

## ***California's Military Veterans Valuable Assets for Today's Successful Businesses***

In 1926, the United States Congress passed a resolution for the annual observance of the end of World War I (Armistice Day). This observance became a federal holiday in 1938 and is now known as Veterans Day, an opportunity to pay tribute to all American veterans, living or deceased, who honorably served the country during times of war and peace. As of September 2015, over 23.1 million men and women across this nation were veterans and over 1.8 million of these veterans resided in the state of California.

California's Employment Development Department (EDD) is dedicated to developing and supporting demand-driven programs that increase opportunities for our state's veterans. Specially trained EDD personnel work with veterans daily and provide one-on-one assistance with their job placement needs (e.g., applications, job interviews, etc.). The EDD assists our state's veterans to obtain the training and guidance they need to acquire the jobs they desire.

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

- In September 2015, 850,000 veterans had jobs within California's expanding economy. Over the past five years, the state's veterans' unemployment rate has dropped 4.7 percentage points from 11.7 percent in September 2011 to 7.0 percent in September 2015.
- This decline eclipsed the national decline (3.8 percentage points) by roughly 1.0 percentage point over the five-year period. This trend has been supported by California employers that have hired veterans and enabled them to showcase their skills in a work environment and contribute to the company's success.
- An increased share of the Golden State's 1.8 million veterans are women. Over the past ten years, the share of California's women veterans has increased from 7.0 percent in September 2006 to 10.0 percent in September 2015. As of April 2015, over 9,000 women nationwide received Army Combat Action Badges for actively engaging or being engaged by the enemy; and two have received Silver Stars for gallantry in action against an enemy of the United States.

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

- California employers covet veterans for their technical expertise and interpersonal skills they acquired from their service in the armed forces. The U.S. Department of Labor has found that the skills acquired by veterans typically meet or exceed the requirements of the civilian workforce.<sup>1</sup>
- California's veterans have honed their leadership skills by working as both a team member and leader; learned how to get along with persons of various racial/ethnic backgrounds and belief systems; and followed directions to meet time sensitive deadlines in combat and non-combat scenarios.

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<sup>1</sup> U.S. Department of Labor, *The Veteran Labor Force in Recovery*, 2011.

- Today's employers are meticulous in their approach to selecting qualified job applicants and those selected adapt to change quickly; take the initiative; and are service-oriented. These traits are exemplified in our state's veterans' workforce that successfully adapted to changes in military operations; took action to formulate plans to solve problems; and met the demands of their superior officers on a daily basis.
- Members of the state's veterans' population have successfully acquired technical training in a variety of academic disciplines that range from logistics to information technology. This technical training is in-line with the needs of California's employers.
  - Veterans with IT training from the armed forces have experience assessing computer needs in a work environment, developing computer networks, and/or managing security programs.
  - Veterans with logistics backgrounds have valuable experience analyzing transportation routes for goods, preparing professional reports, and making supplies assessments.
  - Veterans with construction backgrounds have applied the same skills used on construction sites across the state. These skills are varied, but usually include: drawing blueprints, installing electrical systems, operating heavy construction machinery, and building permanent structures.

### ***Educational Attainment***

- One out of every 3 veterans in California has attained a Bachelor's degree or higher (33.0 percent), which is a larger share than among non-veterans (30.0 percent). In addition, 13 percent of the state's veterans have an Associate degree. This share was 5 percent higher than the share for non-veterans (8.0 percent) statewide.
- California's veterans excel in the world of academia, as more than, 150,000 of them have completed a master's degree program. When compared to the non-veteran population, 8.8 percent of the veterans' population achieved this feat, while 7.2 percent of non-veterans had master's level training.

### ***Industry Sector Employment***

- The EDD's Labor Market Information Division (LMID) forecasted that between 2012 and 2022, the Golden State will add 2.2 million nonfarm jobs across its 11 industry sectors.<sup>2</sup> More than half of these jobs (57.8 percent) will be concentrated in the educational and health services (576,300); professional and business services (550,200); and construction (201,700) industry sectors. Employers from these three sectors employed nearly 20 percent (19.0) of the state's 1.8 million veterans because of the veterans' backgrounds in these respective industries.
- The Census Bureau estimates that over 100,000 veterans had a job in the educational and health services; or professional and business services industry sector in September

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<sup>2</sup> California Employment Development Department-Labor Market Information Division, *California Industry Projections Between 2012 and 2022*.

2015. Within the educational and health services sector, over 50,000 veterans held jobs within the health care and social assistance (56,400); or educational services (50,600) subsectors. Furthermore, over 71,000 veterans held jobs related to professional and technical services, a subsector of the state's professional and business services industry sector.

- Based on LMID's 2012-2022 industry projections, veterans are heavily concentrated in some of the fastest growing industry sectors in the state. For example, the educational and health services; and the professional and business services sectors are projected to grow by 25.0 percent through 2022, which is a pace that is roughly 10 percentage points higher than the statewide average (14.9 percent).

### ***Occupational Employment***

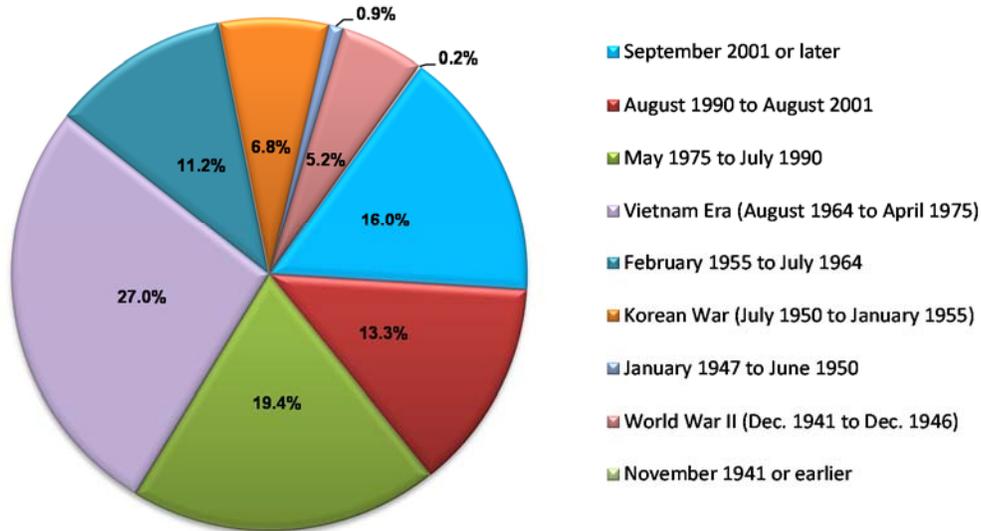
- In September 2015, over 800,000 veterans were working in a variety of career avenues that supported not only the goals of their employers, but aided the state's current 67 month economic expansion (February 2010-September 2015).
- In September 2015, one out every five veterans are employed in a management or administrative support position that, more often than not, made use of the team building, systematic planning, and communication skills the veteran acquired in the armed forces.
- Just over eight percent of the state's veterans have jobs in protective services that ranged from protective service officer to chief inspector. Veterans transition successfully into positions such as these because of the following coursework they receive in the military: management of security problems; investigation procedures and reporting; and/or military law.

### ***Employers Support Veterans***

- Over the years, public and private sector employers alike have honored veterans by developing programs (e.g., DOL Transition Assistance Program); and creating coalitions with like-minded entities (e.g., 100,000 Jobs Mission) to aid in the veterans' transition to civilian life and support their career development. Since 2011, the 100,000 Jobs Mission coalition of 200 companies has hired 267,500 veterans nationwide.
- Partnerships between public and private entities continue to bear fruit. An example of this is the joint venture between the U.S. Department of Defense and private sector firms that is designed to ensure that veterans have a means of receiving in-demand computer science training and associated certifications after they leave military service.

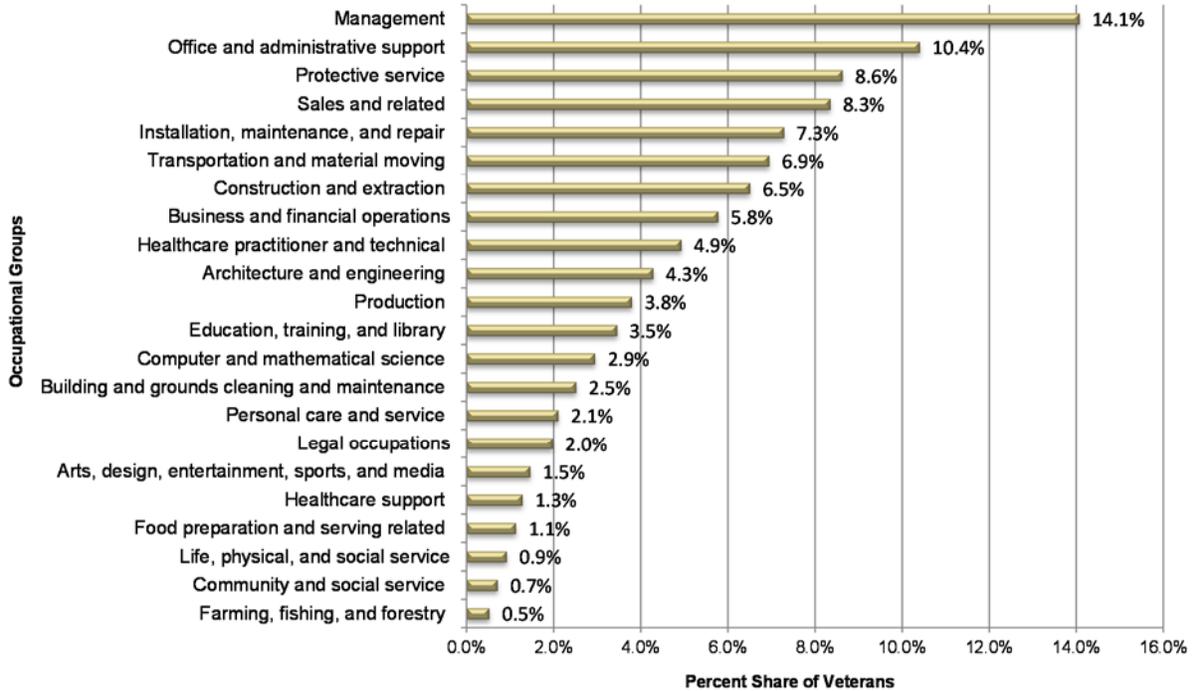
### California's Veterans Population by Time Period of Service

Source: Current Population Survey of Households, Sept. 2015



### Types of Jobs Held by California's Veterans

Source: Current Population Survey of Households, Sept. 2015



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