

Veterans Day 2016—Heroes at Work

Veteran's Day is an opportunity for all Americans, nationwide and abroad, to pay tribute to the sacrifices of our brave men and women that proudly served the United States during times of war and peace. This federal holiday was established in 1938 as an annual observance of our nation's living and deceased service members. Across this nation, more than 23.1 million veterans from all branches of U.S. armed forces call this nation home. Eight percent (1.8 million) of the nation's veterans resided in the Golden State in 2016.

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

Veterans in the Labor Force

- In August 2016, 856,000 veterans had jobs within California's expanding economy. Over the past two years, the state's veterans' unemployment rate has dropped by 2.1 percentage points from 7.4 percent in August 2014 to 5.3 percent in August 2016. The Golden State's dip in its veterans' unemployment rate was 0.3 percentage point more than the national decline (1.8) over the same two-year period.¹
- There were just over 904,000 veterans participating in California's labor force in August 2016.² Between August 2014 and August 2016, 53,400 additional veterans were employed by California businesses. In addition, the total number of unemployed veterans declined by 3.0 percent or 16,200 persons over this period.
- Employed veterans were heavily concentrated in the Golden State's professional and business services (137,300 employed), educational and health services (121,900), and public administration (116,900) industry sectors according to the U.S. Census Bureau.³ In addition, more than 70,000 veterans were employed in the wholesale and retail trade (81,300), transportation and utilities (79,800), manufacturing (75,800), and construction (71,700). The following industries, each of which employ significant numbers of veterans, are projected to add more than 300,000 jobs by 2024: educational and health services (586,600 jobs); professional and business services (471,200); and trade, transportation, and utilities (312,600).⁴
- The top civilian jobs currently held by veterans in California are management occupations (93,700 employed workers) with a mean annual wage of \$129,884. Other leading jobs for veterans in the state include office and administrative support (66,500), sales and related (64,700), protective service occupations (57,100), and transportation and material moving (50,100).

¹ U.S. Census Bureau, Current Population Survey of Households, August 2016, 12-month moving average.

² U.S. Census Bureau, et al.

³ U.S. Census Bureau, et al.

⁴ EDD Labor Market Information Division, Industry Employment Projections 2014-2024.

Veterans' Skill Sets

- California's veterans were required to be self-directed, work under high pressure conditions inside and outside of combat zones, work within a team environment, and develop strategic plans to complete their assigned tasks and missions. All of these traits are skills that employers covet and that veterans leverage to acquire jobs during their civilian lives.⁵ The U.S. Department of Labor has found that the skills acquired by veterans typically meet or exceed the requirements of the civilian workforce.⁶
- California's veterans have also been exposed to highly sought-after skills, knowledge and experience with the Lean Six Sigma process improvement methods, due to the 2008 mandate of the U.S. Department of Defense that requires its use. The Lean represents improved service speed by eliminating the waste in any process and the Six Sigma is associated with the improved quality of products and services by eliminating variations in processes.⁷ Veterans and non-veterans alike with this experience are highly sought after by employers that are looking to improve their productivity, increase their performance, and remain flexible in an ever-changing global economy.
- Members of the state's veterans' population have also acquired technical training in a variety of academic disciplines that range from logistics to information technology (IT). 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.⁸
 - Veterans with logistics backgrounds have valuable experience analyzing transportation routes for goods, preparing professional reports, and making supply 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

- According to the U.S. Census Bureau, roughly one out of every three veterans in California (32.4 percent) had an educational attainment level of bachelor's degree or higher in 2016, which is 4.4 percentage points higher than the share for non-veterans (28.0 percent). In addition, 12.2 percent of the state's veterans have an associate degree. This share was 4.6 percentage points higher than that of non-veterans (7.6 percent) statewide.
- One out of every ten California veterans had attained a post-baccalaureate degree. More than 150,000 veterans had a master's degree, 43,400 had a professional degree (e.g., MD, DDS), and 22,900 had a doctorate degree in an academic discipline, according to the U.S. Census Bureau. In terms of percent share, more veterans (12.4 percent) than non-veterans (11.0 percent) had achieved these respective academic achievements.

⁵ U.S. Department of Veteran Affairs, Veterans Employment Toolkit.

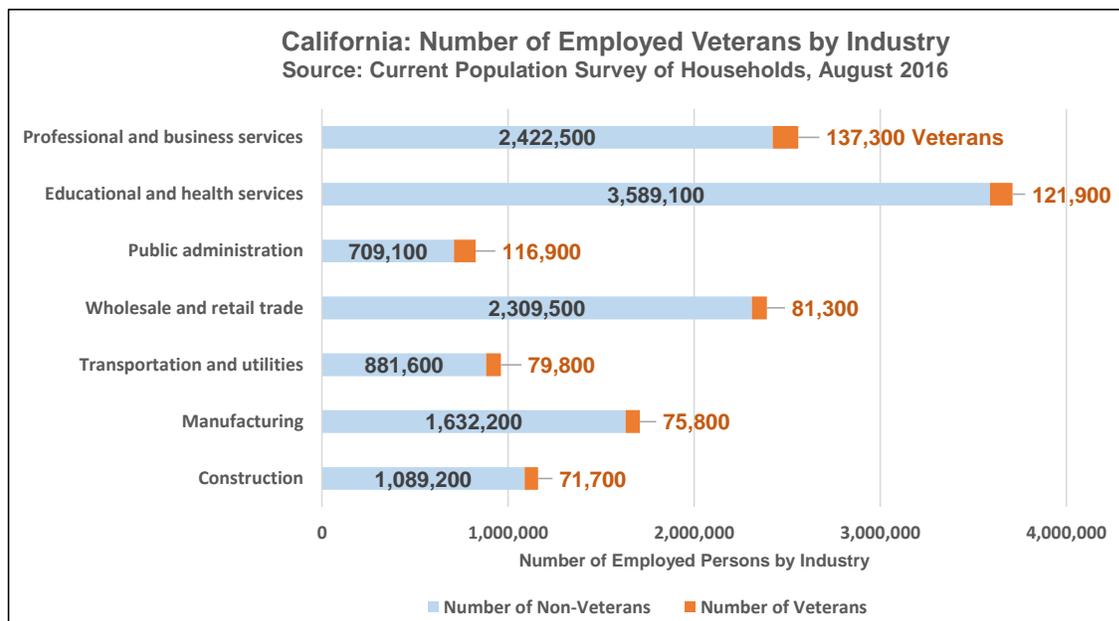
⁶ U.S. Department of Labor, *The Veteran Labor Force in Recovery*, 2011.

⁷ Lean Six Sigma Institute. [Lean Six Sigma](#).

⁸ U.S. Department of Labor, O*NET OnLine.

Industry Sector Employment

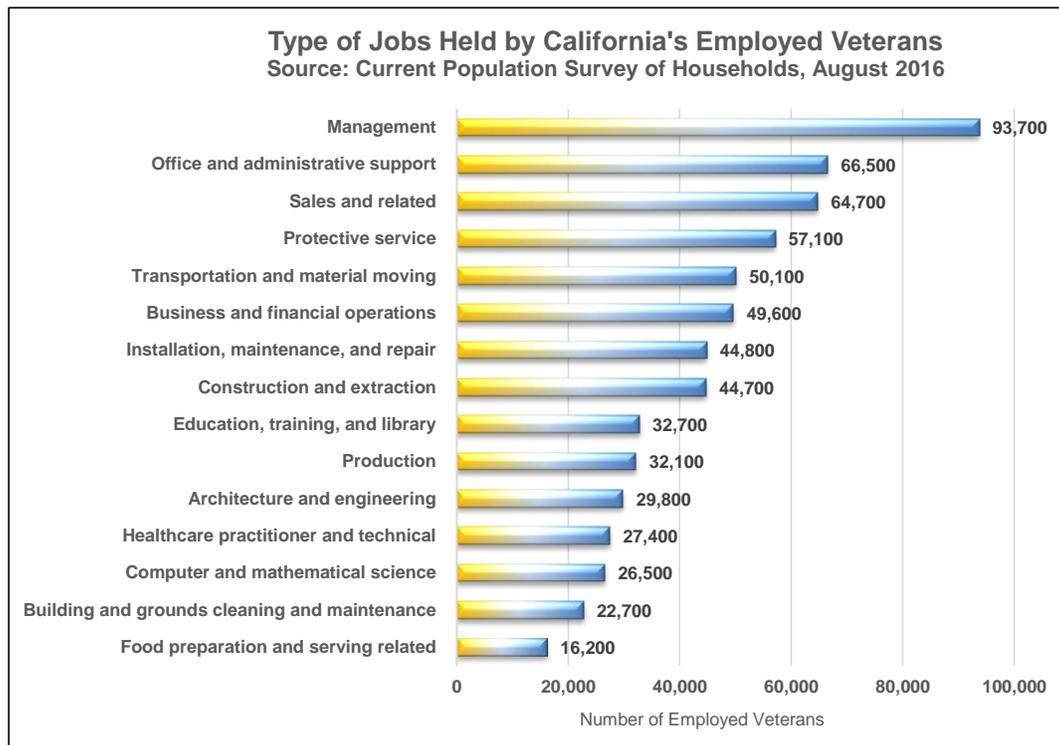
- The EDD’s Labor Market Information Division (LMID) projects that between 2014 and 2024, the Golden State will add 2.3 million nonfarm jobs across its 11 industry sectors.⁹ Nearly half (45.0 percent) of these jobs will be created by firms within the educational, health care, and social assistance (586,600); and the professional and business services (471,200) industry sectors. These high-growth sectors employed 15.2 percent of the state’s veteran population. This share has steadily increased over the past two years from 14.1 percent in August 2014 to 15.2 percent in August 2016.
- More than 100,000 veterans had jobs within the professional and business services, educational and health services, and public administration industry sectors in August 2016. Over the past two years, the number of veterans employed within each of these sectors increased by more than 10,000. In addition, over 80,000 veterans had jobs within the wholesale and retail trade, transportation and utilities, and manufacturing industries.
- A majority of the state’s veterans are employed in some of the fastest growing industries within the state. The EDD’s LMID projects that the educational and health services and the professional and business services, industries that employ more than 100,000 vets, will grow by at least 19 percent over the next ten years.
- The state’s construction sector, which currently employs close to 80,000 vets, is forecasted to grow by 32.1 percent over the ten year period, due to increased demand for residential housing, improvements in the Golden State’s infrastructure (e.g., roads, highways), and demand for commercial development properties.



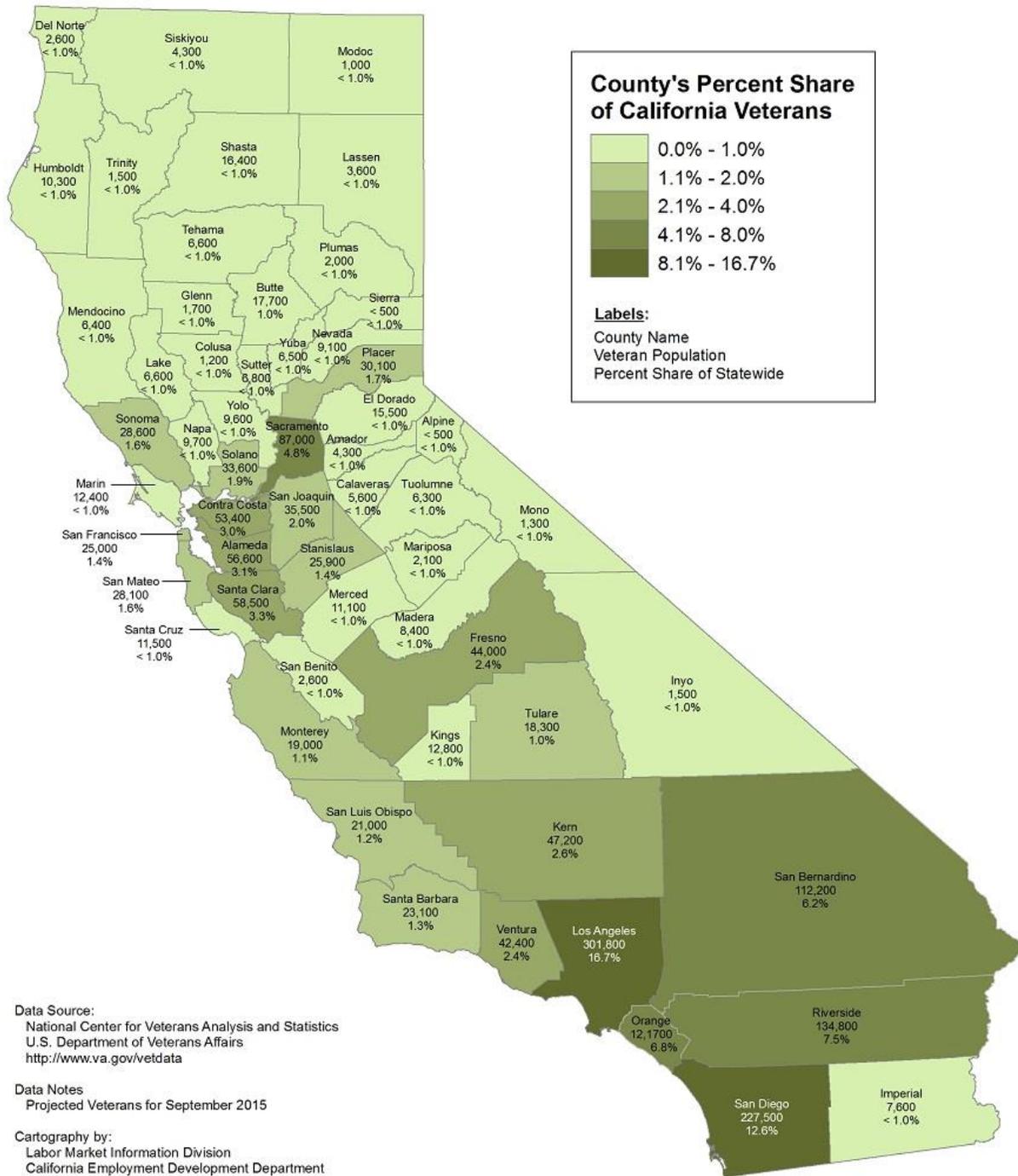
⁹ California Employment Development Department-Labor Market Information Division, California Industry Projections between 2014 and 2024.

Occupational Employment

- During California's current economic expansion (February 2010 to present) over 2.3 million nonfarm jobs were added to the state's workforce, fueling the demand for workers of all skill levels and increasing job opportunities for veterans across the state. When veterans return to their civilian lives, they bring distinguished service experience and a host of skills in demand that can translate into future employment opportunities within a variety of occupational groups.
- Roughly one out every three of the state's veterans are employed in a management, office and administrative support, sales, or protective service occupation. Just over 90,000 or one out of every ten vets across the state were employed in a management position in 2016. These types of positions manage a wide array of components for a firm that include financial operations, human resources, marketing, or IT.
- Veterans are often drawn to protective service occupations such as first-line supervisors of law enforcement workers, inspectors, and prevention specialists because the skills and technical training these jobs require (e.g., firearms experience and strategic planning) are often gained over the course of a veteran's enlistment period. Roughly eight percent of the state's veterans were in a protective service occupation in 2016.



California Veterans Population by County



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 2015

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
August 2016

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