

★ CALIFORNIA'S

Veterans Workforce 2017



EDD Employment
Development
Department
State of California

January 2018

Executive Summary

Veterans Day commemorates our nation's veterans and their patriotism, dedication to service, and willingness to sacrifice for the common good. This federal holiday falls on November 11 and pays tribute to our nation's living and deceased service members. section 101 of title 38 of the United States Code defines a veteran as a "person who served in the active military, naval, or air service, and who was discharged or released therefrom under conditions other than dishonorable."

According to the U.S. Census Bureau, 21 million veterans resided in the United States in 2017, including 1.9 million (9 percent) who call the Golden State their home. California's veterans have served in time periods that extend from before 1941 to the latest armed conflicts in Afghanistan. The latest figures from the U.S. Census Bureau find that the largest segments of California's veterans last served in the Army, Navy, and Marine Corps branches of the U.S. armed forces.

Key Findings

State-to-State Comparison and Time Period of Service

- More than nine percent of the nation's veterans, the largest percent share of any state, resided in California in 2017. California was one of three other states (California, Texas, and Florida) that had more than one million veterans.

Skills and Educational Attainment of Veterans

- Veterans often acquire workforce skills that employers demand such as: leadership, teamwork, versatility through their military training and experiences.
- In California more than 400,000 veterans had a bachelor's degree, 177,000 had a master's degree, and more than 70,000 held a professional or doctorate degree in 2017.

Veterans in the Workforce

- The number of employed veterans has increased by 58,400 persons during the past three years. During this same time period, the number of unemployed veterans decreased by 15,700 people.
- The industries that employed the largest number of veterans in California were the professional and business services, and the educational and health services industries. The largest shares of employed veterans held a job related to management, protective services, or construction in 2017.

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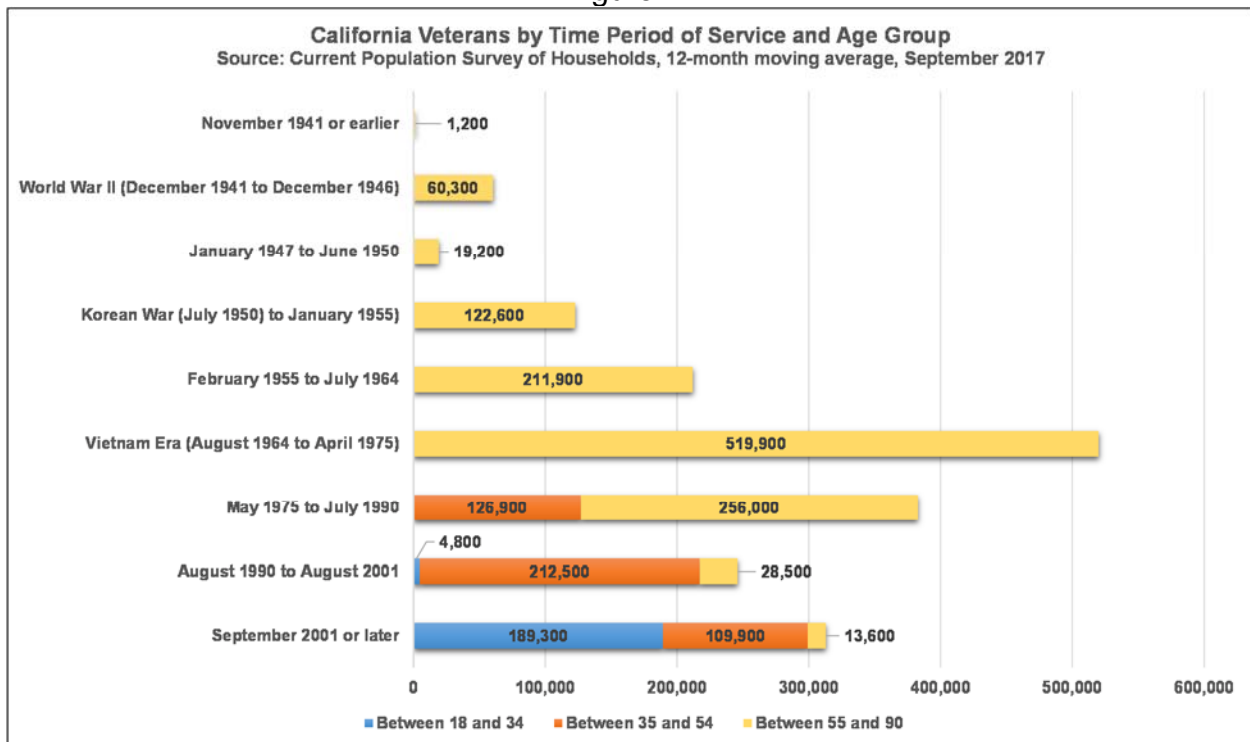
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State-to-State Comparisons and Time Period of Service

The U.S. Census Bureau estimated that 20.6 million veterans resided in the United States in September 2017. This population was comprised of 1.9 million veterans between the ages of 18 and 34; 5.5 million veterans between the ages of 35 and 55; and 13.2 million veterans that were 55 years and older. Nationwide, veterans resided in all of the 50 states including the District of Columbia. States with more than one million veterans residing within these states include California (1.9 million veterans), Texas (1.7), and Florida (1.6). Each of the aforementioned states made up at least eight percent of the nation's veterans' population. Large populations of veterans also resided in Pennsylvania (861,000), Ohio (785,000), Virginia (780,000), and New York (752,000).

California held a 9.1 percent share of the nation's veterans' population in September 2017. In terms of age groups, 1.2 million were 55 years and older, 449,000 were between the ages of 34 and 55, and 194,000 were between the ages of 18 and 34. According to the U.S. Census Bureau, California's veterans aged 55 years and older served in one or more of the U.S. armed conflicts that occurred during the past century. The largest number of these veterans served during the Vietnam era and fewer amounts served during the time period of 2001 or later. The state's youngest veteran age group, those between the ages of 18 and 34, were heavily concentrated in armed conflicts held in 2001 or later. However, 4,800 of the state's youngest veterans served in armed conflicts between August 1990 and August 2001.

Figure 1



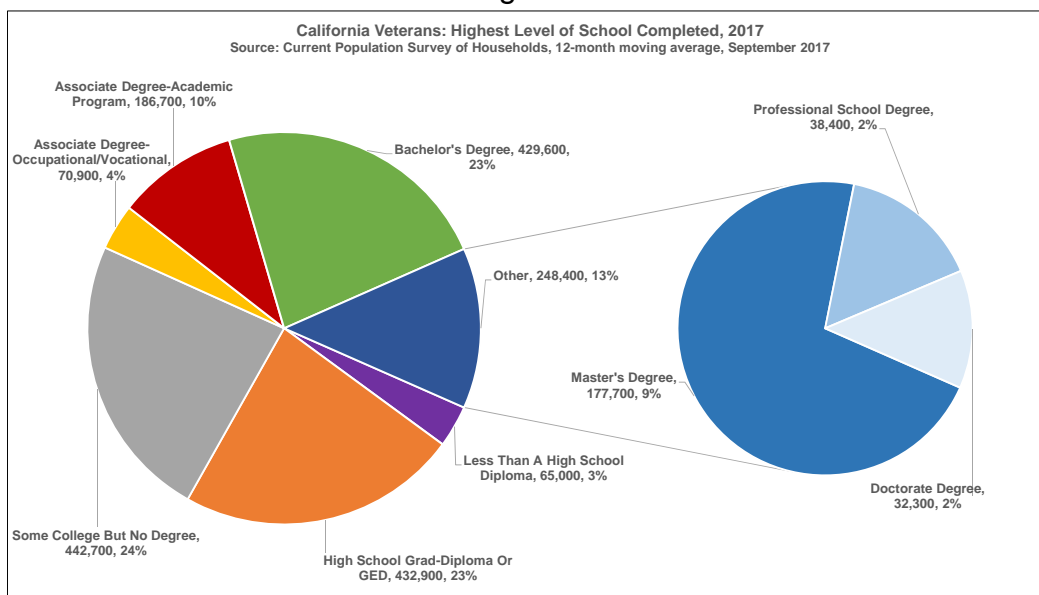
Skills and Educational Attainment of Veterans

Military training and experience opens up the opportunity for veterans to acquire both technical and interpersonal skills that today's employers demand. According to the U.S. Department of Labor (DOL), skills acquired by veterans typically meet or exceed the requirements of the civilian workforce.¹

Research suggests that employers value the leadership and teamwork skills of veterans because it shows that they have led colleagues, accepted direction from others, and/or operated as part of a team.² Employers also value the versatility of veterans to work in dynamic and rapidly changing environments during high pressure conditions.³ Some organizations have been known to hire veterans largely because of positive experiences when they hired veterans previously and the veterans fit within the organization.⁴ In addition, advanced training courses are developed by all branches of the U.S. armed forces to improve the technical skills of enlisted officers in preparation for their military assignments and jobs in the civilian workforce.⁵

In 2017, one out of every three California veterans had a bachelor's degree or higher according to the U.S. Census Bureau: more than 400,000 with a bachelor's degree, 177,000 with a master's degree, and 70,000 held either a professional or doctorate degree. The number of veterans with this level of educational attainment has increased by 76,000 during the past two years. The number of veterans with an associate degree increased from 239,000 to 259,000 between 2015 and 2017. When compared to non-veterans, a larger percent share of veterans held an associate degree in 2017.

Figure 2



¹ U.S. Department of Labor, The Veteran Labor Force in Recovery, 2011.

² Center for a New American Security. Employing America's Veterans: Perspective from Businesses, 2012

³ Center for a New American Security. Employing America's Veterans: Perspective from Businesses, 2012

⁴ Center for a New American Security. Employing America's Veterans: Perspective from Businesses, 2012

⁵ U.S. Department of Defense. Military Careers: A Guide to Military Occupations, 2001.

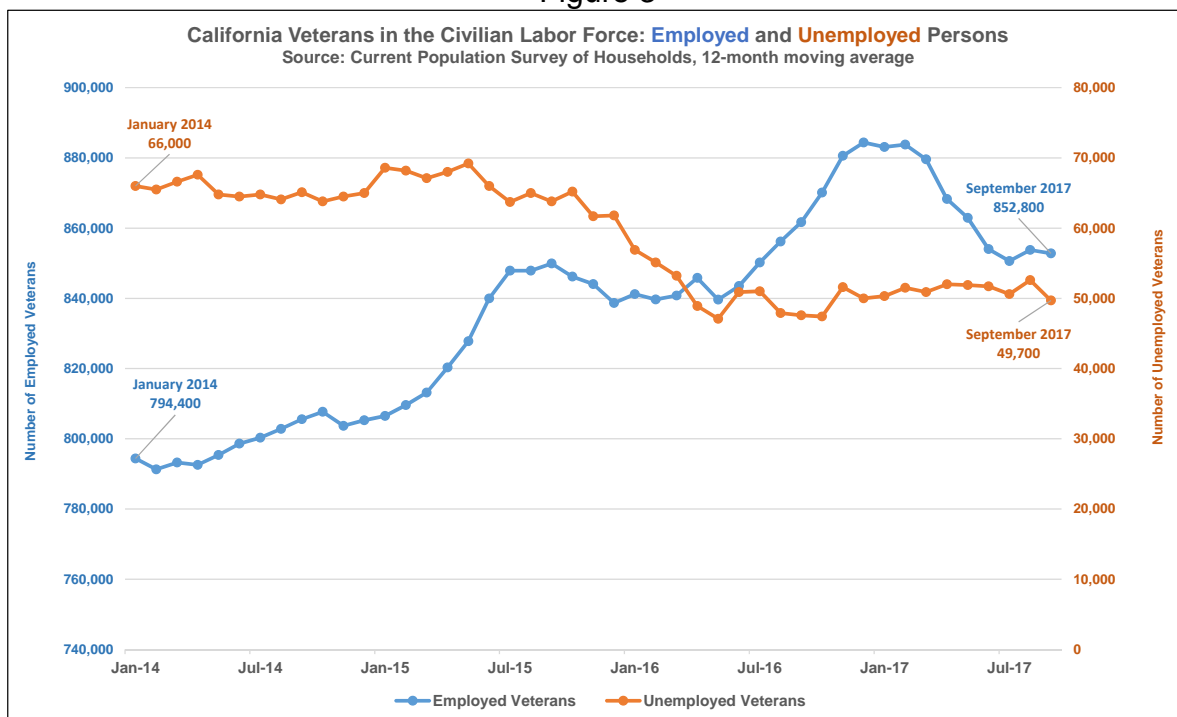
California Veterans in the Civilian Labor Force

California's economy has been in a period of economic expansion for the past ninety-one months, recording month-over-month gains from as low 1,000 in May 2011 to a high of 96,900 jobs in April 2016. In total, the state has added more than 1.3 million nonfarm payroll jobs across all of its 11 major industry sectors during that 91-month stretch. Job creation statewide has provided a host of new job opportunities for veterans transitioning into the civilian workforce. A robust state economy has aided veterans' reentry into the labor force as the number of employed veterans has increased and the number of unemployed veterans has decreased during the past three years.

The U.S. Census Bureau estimates that roughly 930,000 veterans participated in the state's civilian labor force in September 2017. Between January 2014 and January 2017, the number of unemployed veterans statewide declined by 15,700 persons, a number that has steadily dropped through 2017. In the most recent month, September 2017, this number stood at 49,700, a figure comparable to the levels seen in state's previous economic expansion.

Employed persons are all individuals who worked at least one hour for a wage or salary. In September 2017, the number of employed veterans stood at 852,800 persons. Between January 2014 and September 2017, the number of employed veterans increased by 58,400 persons. This 7.3 percent increase in the number of employed persons between January 2014 and September 2017 provides further evidence of California's economic expansion.

Figure 3



California Veterans: Industry and Occupational Analysis

California's veterans have acquired knowledge and a host of workforce skills throughout the course of their military tenure that has allowed them to find jobs in some of the state's fastest growing industry sectors. It is projected that California will add 2.3 million nonfarm payroll jobs to its economy between 2014 and 2024, and that these jobs will be spread out across all of the state's industries.⁶ Among industries that employ the largest amount of veterans are the professional and business services and educational and health services industries. More than 400,000 jobs are projected to be added to both industries by 2024. In addition, industries that employ more than 80,000 veterans include: wholesale and retail trade (96,500), transportation and utilities (85,200), and manufacturing (84,000). Collectively, these industries are projected to add 329,000 jobs to the state's economy by 2024.

In 2017, California's economy was comprised of more than 16 million nonfarm jobs and 100,000 of these jobs were held by veterans in a management position. Such a position can range in focus from computer and information systems to human resources and pay more than \$130,000 per year. Also, more than 70,000 veterans were employed in a protective service job whose responsibilities ranged from law enforcement to supervision. As a result of the increased demand for housing and public infrastructure (e.g., roads and highways), 45,000 veterans were employed in construction jobs that required skills that varied from building stone and wood structures to pouring and smoothing concrete.

Figure 4



⁶ California Employment Development Department-Labor Market Information Division, California Industry Projections between 2014 and 2024.

Unemployment Compensation for Ex-servicemembers (UCX)

The Unemployment Compensation for Ex-servicemembers (UCX) program is available to eligible members of our nation's armed forces upon discharge. Eligible members are veterans who served in active duty within a branch of the armed forces and separated from the military under honorable conditions. UCX benefits are based upon the veterans work and earnings for domestic and overseas military service; and pay grades established by the Department of Labor's Federal Military Schedule of Remuneration. The following analyses are based upon the claims and activities data for UCX recipients included within the Department of Labor Employment and Training Administration (ETA) report, *Claims and Payment Activities*, ETA 5159.

Between September 2009 and September 2017, the initial claims, first payments, exhaustions, and the exhaustion rate for California's veterans that receive UCX benefits have declined. In addition, the average weekly benefit amount has increased by \$28 per week during that period. During the past four years, the decrease in the exhaustion rate from 74 percent to 61.6 percent suggested that fewer shares of UCX beneficiaries are exhausting all of the benefits they are entitled to and found a job.

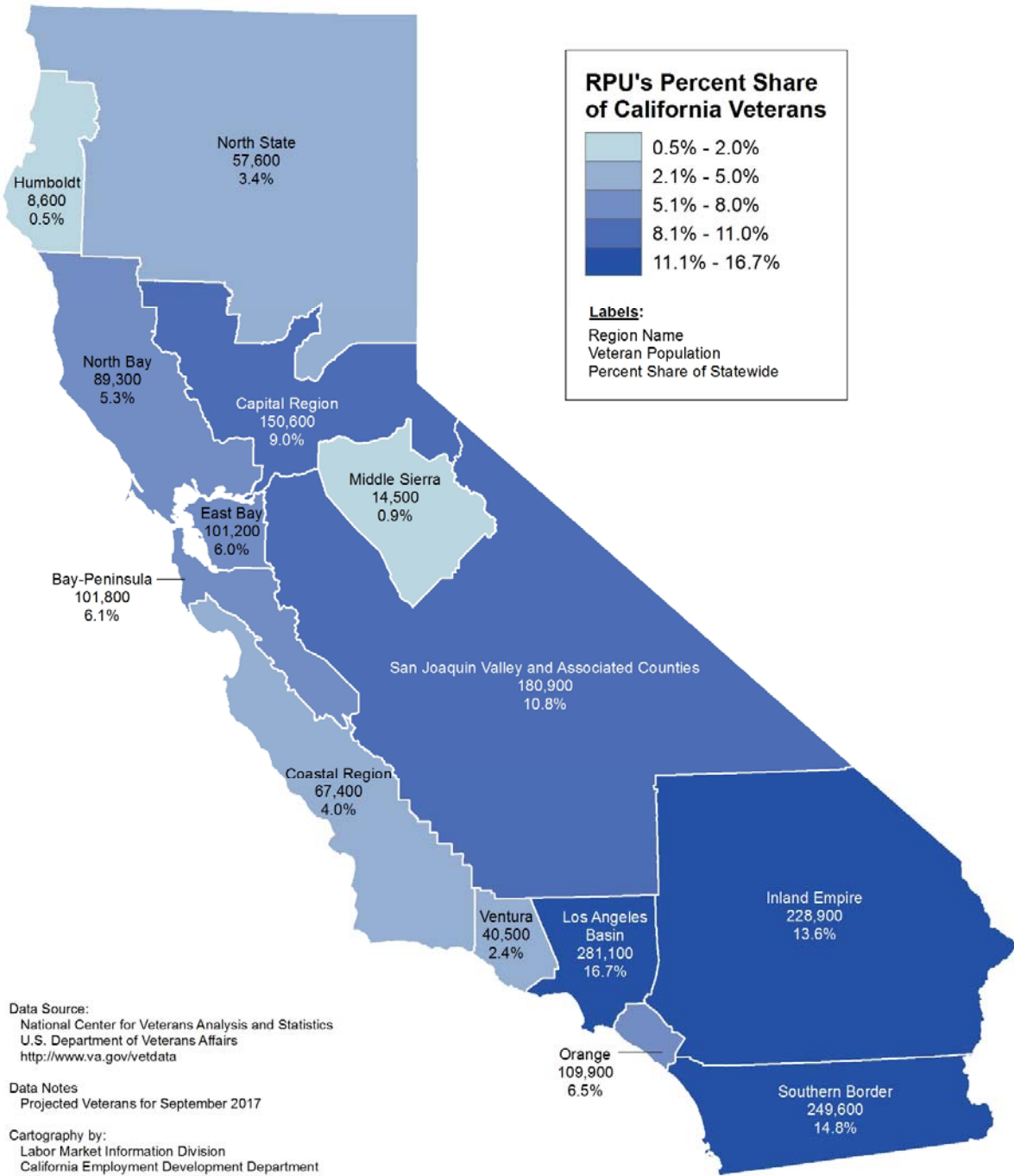
Economists analyze trends associated with initial claims to shed light on the impact of state and national economic contractions and expansions. Between September 2013 and September 2017, in California, the number of initial claims have dropped from 1,483 to 644. To put this four-year decline into greater context, the total number of initial claims at the start of the last recession was 889 in December 2007, 245 more than September 2017's total.

Table 1

California UCX Analysis			
	September 2009	September 2013	September 2017
Initial Claims	983	1,483	644
First Payments	675	1,025	432
Average Weekly Benefit Amount	\$392	\$413	\$420
Exhaustions	425	792	304
Exhaustion Rate	62.9%	74.0%	61.6%
Average Benefit Duration	21 weeks	23 weeks	22 weeks
Initial Claim: Any notice of unemployment filed to request a determination of entitlement to and eligibility for compensation or to begin a second or subsequent period of eligibility within a benefit year or period of eligibility.			
First Payment: The first payment in a benefit year for a week of unemployment claimed under a specific program.			
Average Weekly Benefit Amount: Benefits paid for total unemployment divided by weeks compensated for total unemployment.			
Exhaustions: Number of claimants drawing the final payment of their original entitlement for a given program.			
Exhaustion Rate: A rate computed by dividing the average monthly exhaustions by the average monthly first payments.			
Average Benefit Duration: The number of weeks compensated for the year divided by the number of first payments.			
Source: U.S. Department of Labor-Employment and Training Administration, ETA 5159 Report, 12-month moving average.			

Appendix A

California Veterans Population by Regional Planning Unit (RPU)



Data Source:
National Center for Veterans Analysis and Statistics
U.S. Department of Veterans Affairs
<http://www.va.gov/vetdata>

Data Notes
Projected Veterans for September 2017

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
September 2017