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**2019 Veterans Day**  
**WORKFORCE REPORT**

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## ***Job Services for All Who Served***

Veterans Day honors our nation's veterans, their patriotism, love for this country, dedication to service, and willingness to sacrifice for the common good. The US Census Bureau estimates there were 19 million military veterans in the United States in 2019. Of the 19 million, 1.6 million reside in the Golden State.<sup>1</sup> On November 11, the California Employment Development Department (EDD) pays tribute to our nation's living and deceased service members.

The EDD is dedicated to providing targeted programs and specialized supportive services to the state's veterans, assisting them in their transition from military service to the public workforce. At America's Job Center of California<sup>SM</sup> locations throughout the state, EDD staff provide one-on-one assistance to veterans, ranging from developing interview techniques to the acquisition of in-demand skills.

### ***Veterans in the Labor Force***

- Between August 2017 and August 2019, California's veteran unemployment rate decreased from 5.8 to 3.2 percent—a drop of 2.6 percent.
- Between August 2017 and August 2019, the US veteran unemployment rate decreased from 4 to 3.1 percent—a slower rate of decline than that of California.
- More than 760,000 veterans actively participated in California's civilian labor force in August 2019. This group consisted of 735,700 employed and 24,900 unemployed persons. Over the two-year period, the number of unemployed persons declined from 52,600 to 24,900 persons, due, in part, to increased job opportunities made available over the latest economic expansion (February 2010–Present).
- Many of the state's employed veterans held jobs in the professional and business services (116,600), public administration (113,800), and educational and health services (98,600) industries. (Figure 1).
- Among the 735,700 employed veterans across California, 1 in 10 held a job in management. In these positions, workers often do a variety of specialized tasks including, but not limited to, directing the financial activities of a firm (financial manager), coordinating the information systems of a business establishment (information systems manager), or providing disaster preparedness training (emergency management director). On average, workers in management jobs earned \$138,000 annually in 2019.<sup>2</sup> These earnings were \$77,987 more than the statewide average (\$60,485) according to the latest EDD Labor Market Information Division (LMID) Occupational Employment Statistics (OES).

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<sup>1</sup> U.S. Census Bureau. Current Population Survey of Households, August 2019, 12-month moving average.

<sup>2</sup> EDD Labor Market Information Division (LMID), Occupational Employment Statistics (OES), Mean Annual Wages (2019: Quarter 1).

## ***Veterans' Skill Sets***

- The US Department of Veterans Affairs estimates that nearly 200,000 US service members transition from the military back into their civilian communities each year, a process known as the military to civilian transition.<sup>3</sup> Today, the men and women of our armed forces transition more trained, educated, and prepared than ever before.<sup>4</sup> Research conducted by the US Department of Labor suggests that skills veterans bring home with them meet or exceed the requirements of the civilian workforce.<sup>5</sup>
- The ability to adapt to change is an attribute of today's most successful businesses. Service members have acquired, honed, and put this attribute into action during their tour of duty. Veterans' ability to adapt to change stems from their changing roles and responsibilities while in service and the potential of deployment to different base locations and military environments on a moment's notice.<sup>6</sup>
- Independent problem solving is a key skill that veterans acquire and practice over the course of their military careers. In the military, service members are often required to independently solve complex tasks with little to no guidance.<sup>7</sup> It is common that military personnel are called upon to "make it work." This type of resourcefulness and persistence are highly desired by today's employers.
- Decisiveness and intense focus are one of many skills that are developed by members of the armed services during their respective military stints. These skills aid in successful decision making in intense, stress-filled environments. The veteran's ability to silence distractions is a critical business skill that allows him or her to quickly assess situations and identify solutions that yield positive outcomes.<sup>8</sup>

## ***Educational Attainment***

- One of three veterans (37 percent) in California held a bachelor's degree or higher (e.g., bachelor's, master's, doctorate, or professional) in 2019.<sup>9</sup> Over one-fifth (357,200) of the state's veterans held a bachelor's degree while 10 percent (158,600) of the state's veterans held a master's degree (e.g., master of arts, master of science, master of engineering, master of education, or master of social work) in 2019.
- According to the latest US Census Bureau, 77,400 veterans completed the academic requirements necessary for a doctorate degree or a degree from a professional school. Service in the armed forces and legislation, such as the Post-9/11 and Montgomery GI bills, often affords veterans the opportunity to receive a post-secondary level education, increasing their knowledge and skills.
- Rounding out the remaining levels of educational attainment for California's veterans, 223,600 held an Associate degree, 407,000 had some college experience, but no degree, 329,800 held a

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<sup>3</sup> US Department of Veterans Affairs. The Military to Civilian Transition 2018. [The Military to Civilian Transition 2018](#)

<sup>4</sup> US Department of Veterans Affairs. The Military to Civilian Transition 2018. [The Military to Civilian Transition 2018](#)

<sup>5</sup> U.S. Department of Labor, The Veteran Labor Force in the Recovery, 2011.

<sup>6</sup> Julie Bawden-Davis. Lessons Learned: What Military Service Taught These Veteran Business Owners. 2017.

<sup>7</sup> Julie Bawden-Davis. Lessons Learned: What Military Service Taught These Veteran Business Owners. 2017.

<sup>8</sup> Julie Bawden-Davis. Lessons Learned: What Military Service Taught These Veteran Business Owners. 2017.

<sup>9</sup> U.S. Census Bureau. Current Population Survey of Households, August 2019, 12-month moving average.

high school diploma or equivalent (e.g., General Education Diploma), and 50,500 earned less than a high school education.

### Industry Sector Employment

- According to the latest EDD LMID employment projections, California will add 1.9 million jobs between the years of 2016 and 2026.<sup>10</sup> This is a 10.7 percent gain over the 10-year period. Positive workforce trends support a healthy, job creating economy for veterans to transition into after their discharge from military service.
- Projections show that some industries currently employing veterans will grow at a rate surpassing the statewide average of 10.7 percent. One of those industries is the educational and health services industry projected to grow by 23.9 percent and currently employees 96,700 veterans, as shown in Figure 1. The educational and health services industry is a host of firms that specialize in providing services that range from health care to avenues for educational attainment (e.g., professional schools). The professional and business service industry currently employs over 116,000 veterans and has a growth rate of 11.1 percent. The professional and business service industry is made up of firms that range from computer systems design to employment services (Figure 1).
- More than 60,000 California veterans held gainful employment in each of the following industries: manufacturing (84,200), transportation and utilities (63,900), and wholesale and retail trade (61,400) (Figure 1). Manufacturing firms specialize in the production of either durable (e.g., auto parts manufacturing, fabricated metal manufacturing, etc.) or nondurable goods (e.g., clothing manufacturing, tortilla manufacturing) for public consumption and use.

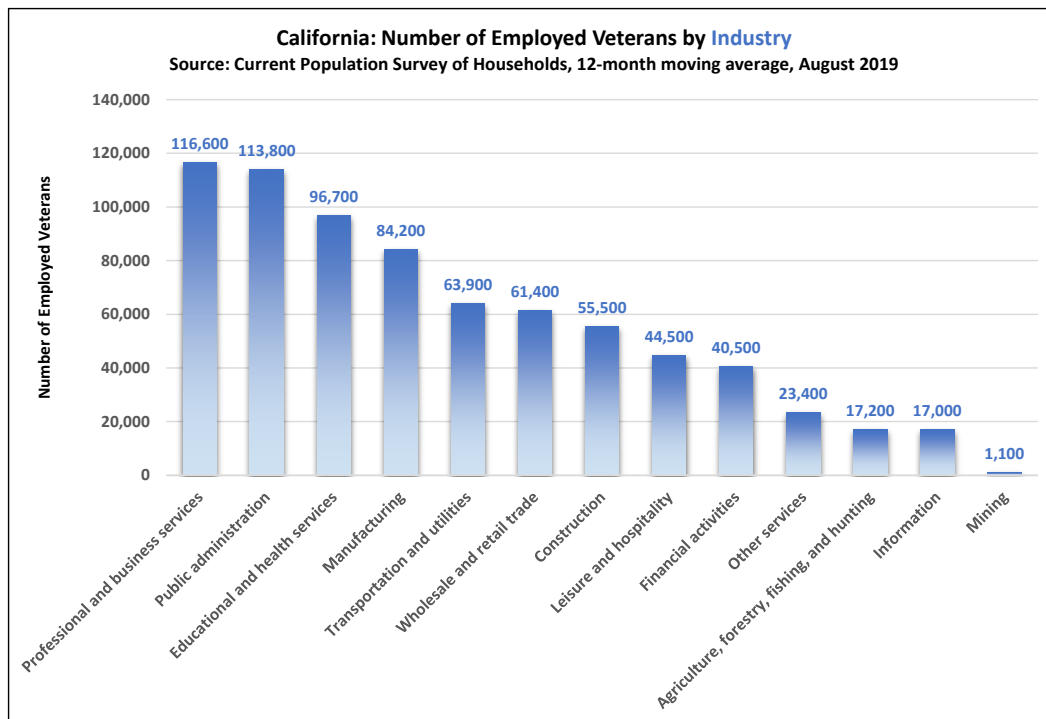


Figure 1 California: Number of Employed Veterans by Industry

<sup>10</sup> California Employment Development Department-Labor Market Information Division, California Industry Projections between 2016 and 2026.

## Occupational Employment

- California’s historic economic expansion of 114 months (February 2010–Present) has created more than 3.3 million jobs. Growth across the state has provided new opportunities for veterans of all skill and experience levels transitioning from their military obligations to their civilian careers. In 2019, the largest concentrations of veterans were employed in management, sales, protective service, and transportation and material moving jobs.<sup>11</sup>
- The latest US Census Bureau estimates 100,500 veterans across the state were employed in management positions with duties and responsibilities ranging from organizational business development and/or the coordination of activities in such fields as architecture and engineering (Figure 2). The 2016–2026 EDD LMID employment projections show that management positions will produce 110,550 job openings annually. Reasons for this projected growth include favorable business conditions, workers leaving the occupation (transfers), and/or workers transferring to new jobs (exits).<sup>12</sup>
- In 2019, 62,300 veterans were employed in protective service occupations for public and private entities across the state (Figure 2). Titles of these jobs range from criminal investigator to firefighter. On average, veterans in these positions earn in excess of \$63,000 annually. The qualifications for these protective service jobs (e.g., police officer, firefighter) often align with the formal training veterans receive while conducting similar jobs [e.g. military police officer (31A)] over the course of their military careers.<sup>13</sup>

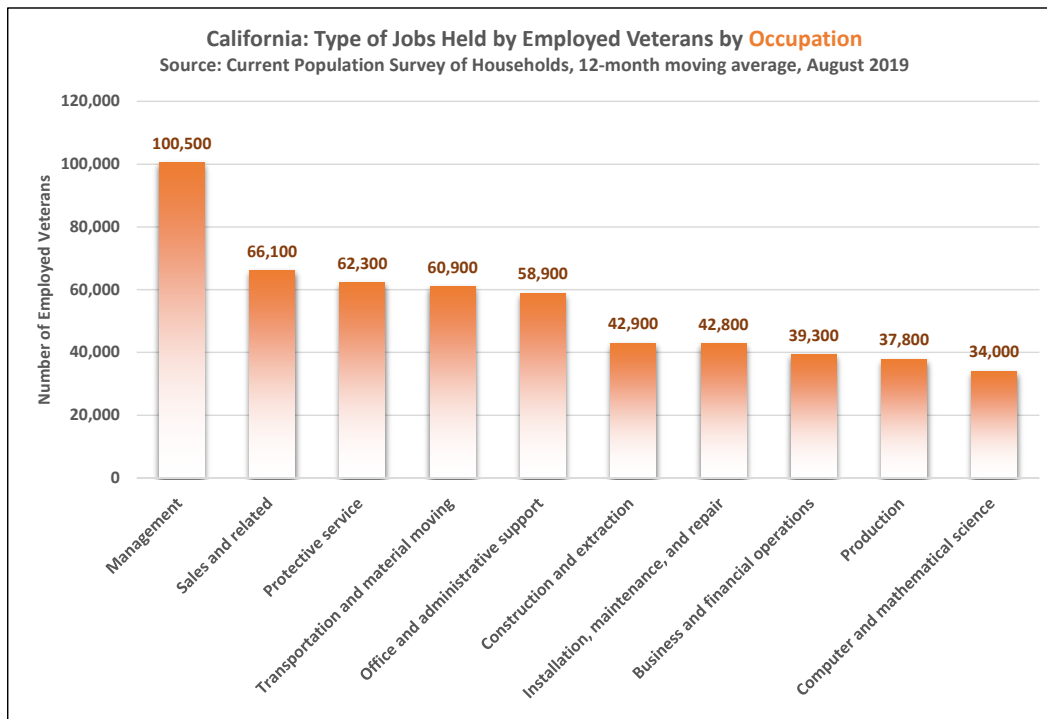


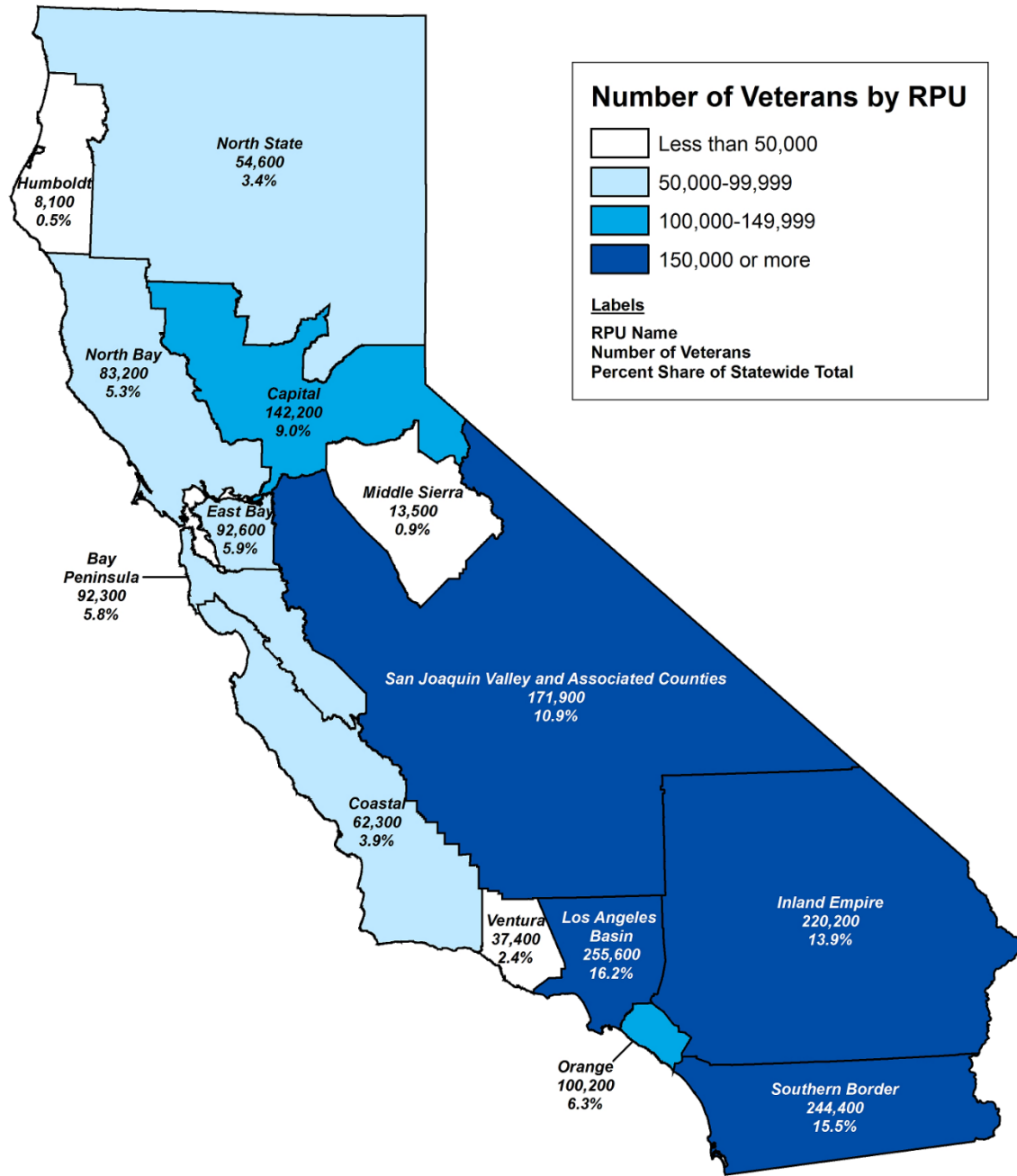
Figure 2 California: Type of Jobs Held by Employed Veterans by Occupation

<sup>11</sup>U.S. Census Bureau. Current Population Survey of Households, August 2019, 12-month moving average.

<sup>12</sup> California Employment Development Department-Labor Market Information Division, California Industry Projections between 2016 and 2026 and Occupational Employment Statistics (2019: Quarter 1).

<sup>13</sup> United States Army. Career and Jobs. [Military Police Officer \(31A\)](#)

# California Veterans Population by Regional Planning Unit (RPU)



Source: U.S Department of Veteran Affairs, September 2019

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