

★ CALIFORNIA'S

Veterans Workforce 2019



January 2020

Executive Summary

According to the U.S. Census Bureau, an estimated 18.8 million veterans resided in the United States in 2019, including 1.6 million that consider California their home.¹ California's veterans have served in time periods that extended before 1941 to the latest armed conflicts in the Middle East. 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

- In 2019, eight percent of the nation's veterans, the largest percent share of any state, resided in California.² California was one of three states (California, Texas, and Florida) that had more than one million veterans.

Skills and Educational Attainment of Veterans

- The skills veterans acquire over the course of their military training experience meet or exceed the requirements of the civilian workforce.
- In terms of educational attainment, 37.0 percent of all California veterans held a bachelor's degree or higher in 2019.

Veterans in the Workforce

- The number of unemployed veterans has declined by 27,000 veterans over the past three years.
- In 2019, the public administration, professional and business services, educational and health services, and manufacturing industry sectors employed the largest number of veterans.

¹ U.S. Census Bureau, Current Population Survey of Households, (2019)

² U.S. Census Bureau, Current Population Survey of Households, (2019)

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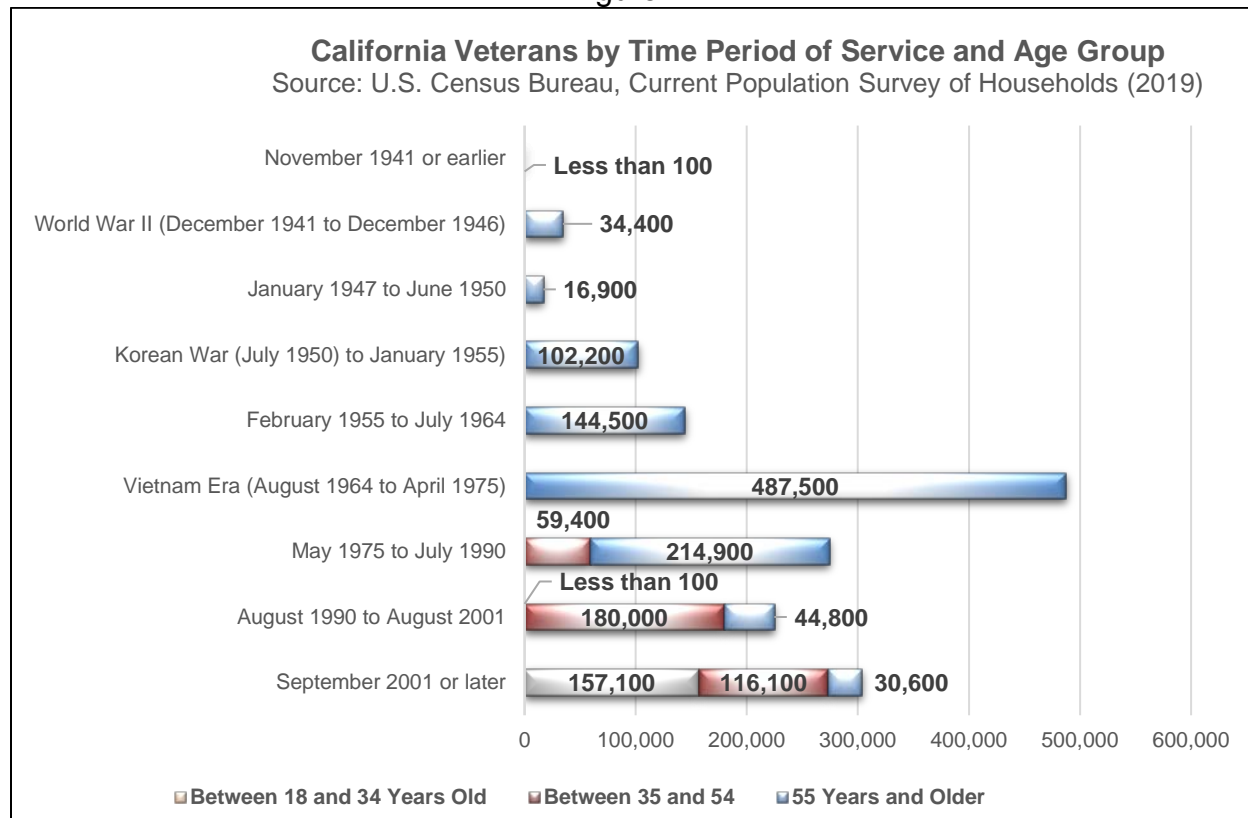
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State-to-State Comparisons and Time Period of Service

The U.S. Census Bureau estimated that 18.8 million veterans resided in the United States in 2019. This population was comprised of 1.8 million veterans between the ages of 18 and 34 years old; 4.6 million veterans between the ages of 35 and 54; and 12.3 million veterans that were 55 years and older. Nationwide, the largest number of veterans resided in the following states: California (1.6 million), Texas (1.6 million), Florida (1.4 million), Pennsylvania (813,000), and New York (754,000).

In 2019, California held an 8.4 percent share of the nation's veterans' population. A breakout by age of California's veterans is as follows: 1.1 million were 55 years and older, 355,507 were between the ages of 34 and 55, and 157,000 were between the ages of 18 and 34.³ According to the U.S. Census Bureau, California's veterans aged 55 years and older served proudly in all of the U.S. armed conflicts that occurred during the past century. The largest number of these veterans served during the Vietnam era (August 1964 to April 1975) and fewer amounts served during conflicts in November 1941 or earlier. The state's youngest veterans between the ages of 18 and 34 served primarily in armed conflicts held in 2001 or later.

Figure 1



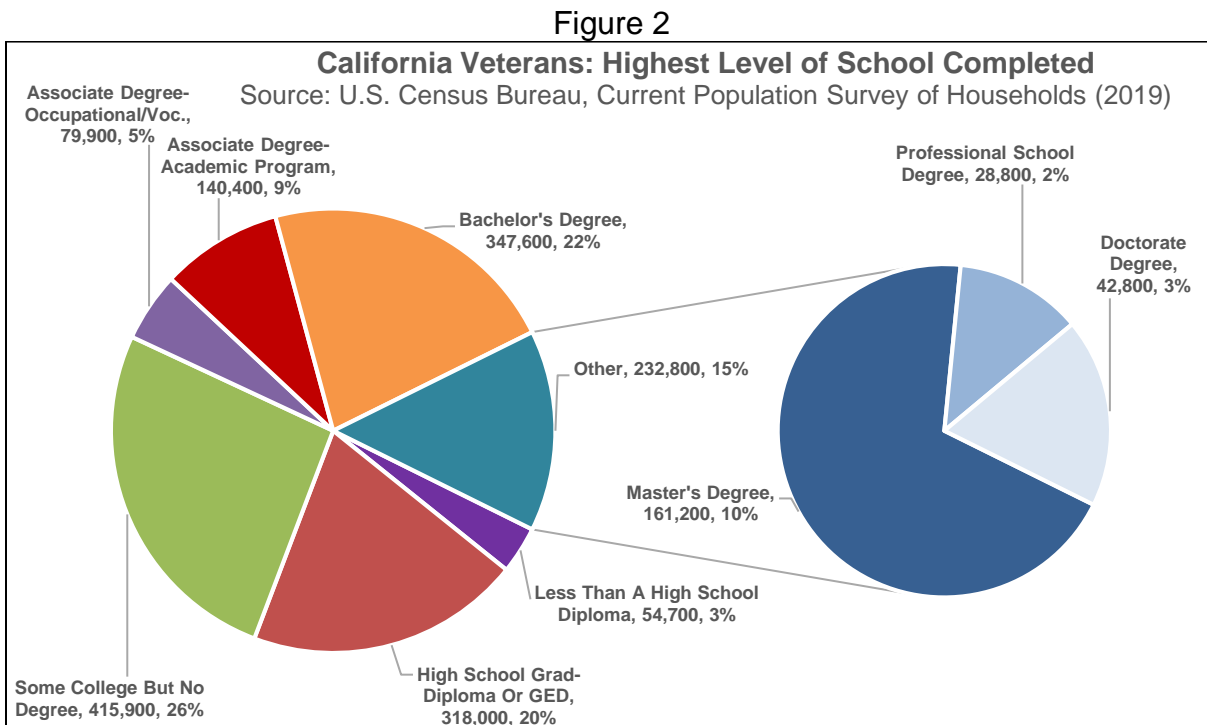
³ Due to rounding, totals will not sum to 1.6 million veterans. Source: U.S. Census Bureau.

Skills and the Educational Attainment of Veterans

The U.S. Department of Veterans Affairs estimates that nearly 200,000 U.S. service members transition from the military back into their civilian communities each year, a process known as the military to civilian transition. The men and women of our armed forces are better trained, better educated, and better prepared for transition than ever before.⁴ Research conducted by the U.S. Department of Labor suggests the skills veterans bring can meet or exceed the requirements of the civilian workforce.⁵

Generally speaking, veterans have the ability to adapt to change which 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 experience with this ranges from their changing role and responsibilities while in service and the potential for deployment to different base locations and military environments on a moment's notice.⁶

In terms of educational attainment, 37.0 percent (580,400) of all California veterans held a bachelor's degree or higher in 2019. A breakout of these highly educated veterans is as follows: 347,600 veterans held a bachelor's degree, 161,200 held a master's degree, and 71,600 held a professional school or doctorate degree. Additionally, 415,900 veterans had attained some level of college, but no degree.



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

⁵ U.S. Department of Labor, The Veteran Labor Force in the Recovery, 2011.

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

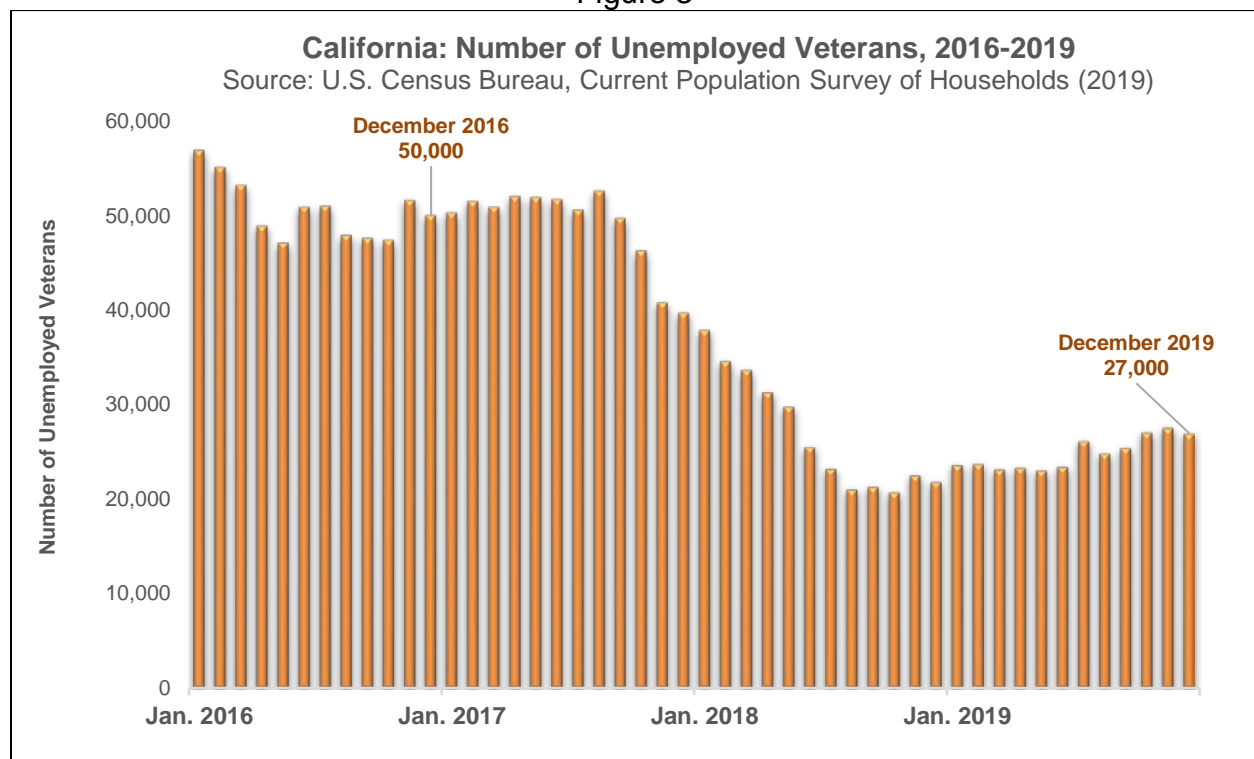
California Veterans in the Civilian Labor Force

Over the course of the latest economic expansion, February 2010 to the present day, California has added more than 3.0 million jobs and the number of employed Californians has increased by 2.7 million persons. A positive byproduct of this expansion has been increased job prospects for veterans transitioning from active duty to their civilian lives in the state's workforce. Over this period of time, the unemployment rate for California's veterans has declined from 9.1 percent in February 2010 to 3.7 percent in December 2019; a decline of 5.4 percentage points.

According to the latest U.S. Census Bureau estimates, 727,600 veterans participated in the state's civilian labor force.⁷ This labor force estimate is inclusive of 700,600 employed veterans and 27,000 unemployed veterans.

As defined by the Bureau of Labor Statistics, unemployed persons are those that do not have a job, have actively looked for work in the prior four weeks, and are currently available for work. Over the past three years, the number of unemployed veterans has declined from 50,000 in December 2016 to 27,000 in December 2019. In addition, US Census Bureau survey data suggests the primary means for veterans to seek out employment was to contact an employer directly. Other means for acquiring employment include: filling out and sending out applications, searching through job ads, and contacting a public employment agency.

Figure 3



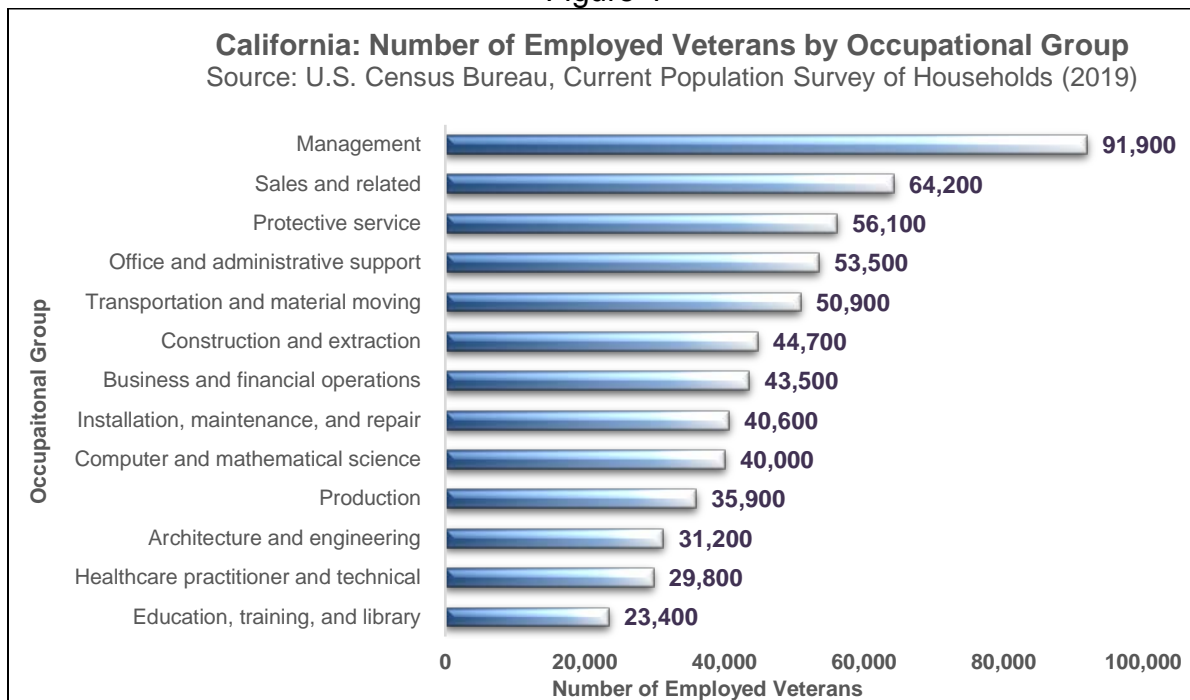
⁷ U.S. Census Bureau, Current Population Survey of Households, (2019).

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 1.9 million nonfarm payroll jobs to its economy between 2016 and 2026 and these new opportunities will be spread out across all of the state’s industry sectors.⁸ In 2019, the public administration, professional and business services, educational and health services, and manufacturing industry sectors employed the largest number of veterans.⁹

In terms of occupations, the largest number of jobs held by employed veterans in California were focused in the areas of: management (91,900), sales and related (64,200), and protective service (56,100). These types of jobs can range from emergency management directors to fire investigators. According to the latest California occupational employment statistics, the mean annual wages for management (\$138,472) and protective service (\$63,112) occupations exceeded the statewide mean for all occupations (\$60,485) in 2019.¹⁰ It is worth noting that increased public and private spending on infrastructure projects that range from commercial buildings to sports complexes across the State have provided a host of employment opportunities for 44,700 veterans employed in the construction industry.

Figure 4



⁸ California Employment Development Department-Labor Market Information Division, California Industry Projections between 2016 and 2026.

⁹ U.S. Census Bureau, Current Population Survey of Households, (2019).

¹⁰ California Employment Development Department-Labor Market Information Division, Occupational Employment Statistics.

Unemployment Compensation for Ex-servicemembers

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 US Department of Labor's (DOL) Federal Military Schedule of Remuneration. The following analyses are based upon the claims and activities data for UCX recipients included in the US DOL Department of Labor Employment and Training Administration (ETA) report, *Claims and Payment Activities*, ETA 5159.

For reference purposes, the initial claim is 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. The first payment refers to the first payment in a benefit year for a week of unemployment claimed under a specific program. The average weekly benefit amount equates to the benefits paid for total unemployment divided by weeks compensated for total unemployment.

Exhaustions are the number of claimants drawing the final payment of their original entitlement for a given program. The exhaustion rate is computed by dividing the average monthly exhaustions by the average monthly first payments. The average benefit duration refers to the number of weeks compensated for the year divided by the number of first payments.

Between December 2013 and December 2019, the initial claims, first payments, exhaustions, and the exhaustion rate for California's veterans that receive UCX benefits have decreased. In addition, the average weekly benefit amount has increased by \$8 per week over the six year period.

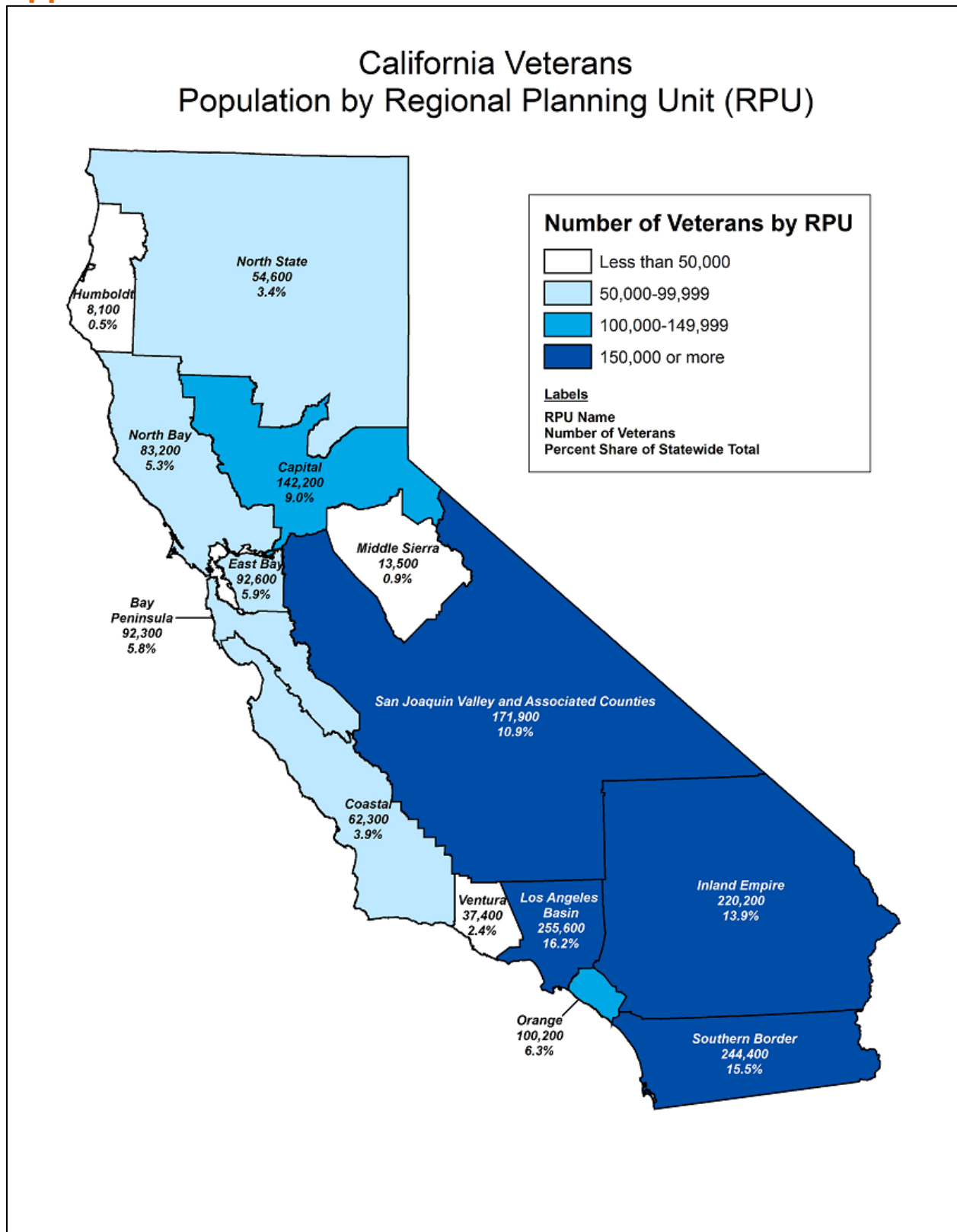
Economists analyze trends associated with initial claims to shed light on the impact of state and national economic contractions and expansions. Between December 2013 and December 2019, in California, the number of UCX initial claims have declined from 1,437 to 389. Over the past ten years, UCX initial claims peaked at 1,666 in November 2012 and have been on a steady decline since that point in time.

Table 1

California UCX Analysis			
	December 2013	December 2016	December 2019
Initial Claims	1,437	755	389
First Payments	966	511	246
Average Weekly Benefit Amount	\$415	\$416	\$423
Exhaustions	776	376	167
Exhaustion Rate	73.9%	66.3%	59.8%
Average Benefit Duration	23 weeks	22 weeks	22 weeks

Source: U.S. Department of Labor-Employment and Training Administration, ETA 5159 report

Appendix A



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