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2017 Veterans Day **WORKFORCE REPORT**

Veterans, Ready for the Workforce

Veterans Day commemorates our nation's veterans' and their patriotism, love for this country, 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. According to the U.S. Census Bureau, there are twenty-one million veterans resided across the United States in 2017, including 1.9 million (9.0 percent) of the nation's veterans who call the Golden State home.

California's Employment Development Department (EDD) is dedicated to providing targeted programming and specialized support services to the state's veterans to assist them in their transition from military service to the state workforce. At various America's Job Center of CaliforniaSM locations statewide, EDD staff provide one-on-one assistance to veterans that range from interviewing techniques to the acquisition of in-demand workforce skills.

Veterans in the Labor Force

- In California, the unemployment rate for veterans decreased from 7.1 percent to 5.8 percent, a drop of 1.3 percentage points between August 2015 and August 2017. In turn, the number of unemployed veterans declined by 12,000 persons over that same two-year period.
- Between August 2015 and August 2017, the U.S. veterans' unemployment rate dropped from 4.7 percent to 4.0 percent. This 0.7 percentage point decline was less than the 1.3 percentage point decline in the unemployment rate among California's veterans' over that same two-year stretch.
- In August 2017, 906,400 veterans participated in California's civilian labor force. This labor force was comprised of 853,800 employed veterans, a number that has steadily increased over the past two years. The number of unemployed persons declined from 65,000 in August 2015 to 53,000 in August 2017, which is a byproduct of the state's current economic expansion.
- The California industry sectors that employed more than 100,000 veterans in August 2017 are as follows: professional and business services (131,100 employed), educational and health services (119,000), and public administration (117,700). In addition, more than 50,000 veterans held jobs within each of the following industries this year: wholesale and retail trade, transportation and utilities, manufacturing, and construction.
- One out of every five (21.3 percent) employed California veterans held either a management, business, or financial job in 2017. According to the latest occupational employment statistics, jobs in management pay \$132,859, on average, and positions in business and financial operations earn \$84,603 annually.¹ Management, business, and financial occupations are projected to grow by more than 15.0 percent according to the latest ten-year occupational employment projections.² It should be noted that more than 21.2 percent of veterans are employed in professional and related occupations that vary from computer and mathematical to engineering jobs.

¹ EDD Labor Market Information Division, Occupational Employment Statistics (2017: Quarter 1).

² EDD Labor Market Information Division, Industry Employment Projections 2014-2024.

Veterans' Skill Sets

- The military exposes personnel to high-quality training because lives and mission success depend on how well people perform their duties. Military training also allows for the acquisition of desirable business skills such as: leadership ability, reliability, team-building, problem solving, and analysis. According to the U.S. Department of Labor, skills acquired by veterans typically meet or exceed the requirements of the civilian workforce.³
- 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.⁴ For example, an automobile mechanic may take advanced instruction in troubleshooting or preventive maintenance techniques. According to the U.S. Department of Defense, advanced training also includes courses covering new or additional job-related equipment. For example, an auto mechanic may go to school to learn how to repair a new type of vehicle or a radiological technician may take instruction in the use of ultrasound equipment.⁵
- Veterans also have the opportunity to acquire information technology (IT) skills, that employers demand, through specialized training provided by the U.S. Department of Veteran Affairs (VA).⁶ Accelerated learning programs (ALPs) provided by the VA focus on building skills and acquiring the certifications needed to advance in high-demand IT fields such as computer programmer and technology support specialist. The areas ALP training covers, include, but are not limited to, coding/programming boot camp; IT certifications in hardware, software, and web services; and cybersecurity.

Educational Attainment

- 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 had a bachelor's degree, 177,000 had 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 over 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 (8.0 percent), a larger percent share of veterans (14.0) held an associate degree in 2017. In addition, the U.S. Census Bureau reports that, among veterans, 447,000 in California had some formal college experience and training.

³ U.S. Department of Labor, *The Veteran Labor Force in Recovery*, 2011.

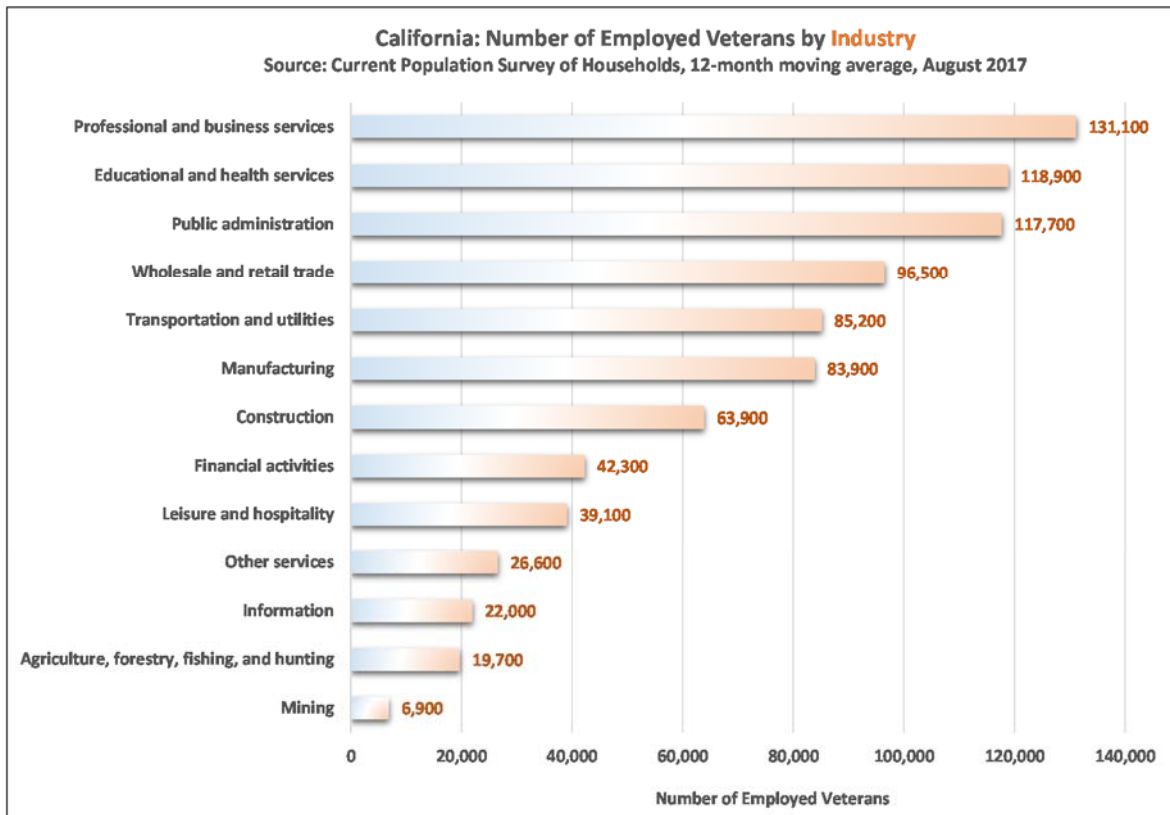
⁴ U.S. Department of Defense. *Military Careers: A Guide to Military Occupations*, 2001.

⁵ U.S. Department of Defense, et al.

⁶ U.S. Department of Veterans Affairs: [VA Launches New No-Cost Training Programs](#)

Industry Sector Employment

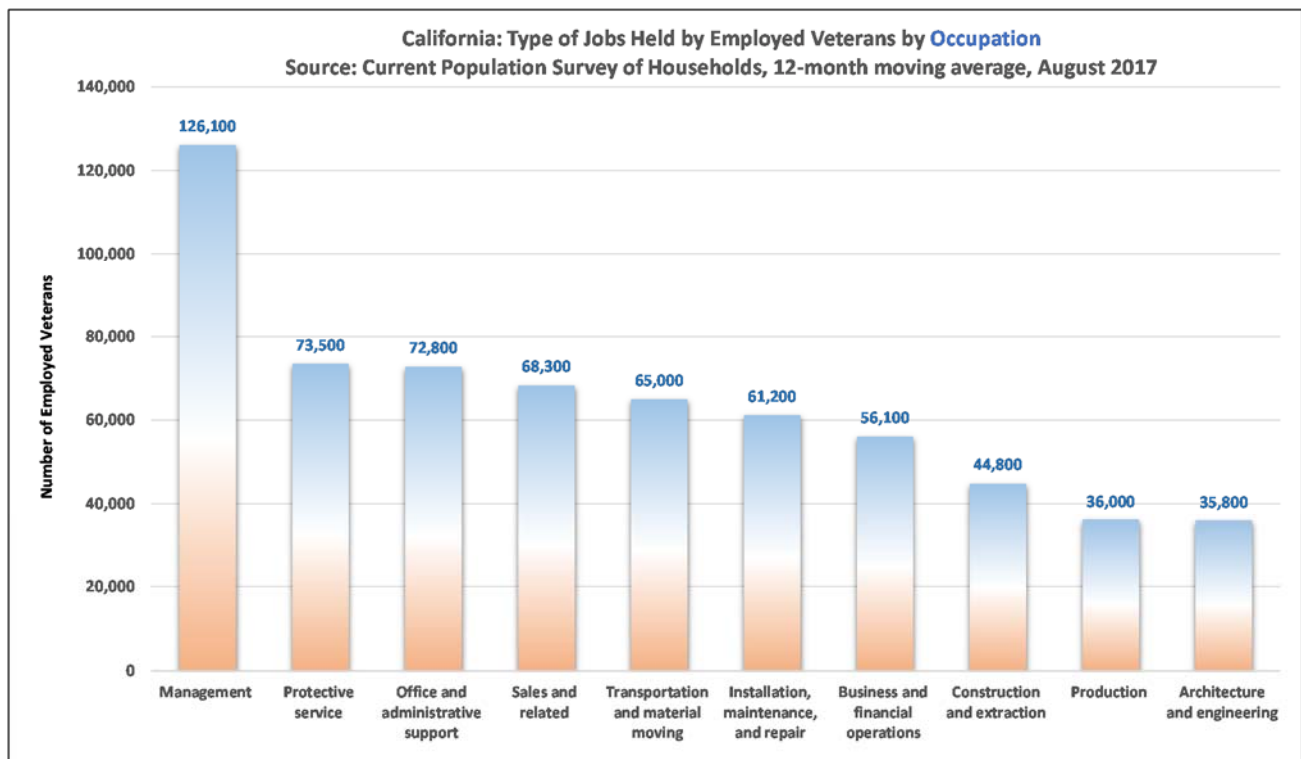
- It is projected that California will add 2.3 million nonfarm payroll jobs to its economy between 2014 and 2024, and that these jobs will be spread out across all of the state's industries.⁷ These nonfarm payroll job gains equate to an increase of 15.1 percent over this ten-year stretch. Veterans transitioning to civilian life or looking to find a job in the state's expanding economy can potentially benefit from these projected trends.
- Over the 2014-2024 ten-year period, it is projected that 586,600 educational services, health care, and social assistance jobs and 471,200 professional and business services jobs will be created. Employers within each of these high-growth industries employed more than 100,000 veterans statewide. As the current economic expansion continues it is likely, more veterans may be employed within them in the future.
- As a result of the increased demand for housing and improvements to infrastructure (e.g., roads, highways), one of the state's fastest growing industries, is the construction sector, which is projected to add more than 200,000 jobs between 2014 and 2024. In 2017, veterans held more than 60,000 jobs within this sector. This sector has generally been a good fit for veterans with military backgrounds in drawing blueprints or operating heavy machinery.
- Industries that employ more than 80,000 veterans include: wholesale and retail trade (96,500 employed), 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.



⁷ California Employment Development Department-Labor Market Information Division, California Industry Projections between 2014 and 2024.

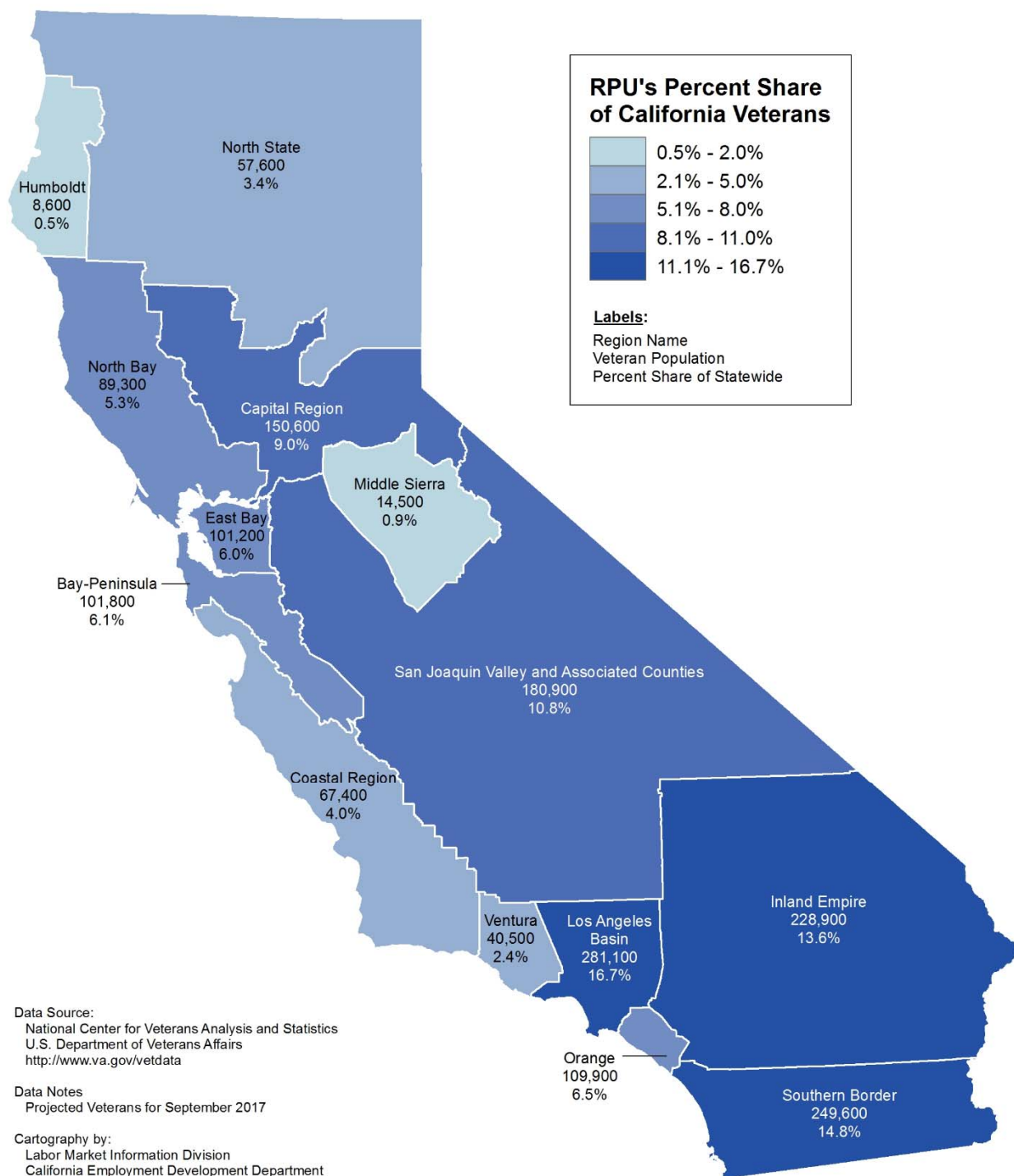
Occupational Employment

- California's current expansion extended from February 2010 to present and over 2.3 million jobs were added to the state economy over this seven year stretch. Due to their high levels of educational attainment and various skill sets, veterans are an excellent fit for today's businesses and are employed in a host of high-wage careers.
- In California, more than 100,000 veterans were employed in a management position in 2017. Such a position can range in focus from computer and information systems to human resources. According to the latest occupational employment statistics, jobs within the management occupation had an average annual salary of \$132,859.
- More than 70,000 veterans were employed in protective service occupations this year and these types of jobs ranged from first line supervisors of protective service workers to law enforcement officers. On average, these types of jobs pay \$58,353 per year, just over the statewide average of \$57,832 per year.
- Forty-four thousand California veterans were employed in construction jobs this year across the state. For example, within this occupational group, there are masons who are often required to build stone structures, smooth and finish surfaces of poured concrete, or bind building materials such as brick depending upon their area of expertise. On the whole, construction jobs received average hourly wages of more than \$27.00 per hour in 2017.
- More than 35,000 veterans in California were employed in an architecture or engineering job this year. On average, these positions pay \$99,613 per year, over \$40,000 more than the average annual statewide salary. Veterans within these careers can be employed in a number of industries, including construction, information, and professional and business services.



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

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