pdf/vet.pdf>
- Unpublished tables available upon request

EXTRA SLIDES – IF USEFUL...



The Workforce System



The Workforce System is...

- You will hear this term all the time, but what do we mean by it?

"The totality of federal workforce training programs, along with the federal, state and local infrastructure for delivering program services."



What is the Workforce System?

- A statutory and regulatory framework operating through a number of funding streams to carry out federal intent to improve employment prospects for our people.
- All of us working together to improve the lives of North Carolina citizens through training and employment assistance and support.

What is the Workforce System?



- U.S. Department of Labor (DOL)
 - Employment and Training Administration (ETA)
 - Veterans' Employment and Training Service (VETS)
- State Workforce Agencies (SWA = DWS)
- NCWorks Commission
- 23 Workforce Development Boards (WDBs)
 - American Job Centers (AJC = NCWorks)



What is Priority of Service?



Priority of Service: DEFINITION

- "Priority of Service means the right of veterans and eligible spouses to take precedence over a non-covered person in obtaining all employment and training services."
- Veterans receive these services earlier in time, or instead of non-covered persons.



Priority of Service: GUIDANCE

- TEGL 10-09; VPL 07-09
 - Attachment A – continuation of guidance.
 - Attachment B – comprehensive FAQ's for Priority of Service.
- TEN 15-10

A Protocol for Implementing Priority of Service For Veterans and Eligible Spouses"

- Provides an excellent training protocol that can be used in training AJC office staff, WIB staff and SWA staff on Priority of Service requirements for veterans and eligible spouses.
- The protocol goes into considerable detail regarding the responsibilities for Priority of Service at each level.

Priority of Service: QUICK REFERENCE



TEGL 10-09 (VPL 07-09)

Indicates specific requirements placed on state workforce agencies, WIBs and AJC office staff in implementing Priority of Service for veterans and eligible spouses as they relate to USDOL funded training and employment programs.

- **Page 4:** Eligibility for Priority of Service as a veteran or eligible spouse.
- **Page 6:** Guidance on applying Priority of Service to programs (like WIOA) that have statutory or discretionary eligibility criteria.

In TEGl 10-09, Attachment A

- **Page 11:** Addresses the exclusion of most military income when programs have a low income requirement.
- **Page 12:** Guidance on verification of veteran status and that of eligible spouses.
- **Page 13:** Definition of a veteran for both Priority of Service consideration and for JVSg services, explaining the difference between the two.
- **Page 13:** The exclusion of GI Bill benefits from WIOA consideration with other grant assistance funding.



HIRE Vets Medallion Program

HIRE Vets Medallion Program

Recognizing employers for their investments in recruiting, employing, and retaining our nation's heroes.

[Apply Now for the HIRE Vets Medallion Program](#)

[Review 2021 Criteria](#)

[2020 Award Recipients Released](#)



Honoring the Employers who Hire our Nation's Heroes

The HIRE Vets Medallion Award is the only federal-level veterans' employment award that recognizes a company or organization's commitment to veteran hiring, retention, and professional development. [Apply now.](#)

Program Overview



Get Involved

What Employers are Saying About the Program



Dominion Energy



Metis



Celebrating
50
Years



VETERANS' EMPLOYMENT AND TRAINING SERVICE
UNITED STATES DEPARTMENT OF LABOR



Seal of Approval:

- A statement or sign that someone in an important position approves or regards favorably.





Overview: Program Basics

- Three HIRE Vets Medallion award categories:
 - Large Employers > 500 employees
 - Medium employers > 50 but < 500
 - Small employers 0-50 employees
- Platinum and Gold award tier levels
- Minimal application fee covers processing costs











HIRE

Vets Medallion Program

2021 HIRE Vets Medallion Award Criteria

REQUIREMENTS	LARGE EMPLOYER AWARDS (500+ Employees)		MEDIUM EMPLOYER AWARDS (51-499 Employees)		SMALL EMPLOYER AWARDS (1-50 Employees)	
	 Platinum	 Gold	 Platinum	 Gold	 Platinum	 Gold
Hiring (Vets hired during CY 2020)	Not less than 10% of employees hired AND	Not less than 7% of employees hired AND	Not less than 10% of employees hired OR	Not less than 7% of employees hired OR	Not less than 10% of employees hired OR	Not less than 7% of employees hired OR
Retention (Vets hired during CY 2019)	Not less than 85% of Vets hired retained for 12 months	Not less than 75% of Vets hired retained for 12 months	Not less than 85% of Vets hired retained for 12 months AND	Not less than 75% of Vets hired retained for 12 months AND	Not less than 85% of Vets hired retained for 12 months AND	Not less than 75% of Vets hired retained for 12 months AND
Veteran Employee Percentage (Vets employed on 31 Dec. of CY 2020)	N/A	N/A	At least 10% of employees are Vets	At least 7% of employees are Vets	At least 10% of employees are Vets	At least 7% of employees are Vets

INTEGRATION ASSISTANCE PROGRAMS

Veteran Organization or Resource Group	Must be established and exist by 31 Dec. 2020	Must be established and exist by 31 Dec. 2020	Must be established and exist by 31 Dec. 2020	Satisfy 1 of 2	Satisfy 2 of 5	N/A
Leadership Program	Must be established and exist by 31 Dec. 2020	Must be established and exist by 31 Dec. 2020	Must be established and exist by 31 Dec. 2020			N/A
Dedicated HR Professional (large) or HR Veterans' Initiative (medium/small)	Must be targeted to veteran employees	N/A	Satisfy 1 of 3	N/A		N/A
Pay Differential Program	Must be provided	N/A		N/A		N/A
Tuition Assistance Program	Must be available	N/A		N/A		N/A

OTHER ITEMS

Labor Law Violations	Must not have any of the violations identified in 20 CFR § 1011.120	Must not have any of the violations identified in 20 CFR § 1011.120	Must not have any of the violations identified in 20 CFR § 1011.120	Must not have any of the violations identified in 20 CFR § 1011.120	Must not have any of the violations identified in 20 CFR § 1011.120	Must not have any of the violations identified in 20 CFR § 1011.120
Application Fee	\$495.00	\$495.00	\$190.00	\$190.00	\$90.00	\$90.00

¹The above is a brief overview of the criteria needed to qualify to receive a HIRE Vets Medallion Award. For a detailed explanation, please visit [HIREVets.gov](https://hirevets.gov) and view the Final Rule for the program.



