

Commemoration of the
75th ANNIVERSARY
of the
DESEGREGATION
of the
U.S. ARMED FORCES

**BLACK VETERANS & GOOD JOBS
RESEARCH ROUNDTABLE**

**Black Veteran Employment Barriers and
Interventions**

July 31st, 2023

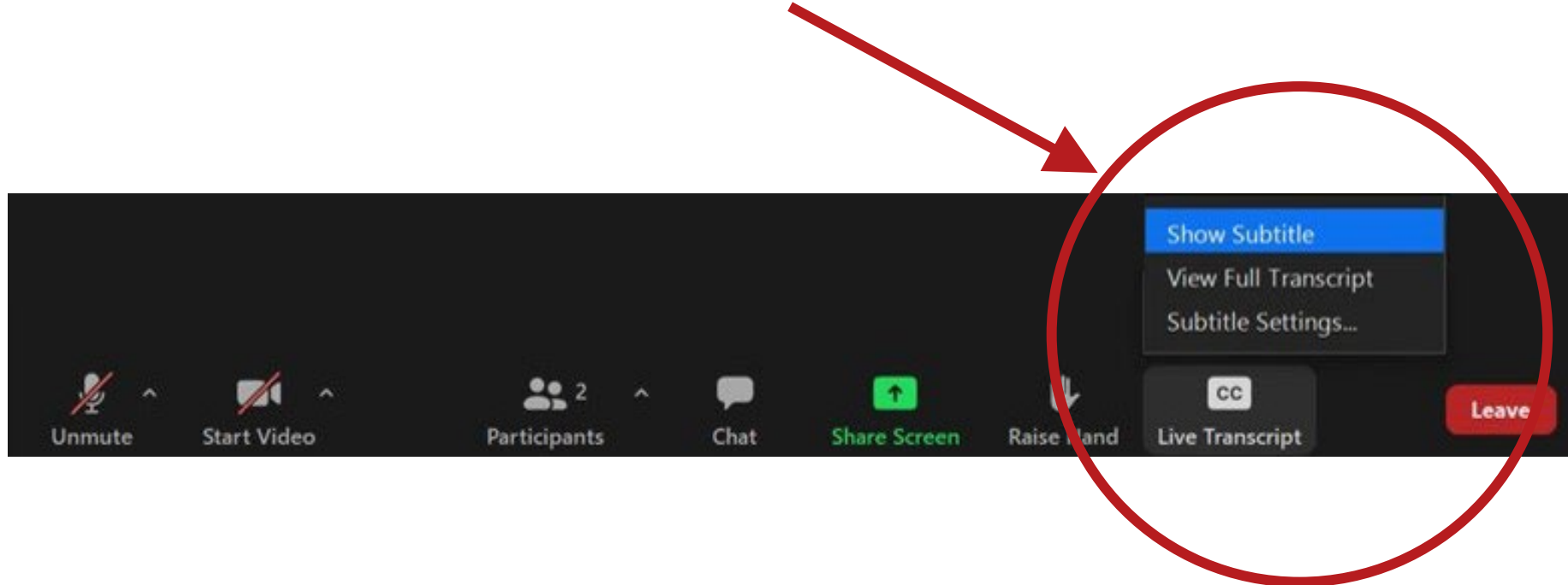


Chief Evaluation Office
U.S. DEPARTMENT OF LABOR



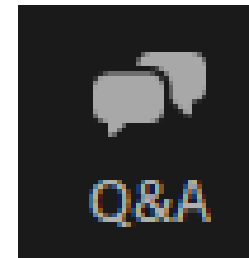
Housekeeping

To view closed captioning, click on the “CC Live Transcript” icon on the toolbar and select “Show Subtitle” or “View Full Transcript.”



Q&A

- Content Questions can be submitted in the Q&A
- Click on the Q&A icon
- The Q&A window will appear
- Type your question and click send
- We will do our best to answer your questions as time allows

A screenshot of a web application window titled 'Question and Answer'. The window has a white background and a dark blue header with a 'Z' logo. The main content area contains the text 'Welcome to Q&A' and 'Questions you ask will show up here. Only host and panelists will be able to see all questions.' Below this is a text input field with the placeholder 'Type your question here...'. At the bottom of the input field are three buttons: 'Send anonymously' (with an unchecked checkbox), 'Cancel', and 'Send'. At the very bottom of the window is a footer with a person icon and the text 'Who can see your questions?'.

Black Veterans Research

Julian Purdy

Deputy Assistant Secretary of Policy

Veterans' Employment and Training Service (VETS)

Framing

Hear directly from researchers and practitioners on their work focused on the barriers and interventions to facilitate Black Veteran employment

- What do we know? How do we know it?
- What are gaps in our knowledge?
- What are opportunities to build evidence in the field?

Facilitate a discussion focused on how the practitioner community can utilize research and data

- What additional data and knowledge could be beneficial to community leaders and service providers?

Presentations

Black Veteran Employment Barrier and Interventions

Rosalinda Vasquez Maury

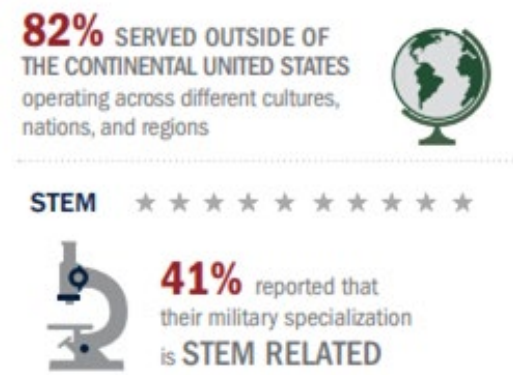
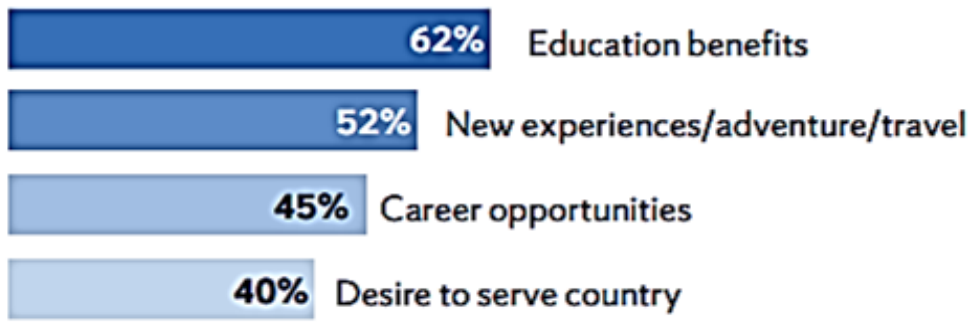
Syracuse University, D'Aniello Institute for Veterans & Military Families

© 2023, IVMF at Syracuse University. This content may be distributed freely for educational and research uses as long as this copyright notice is attached. No commercial use of this material may be made without express written permission.

Motivations to Service and Experience

Views on Military Service

TOP MOTIVATIONS FOR MILITARY SERVICE



TOP SKILLS & ATTRIBUTES STRENGTHENED BY MILITARY SERVICE

- ▶ Teamwork (91%)
- ▶ Work ethic/discipline (89%)
- ▶ Leadership and management skills (83%)
- ▶ Mental toughness (81%)
- ▶ Professionalism (80%)
- ▶ Adaptation to different challenges (80%)
- ▶ Self-Discipline (80%)

WAS MILITARY SERVICE WORTH IT?

89% reported that joining the military was a GOOD decision

HOWEVER

- ACTIVE DUTY SERVICE MEMBERS REPORTED
- 56% have considered "racial/ethnic discrimination" in their decision-making process
 - 53% have "concerns about safety regarding base/ installation preferences due to my (or my family member's) racial/ethnic identity"

Source: *Missing Perspectives: Black and African American in The Military – From Service to Civilian Life – 2020 & 2022*. Institute for Veterans and Military Families, Syracuse University.

Transition Experiences

TOP REASONS FOR LEAVING ARMED SERVICES

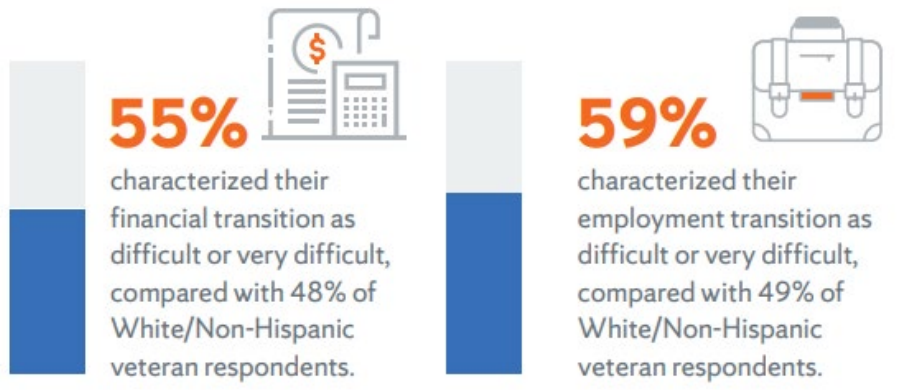


PERCEPTIONS OF SERVICE



- YET**
- ▶ 56% reported they would be happy if their child(ren) were to join the military*
 - ▶ 49% felt retaliated against or penalized after standing up for something
 - ▶ 45% believe their racial/ethnic identity has hurt their ability to get ahead at work

TRANSITION DIFFICULTIES



Source: *Missing Perspectives: Black and African American in The Military – From Service to Civilian Life – 2020 & 2022*. Institute for Veterans and Military Families, Syracuse University.

Post Military Life: Services or Programs Used or Needed

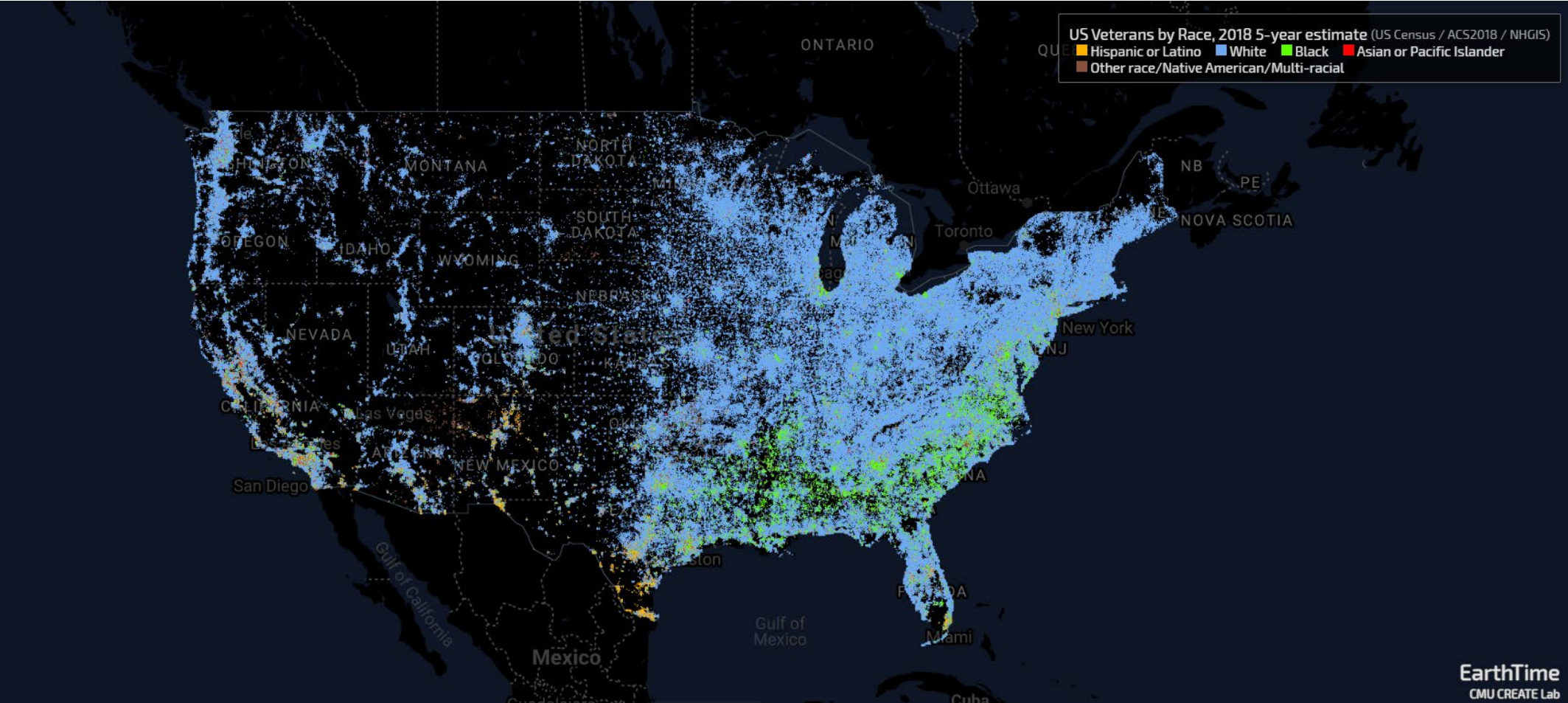
	Yes, used	Needed, but couldn't access	No, did not need
BENEFITS & CLAIMS ASSISTANCE (e.g., assistance with Veteran education, disability, health, and loan programs)	53%	13%	34%
BEHAVIORAL & MENTAL HEALTH CARE (e.g., access to and availability of mental health services)	50%	13%	37%
MEDICAL CARE (e.g., access to and availability of medical care for military members, Veterans, and their families)	70%	13%	17%
COMMUNITY SERVICE (e.g., finding volunteer opportunities, social support)	37%	20%	43%
EMPLOYMENT & CAREER DEVELOPMENT (e.g., job training, job placement services, resume writing, starting a business)	30%	22%	47%
FOOD & NUTRITION (e.g., food stamps)	14%	18%	68%
FOOD & NUTRITION FROM SCHOOL (e.g., meals from school, free lunch program)	21%	12%	67%
HOUSING SERVICES OR ASSISTANCE (e.g., locating affordable housing, housing subsidies or vouchers, transitional housing)	14%	14%	72%
LEGAL SERVICES (e.g., wills, power of attorney, VA benefit appeals, resolving landlord disputes, divorce, custody/child support)	28%	20%	52%
CAREGIVING RESOURCES (e.g., resources related to caregiving needs of day-to-day life in your community)	13%	19%	68%

TOP REASONS FOR NOT USING SERVICES

- ▶ **STIGMA**
 - ▶ Worried about what others (family, friends, coworkers/supervisor) think if used this service
- ▶ **NAVIGATION**
 - ▶ Didn't know how to access this service
 - ▶ Didn't think was eligible for this service

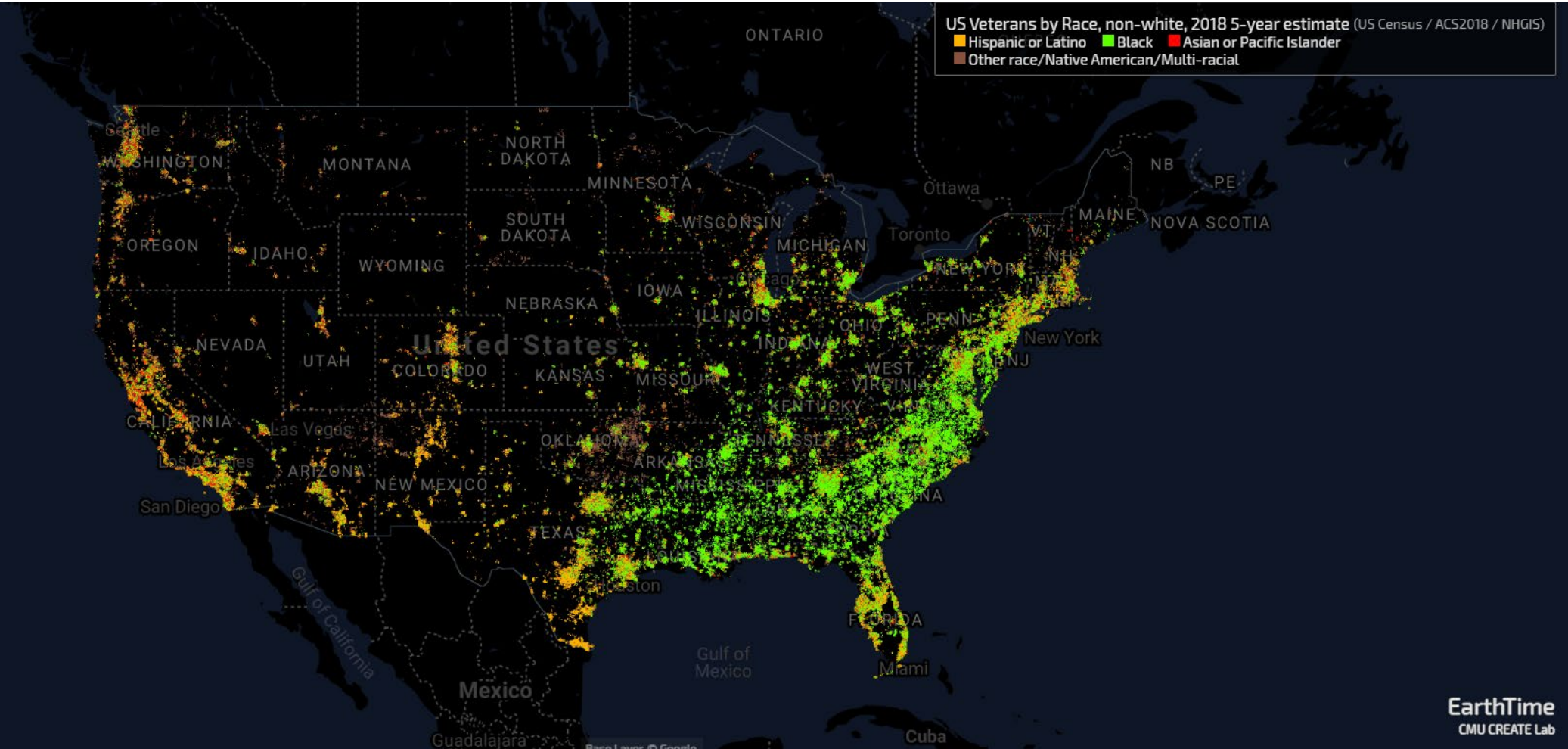
Source: *Missing Perspectives: Black and African American in The Military – From Service to Civilian Life* – 2022. Institute for Veterans and Military Families, Syracuse University.

Post Military Life: Residential



Source: US Census, ACS 2018, NHGIS. Created by the EarthTime team, CREATE Lab, Carnegie Mellon University

Post Military Life: Residential (2)



Source: US Census, ACS 2018, NHGIS. Created by the EarthTime team, CREATE Lab, Carnegie Mellon University

Post Military Careers

POST SERVICE CAREER



want to/have pursue a **DIFFERENT** career to their military specialty



want to/have pursue a **SIMILAR** career to their military specialty



Unsure if they want to pursue a **SIMILAR** career to their military specialty

UNEMPLOYMENT

In 2021, Black & African American veteran unemployment was at

5.0%

this was **HIGHER** compared to White non Hispanic veteran counterparts but **LOWER** compared to Black and African American nonveteran counterparts

The unemployment rate for **MALE** Black and African American veterans was 5.1%

The unemployment rate for **FEMALE** Black and African American veterans was 4.8%

EARNINGS

IN 2019

\$50,000



Average earnings for Black and African American veterans

HIGHER compared to the total median of the U.S. population who earn about \$42,600

LOWER compared to non-minority veteran counterparts who earn about \$61,000

Source: *Missing Perspectives: Black and African American in The Military – From Service to Civilian Life* – 2022. Institute for Veterans and Military Families, Syracuse University.

Post Military Careers

STEM WORKFORCE

OF THOSE VETERANS IN THE STEM WORKFORCE, 8% ARE AFRICAN AMERICAN. HOWEVER, THERE HAS BEEN A DECLINE IN AFRICAN AMERICAN VETERANS PARTICIPATING IN STEM SINCE 2012 (↓0.844 % POINTS PER YEAR)



\$81,942
AVERAGE EARNINGS FOR AFRICAN AMERICAN VETERANS IN STEM



\$94,241
AVERAGE EARNINGS FOR AFRICAN AMERICAN VETERANS IN STEM WITH A COLLEGE DEGREE OR HIGHER



TOP FIVE OCCUPATIONS

- ① Service Occupations (security guards, police officers, correctional officers and jailers, firefighters)
- ② Transportation and Material Moving Occupation
- ③ Management, Business, and Financial Occupation
- ④ Office and Administrative Support Occupation
- ⑤ Education, Legal, Community Service, Arts, and Media Occupation

TOP FIVE INDUSTRIES

- ① Public Administration
- ② Health Care and Social Assistance
- ③ Transportation and Warehousing
- ④ Manufacturing
- ⑤ Retail Trade



MILITARY SPOUSE UNDEREMPLOYMENT

Female Black and African American military spouses are **3X MORE LIKELY** TO BE UNEMPLOYED compared to civilian counterparts and **EARN 54% LESS** THAN THE TOTAL POPULATION

\$24,500 COMPARED TO **\$42,600**



Source: *Missing Perspectives: Black and African American in The Military – From Service to Civilian Life – 2020 & 2022*. Institute for Veterans and Military Families, Syracuse University.

Veteran Entrepreneurs - Motivations

Social entrepreneur = an entrepreneur who develops products and/or services that create solutions to social, cultural, or environmental issues
Do you consider yourself and social entrepreneur?

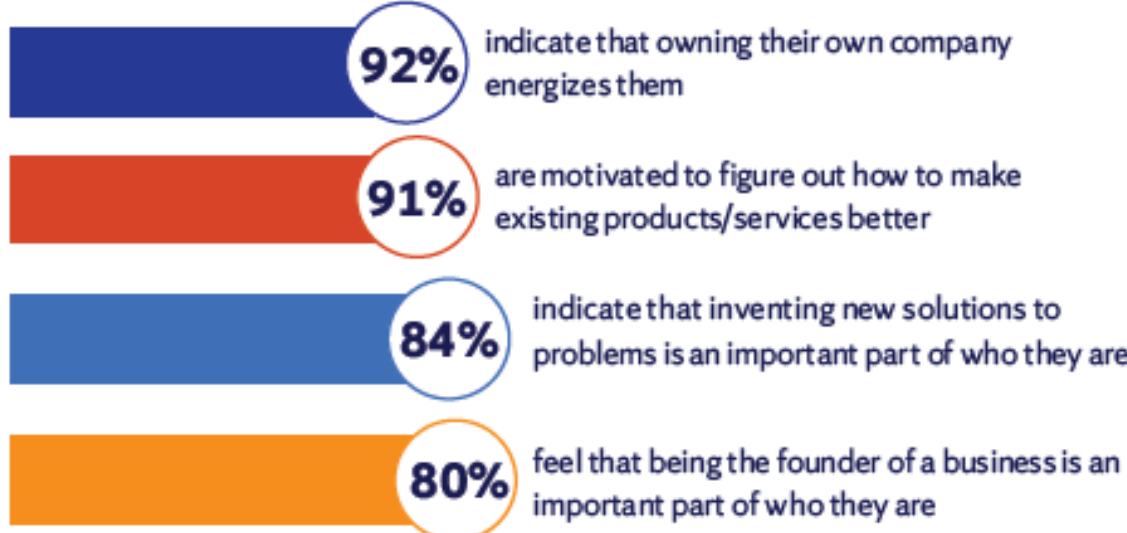
Black & African American Veteran Entrepreneurs



Black & African American Veteran Entrepreneurs

ATTITUDES AND PERSPECTIVES

TOP MOTIVATIONS TO ENTREPRENEURSHIP



Source: *Black & African American Veteran Entrepreneurs* – 2022. Institute for Veterans and Military Families, Syracuse University.

Veteran Entrepreneurs - Business Finance



were able to financially sustain themselves/family with income of their business (compared to 58% White/Anglo/Caucasian)



BUSINESS PROFITABILITY IN 2021

BUSINESS SALES WILL DOUBLE IN NEXT 5 YEARS

	Black & African American	All Other Minorities*	White/Anglo/Caucasian	
	34%	51%	53%	Made profit
	18%	15%	12%	Break even (no profit nor loss)
	49%	34%	34%	Experienced loss
	84%	81%	67%	Likely
	11%	12%	14%	Neither likely nor unlikely
	6%	7%	19%	Unlikely

Source: Black & African American Veteran Entrepreneurs – 2022. Institute for Veterans and Military Families, Syracuse University.

Veteran Entrepreneurs - Capital

FINANCES

Black & African American Veteran Entrepreneurs CAPITAL FOR DIFFERENT STAGES

STARTUP

- ▶ **98% NEEDED FUNDING** to start or acquire their business (compared to 95% White/Anglo/Caucasian)
- ▶ **66% NEEDED LESS THAN \$25,000** to start or acquire their business (compared to 55% White/Anglo/Caucasian)
- ▶ **39% NEEDED LESS THAN \$5,000** to start or acquire their business (compared to 31% White/Anglo/Caucasian)

GROWTH

- ▶ **51% NEEDED LESS THAN \$50,000** to grow their business (compared to 43% White/Anglo/Caucasian)
- ▶ **96% NEEDED FUNDING TO GROW** their business in 2020 (compared to 93% White/Anglo/Caucasian)
- ▶ **50% WERE NOT ABLE TO SECURE ANY FUNDING** needed to expand or grow their business in 2020 (compared to 25% White/Anglo/Caucasian)



63% indicated that the **CAPITAL THEY NEED IS NOT READILY AVAILABLE** (compared to 44% White/Anglo/Caucasian)

49% indicate that **FEDERAL FUNDING RESOURCES** (PPP, EIDL, etc.) have been helpful for their business (compared to 41% White/Anglo/Caucasian)

- ▶ 46% had difficulty with applying for COVID-19 Business Relief grants and loans (PPP, EIDL, etc.)



WOULD CLOSE THEIR BUSINESS IF THEY LOST THEIR TOP FIVE CUSTOMERS



58% feel that there is **NOT SUFFICIENT DEBT FUNDING AVAILABLE** for their business (compared to 37% White/Anglo/Caucasian)

Source: Black & African American Veteran Entrepreneurs – 2022. Institute for Veterans and Military Families, Syracuse University.

Veteran Entrepreneurs - Lending and Debt



69% applied for funding
(compared to 52% White/ Anglo/Caucasian)

▼ OF THOSE THAT APPLIED

57% were turned down
(compared to 29% White/ Anglo/Caucasian)

▼ OF THOSE TURNED DOWN

67% did not apply again
(compared to 66% White/ Anglo/Caucasian)

Debt

50% pay an interest rate of 15% or more on loan/credit card with the largest balance
(compared to 32% White/Anglo/Caucasian)



▶ 42% have their largest debt balance on a credit card

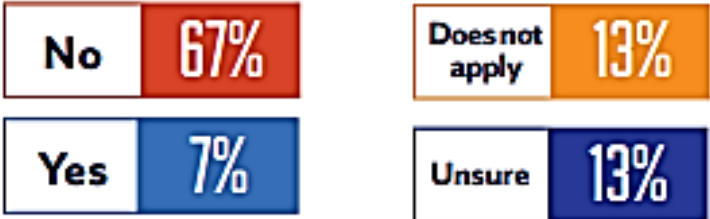


69% state that the financial condition of their business caused them stress (compared to 62% White/Anglo/Caucasian)

Source: *Black & African American Veteran Entrepreneurs – 2022*. Institute for Veterans and Military Families, Syracuse University.

Higher Education

Afford school without the GI Bill?



BARRIERS

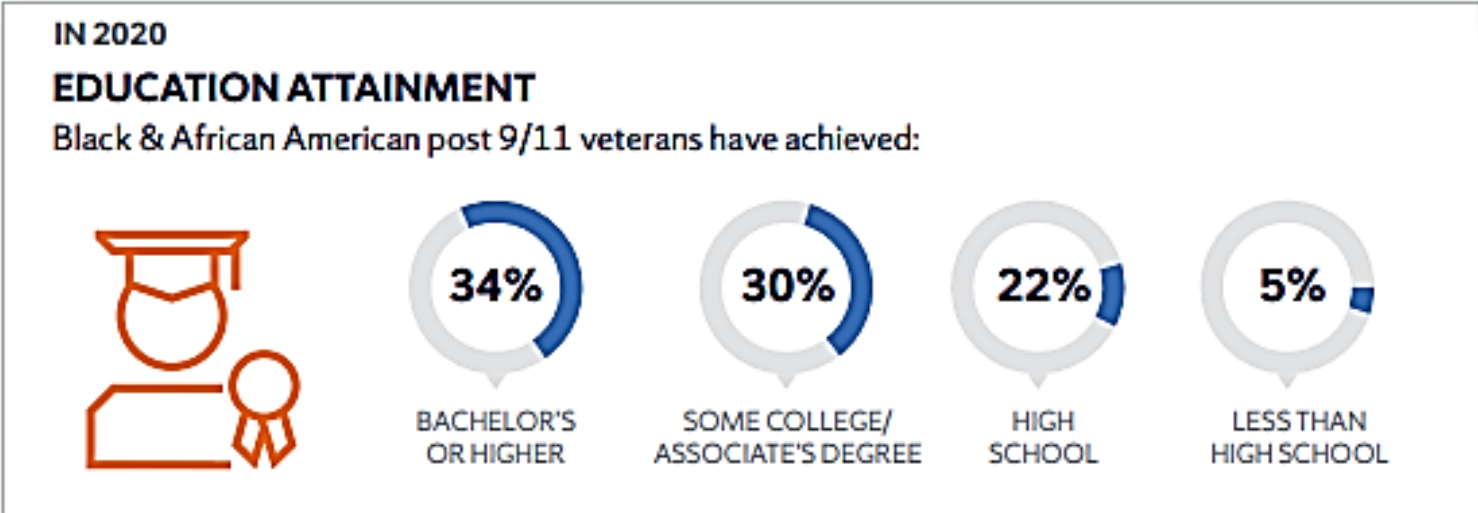
That Hindered Pursuit of Higher Education

- 62% Lack of financial resources/ Financial burden
- 30% GI Bill benefits expire before complete degree
- 24% Personal/family obligations

RESOURCES

on Campus for Veteran Success

- 68% Military/veteran friendly campus
- 67% Flexible class schedules
- 65% Academic advising/counseling



Source: *Missing Perspectives: Black and African American in The Military – From Service to Civilian Life – 2022*. Institute for Veterans and Military Families, Syracuse University.

Black Chamber of Commerce of Orange County (CA)

Robert “Bobby” McDonald
President/Executive Director

Black Chamber of Commerce of Orange County

MISSION STATEMENT:

To create access to capital and procurement opportunities

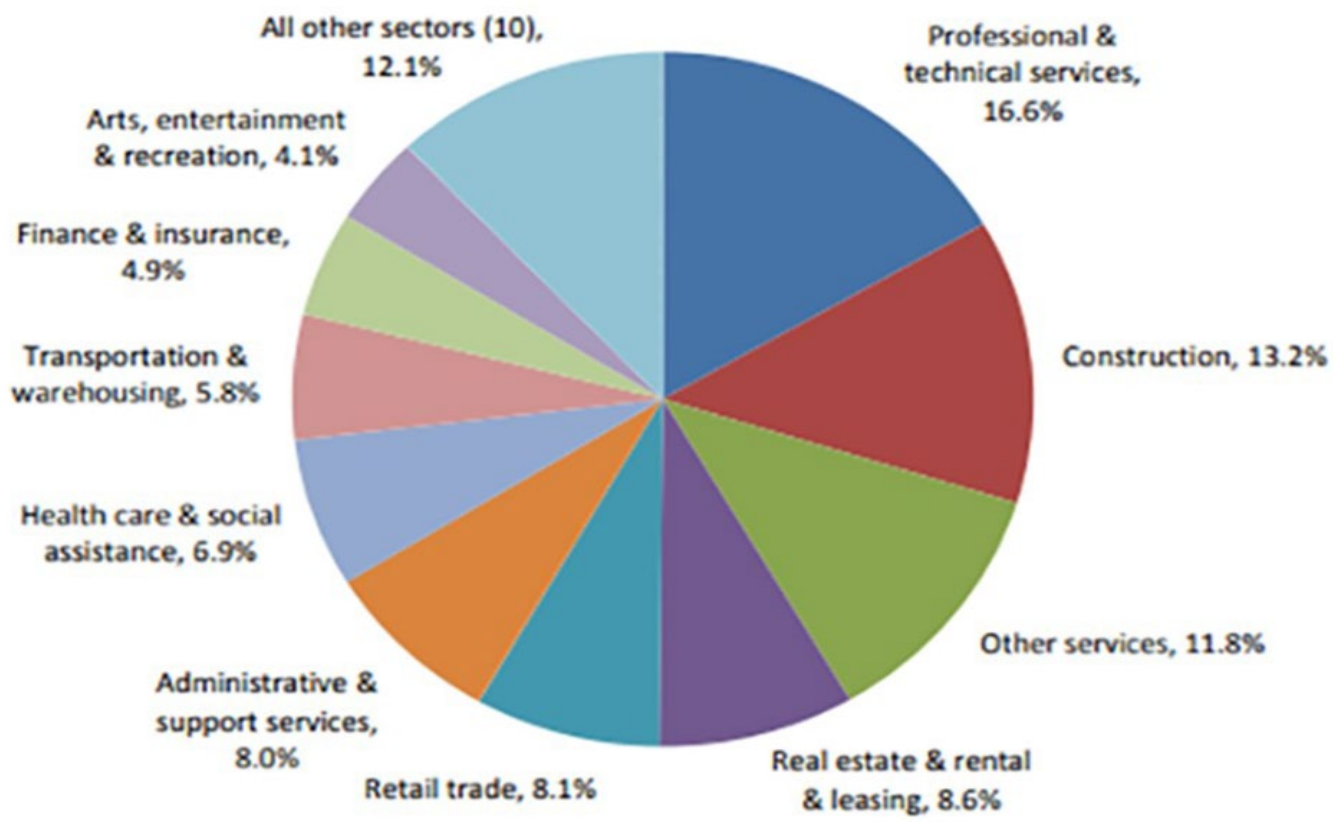
To serve as a support vehicle for members by disseminating relevant information:

To strengthen the overall organization;

To support and contribute to the general welfare and progress of the African American community through economic development.

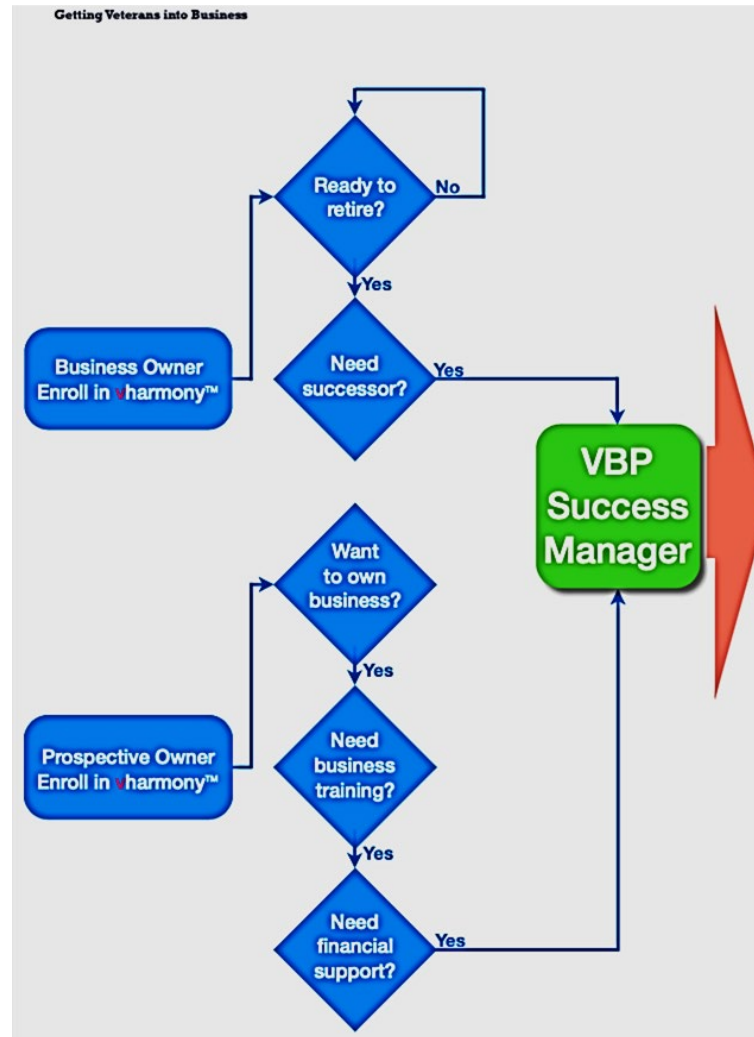
Veteran-owned firms by industry - 2012

Veteran-owned firms by NAICS code sector – 2012
Total number: 2,521,682



Source: SBA Office of Advocacy. Source data: U.S. Census Bureau Survey of Business Owners, 2012 final release (December 2015). See: <https://www.census.gov/library/publications/2012/econ/2012-sbo.html>

Preserving Our Country's Veteran-Owned Businesses



What's at Stake

- 2.52 million veteran-owned businesses
 - 9.1% of small business in the U.S.
 - 50% of owners are 73 or older
 - 442,485 businesses with employees
 - 2.08 million self-employed businesses
- \$1.14 trillion in annual revenue
- 5.03 million employees
- \$195 billion in annual payroll
- Industry breakdown:
 - 16.6% - Professional, scientific, technical
 - 12.2% - Construction
 - 11.8% - Other services
 - 8.6% - Real estate
 - 8.1% - Retail trade
 - 8.0% Administrative and support

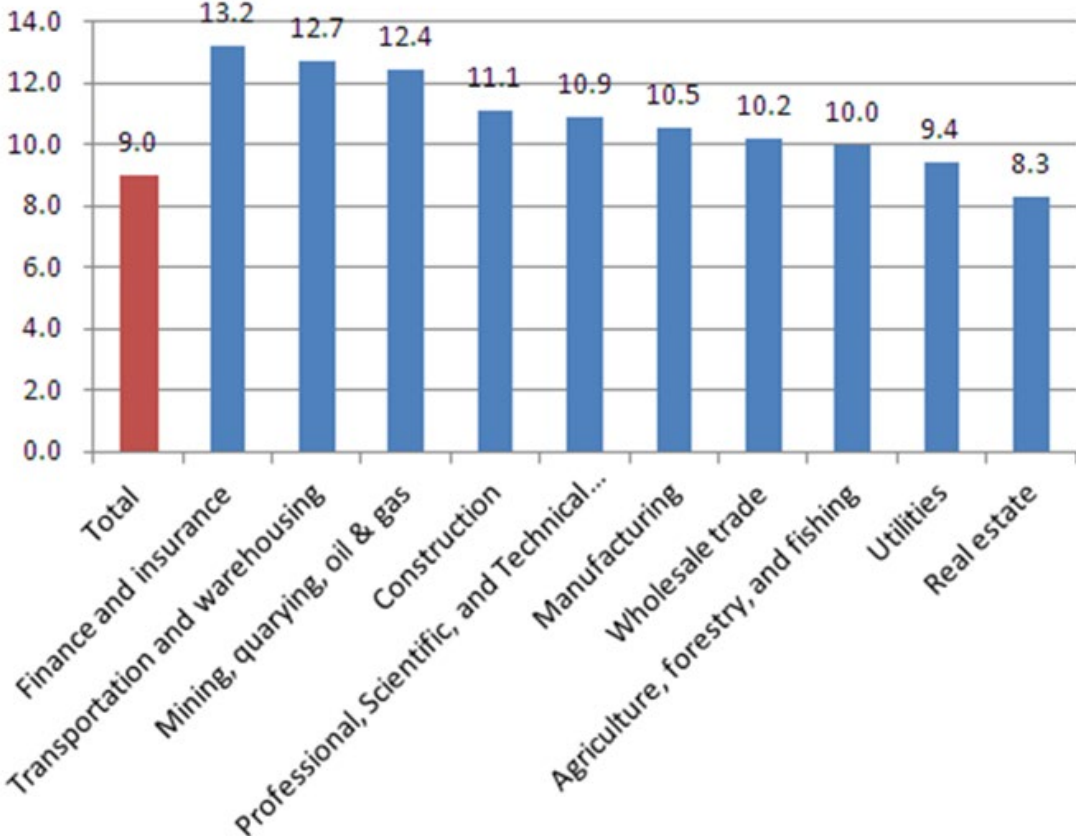
Facts on Veterans and Entrepreneurship

The U.S. Small Business Administration (SBA) recognizes the impact that veterans have on the American economy. According to the most recent data, there is about one veteran-owned firm for every ten veterans, and veteran-owned firms employ 5.8 million individuals. A recent SBA study also found that military service exhibits one of the largest marginal effects on self-employment, and veterans are 45% more likely to be self-employed than non-veterans.

Veterans	Male Veterans	Female Veterans	Veteran-owned firms	Employees of Veteran-owned firms
21.2 million	19.4 million	1.8 million	2.4 million	5.8 million

Sources: Bureau of Labor Statistics, Employment status of the civilian population 18 years and over by veteran status, period of service, and sex, not seasonally adjusted, May 2012; U.S. Census Bureau’s Survey of Business Owners (SBO), 2007.

Figure 1. Percentage of firms owned by veterans: Top 10 Industries



Source: U.S. Census Bureau’s Survey of Business Owners (SBO), 2007.

Questions 1

- Is disaggregated data available for Veteran-owned businesses?
 - Ethnic/racial groups
 - Sex
 - Distribution of Veteran-owned businesses by state
- What is known about the employment of female Black Veterans?
 - Industries
- What trends are occurring in Black Veteran employment and entrepreneurship, and how do they compare to other Veteran populations?

American GI Forum National Veterans Outreach Program

Sergio Dickerson
President/CEO

American GI Forum National Veterans Outreach Program (AGIF)

The American GI Forum National Veterans Outreach Program (NVOP), Inc. is a duly chartered non-profit corporation, 501(c)3. The NPA was founded in 1972, for the purposes of serving Veterans, their families, and other underserved populations in the community. NVOP originated as a service provider for Vietnam era Veterans, but has evolved over the past five decades to be at the forefront of post-9/11 services for Veterans, their families and other service members transitioning to civilian life.

VISION & MISSION (DRAFT):

- An NVOP with a “National Presence”, with an innate ability to support Veteran and the community at large wherever housing, employment and wellness services are needed.
- To provide ongoing housing, employment and wellness services to Veterans and the underserved from static and virtual platforms to stabilize their living conditions and support them in becoming productive members of their communities.

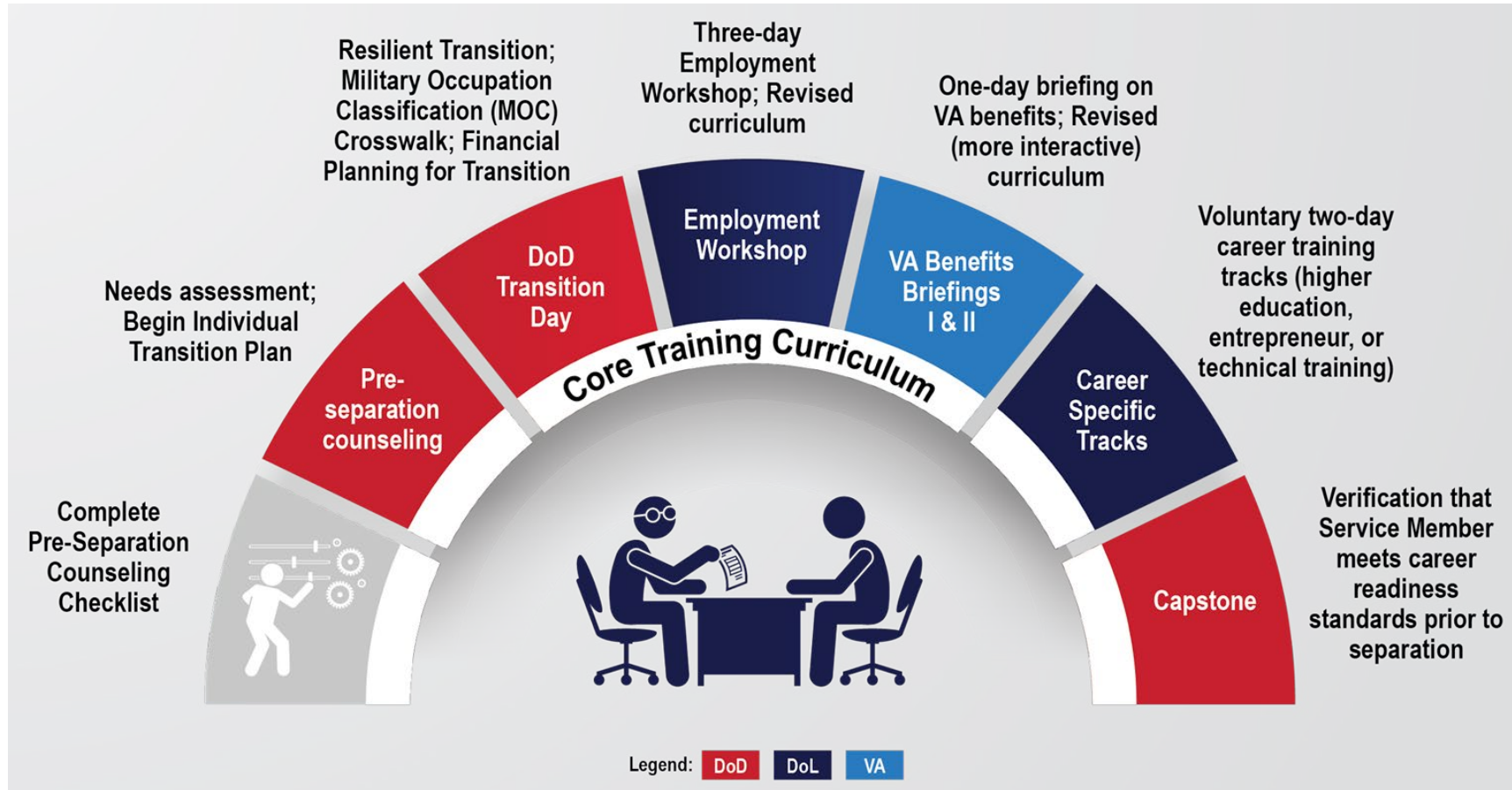
Questions 2

- Does “time” after transition affect the likelihood or quality of the job Black Veterans receive? Do employers, in general, also need training on how to evaluate Veteran employability?
- What are your recommendations on improving the current TAP to provide better transition outcomes for Black TSMs? Do you feel Transition Assistance Program (TAP) goes far enough to connect Service Members, and, specifically Black Service Members, to job opportunities upon discharge?
- Do you feel Transition Assistance Program (TAP) goes far enough to connect Service Members, and, specifically Black Service Members, to job opportunities upon discharge?
- What does the research show on why Black Service Members have a higher rate of “Other than Honorable discharges” than their white counterparts? Do you feel this is at least one contributor to a higher unemployment rate among Black Veterans?
- Does your research show that black service members are disproportionately placed in combat arms jobs that may affect their prospects for employment post military service?
- Research shows that Black TSMs and Veterans are more likely to take advantage of intervention services, like career fairs, job placement, etc. When and where do you feel this intervention is most appropriate for Black TSMs?

Transition Assistance Program (TAP) Impact Study

Rosemarie O'Conner, Ph.D.
Senior Director of Research Science, ICF

Overview of TAP (2014-2019)



- Informs about transition process
- Introduces benefits
- Guides in concrete next steps

Impact study overview

- **Purpose:** To understand the impact of TAP on Veteran labor market outcomes
- **Design:** Comparison of outcomes for Army veterans who participated in TAP (N = 238,819) to Army veterans who did not participate (N = 50,139)
 - Matched TAP participants to TAP non-participants on observable characteristics
- **Two administrative data sources:**
 - U.S. Army Office of Economic and Manpower Analysis (OEMA)
 - Demographic and military characteristics
 - TAP participation characteristics
 - National Directory of New Hires (NDNH)
 - Labor market outcomes

Study findings



Black Veterans (men and women) found work faster



Black men spent less time without employment



Black men were employed at 12 months post-separation



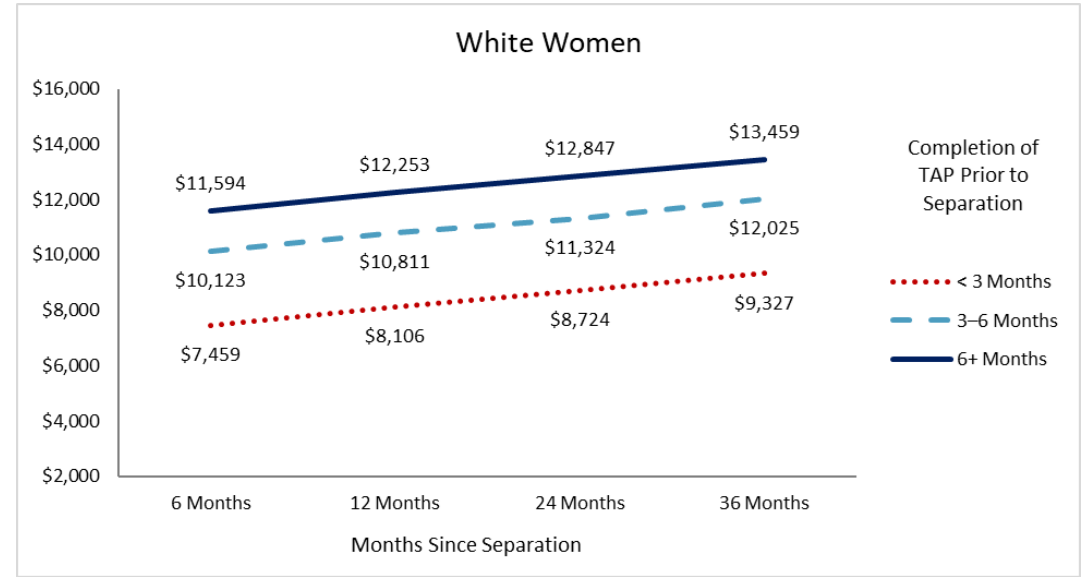
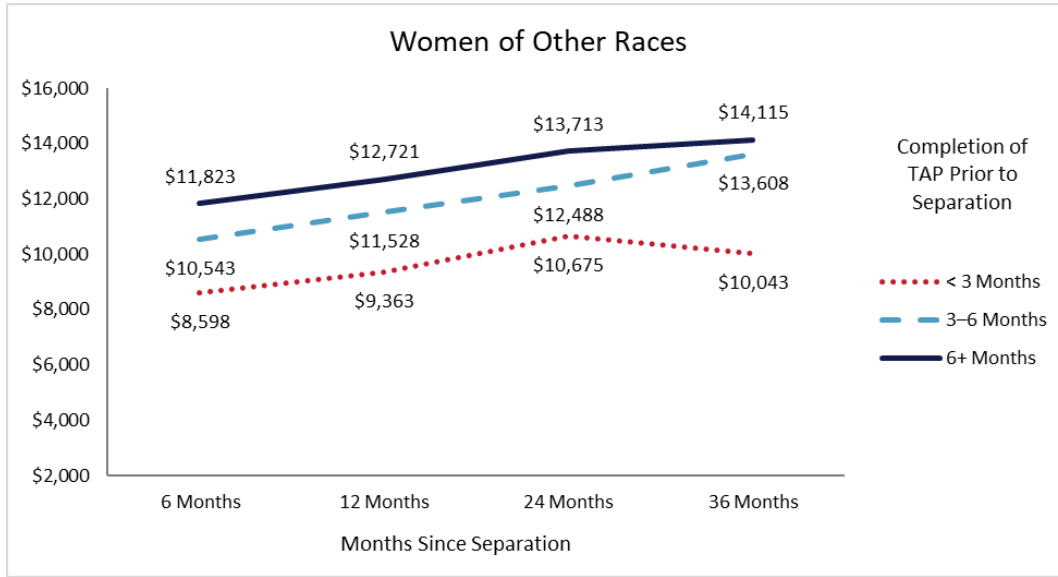
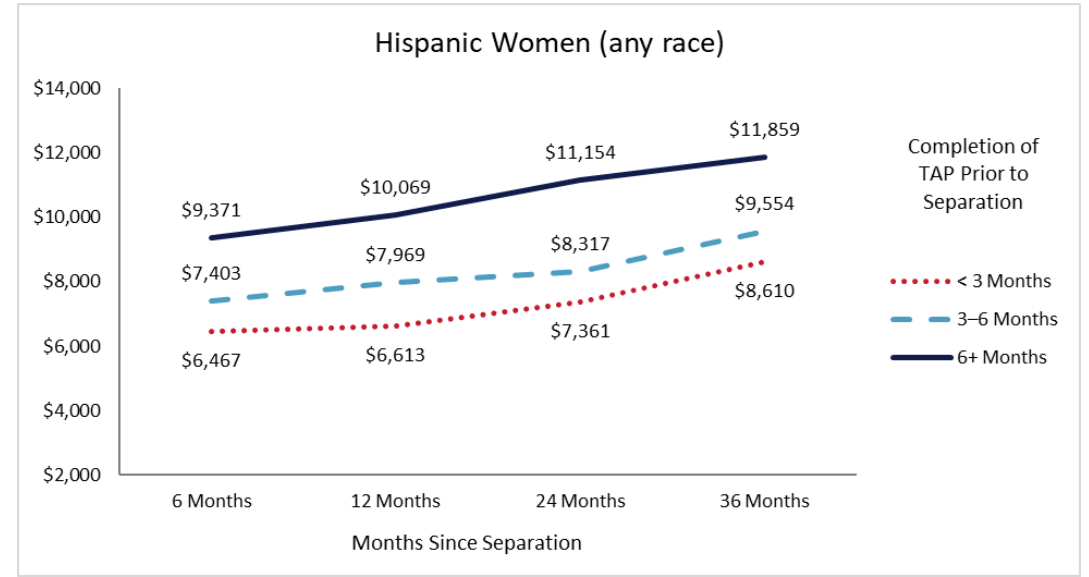
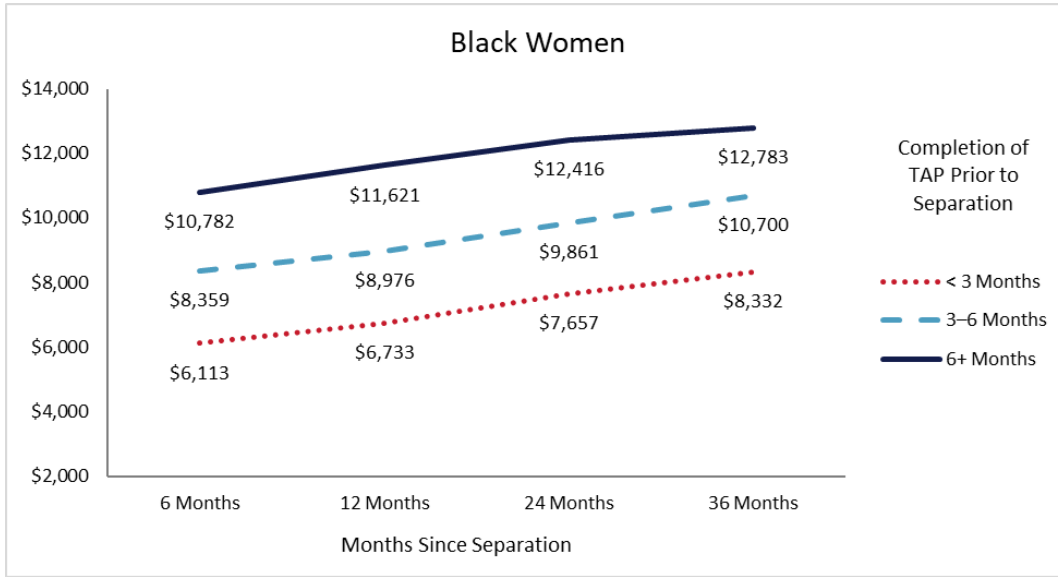
Black men were employed at the same job at 12 months post-separation

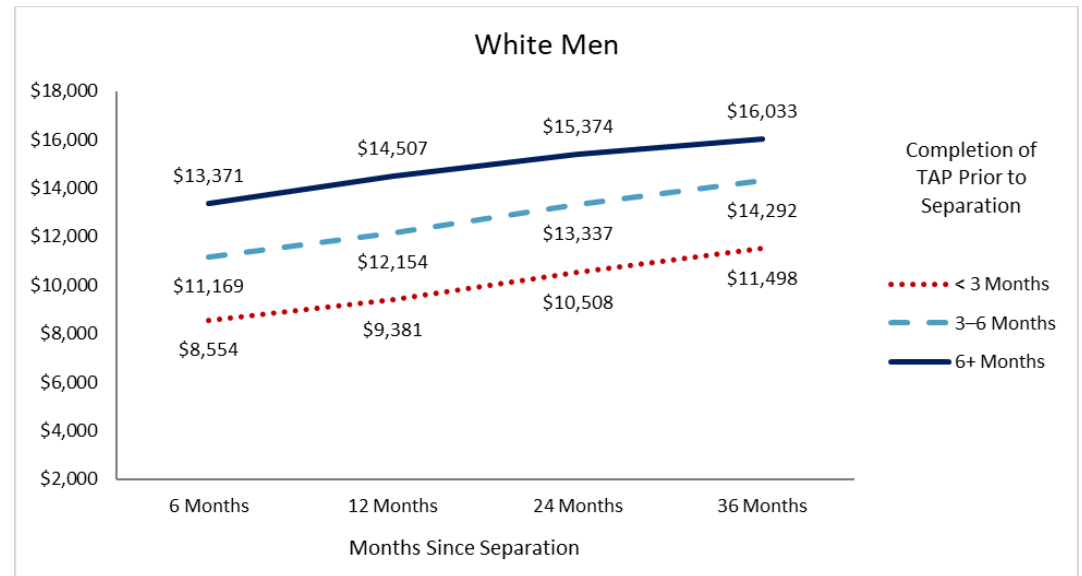
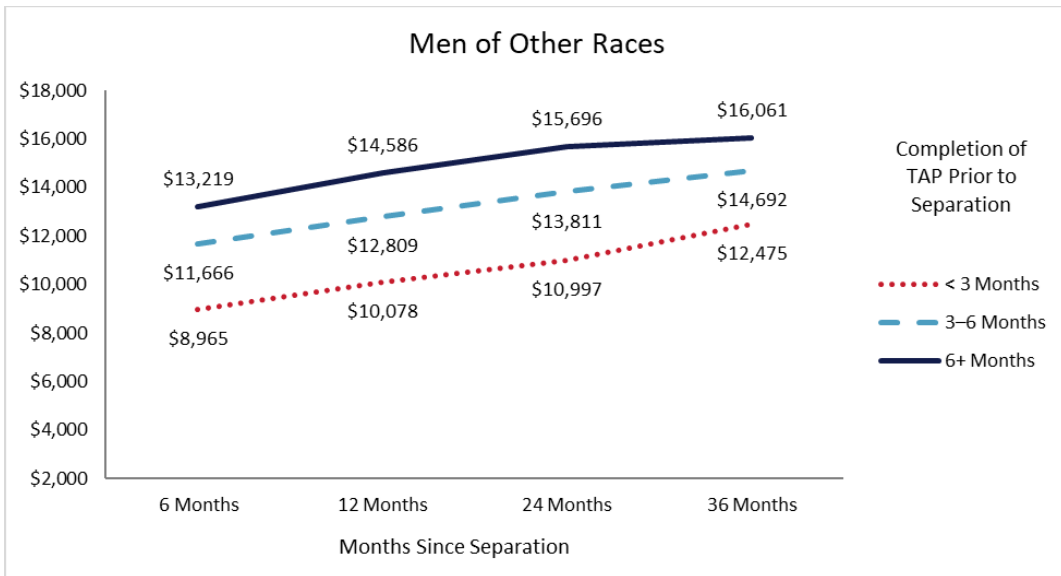
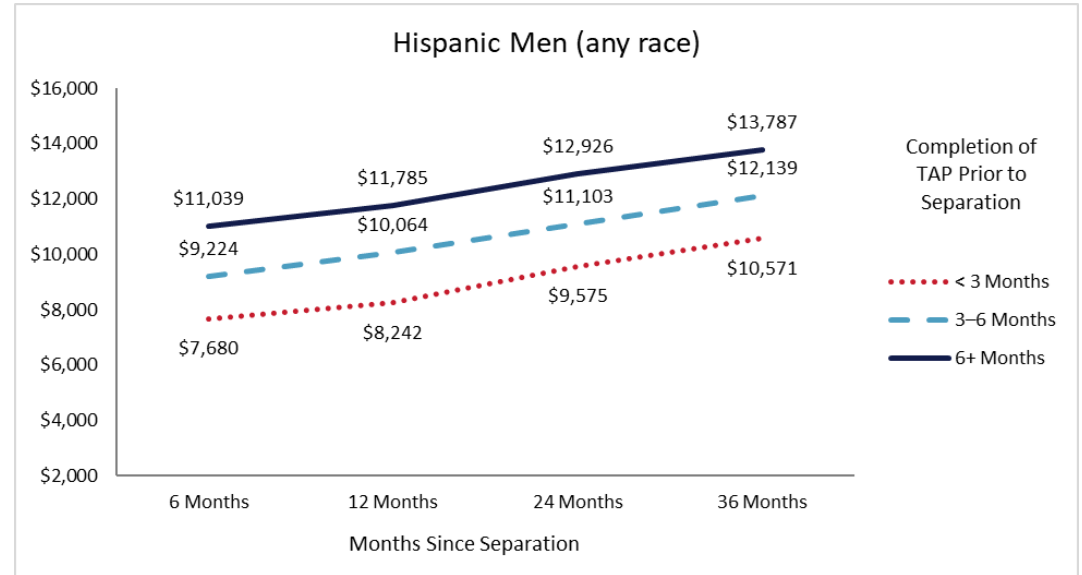
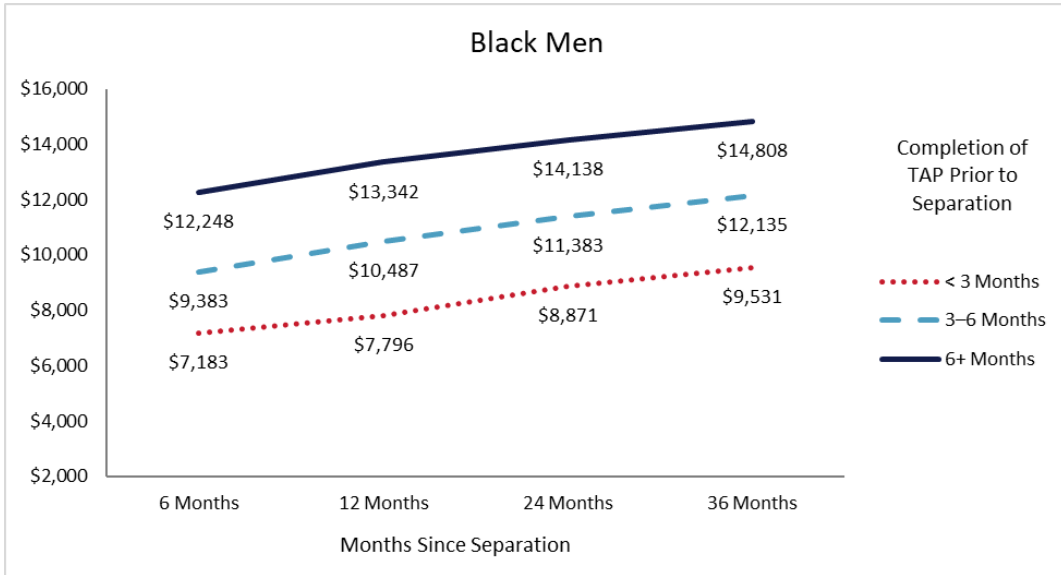


Black Veterans (men and women) earned less

Are wages related to when TAP was completed?

	<3 Months	3-6 Months	6+ Months	N
Gender				
Men	24%	36%	40%	204,396
Women	25%	37%	37%	34,423
Race				
Black	27%	34%	39%	51,167
Hispanic (any race)	24%	37%	40%	31,319
Other races	20%	36%	44%	16,502
White	23%	37%	40%	139,831

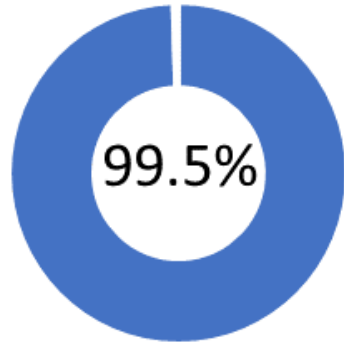




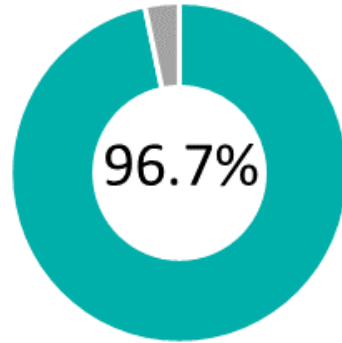
Completion of core TAP components

Women

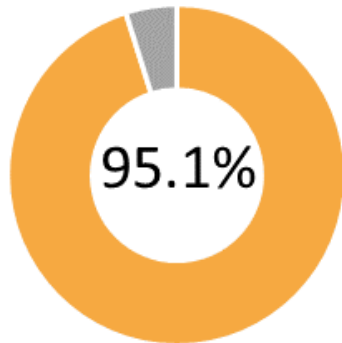
VA Benefits I or II



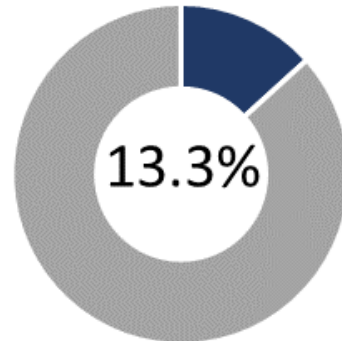
MOC Crosswalk



Personal Finance

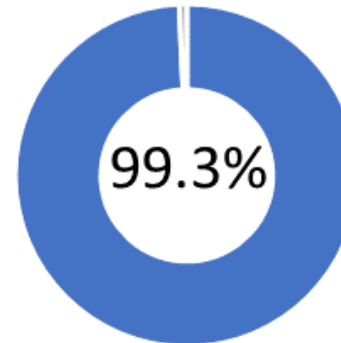


Transition Overview

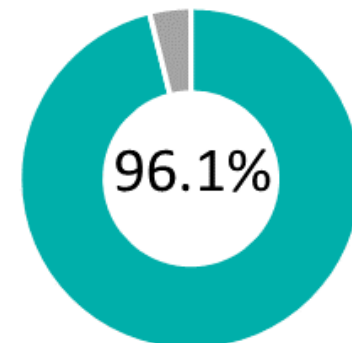


Men

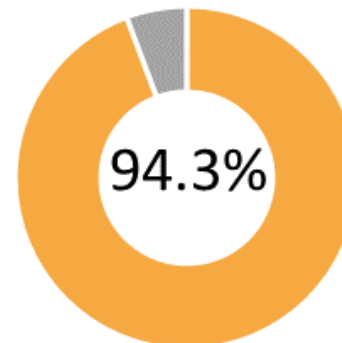
VA Benefits I or II



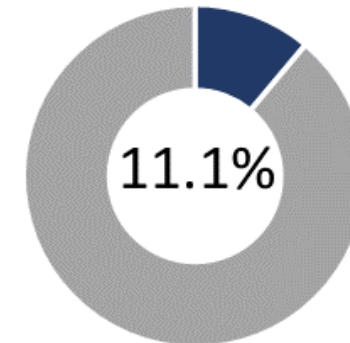
MOC Crosswalk



Personal Finance

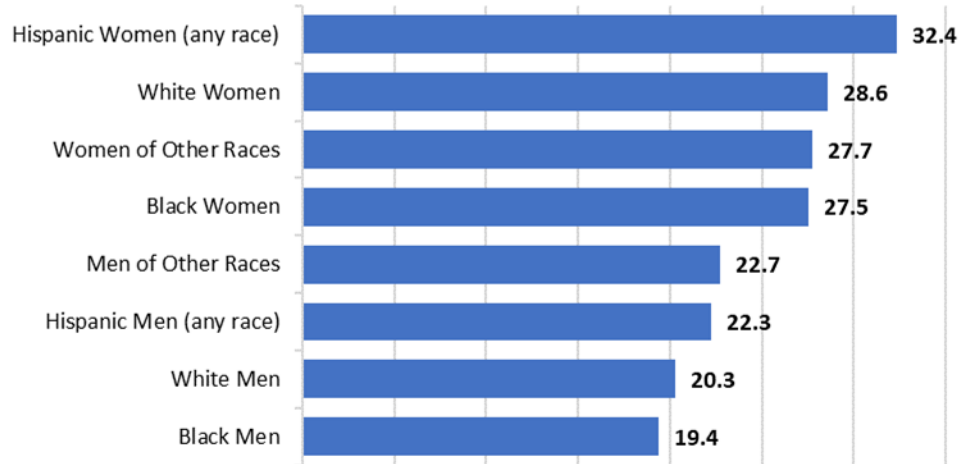


Transition Overview

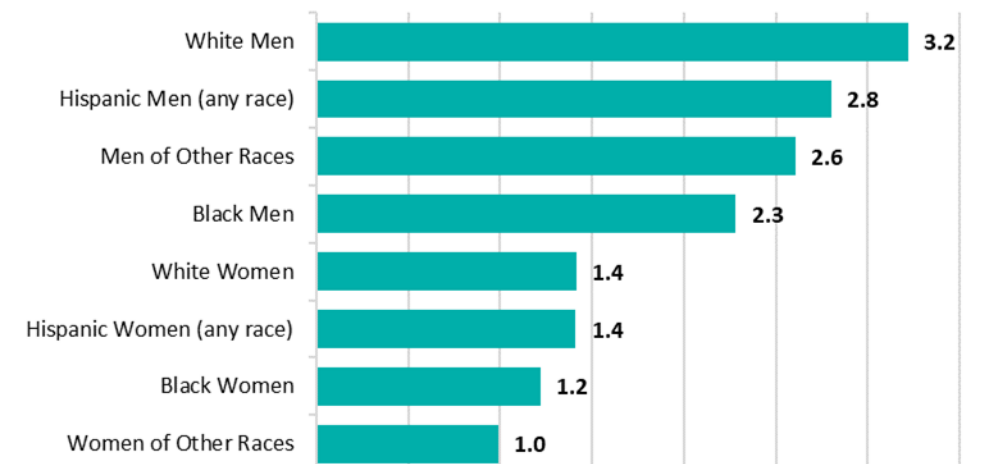


Completion of optional tracks

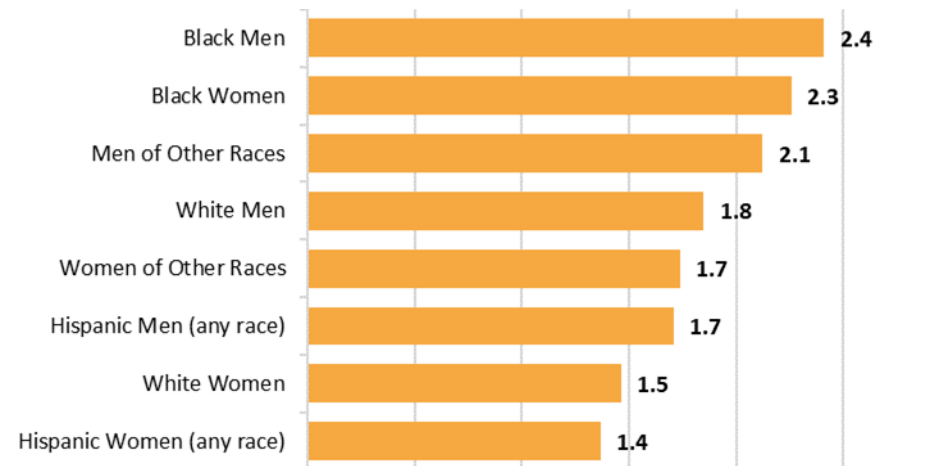
Higher Education



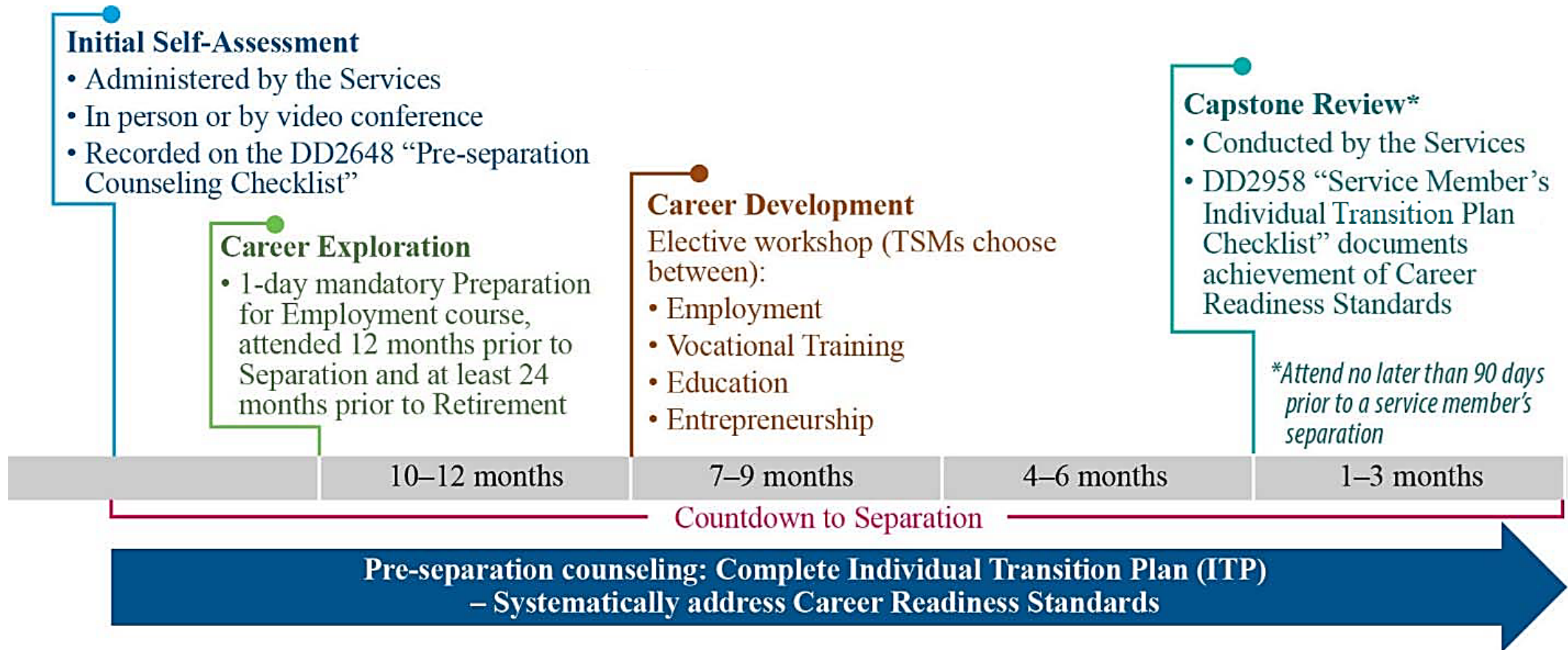
Career and Technical Training



Entrepreneurship



Redesign of TAP



Moderated Q&A

Please type your question in the chat.



Chief Evaluation Office
U.S. DEPARTMENT OF LABOR

