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
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
Motivations to Service and Experience

Views on Military Service

TOP MOTIVATIONS FOR MILITARY SERVICE

- 62% Education benefits
- 52% New experiences/adventure/travel
- 45% Career opportunities
- 40% Desire to serve country

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%)

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”

Transition Experiences

**TOP REASONS FOR LEAVING ARMED SERVICES**

- **34%** Lost faith or trust in military or political leadership
- **34%** Family Reasons
- **31%** Pursue education and training opportunities
- **30%** Military retirement (20 years or more)
- **28%** Career change/alternative job opportunities
- **27%** Completion of military service obligation (less than 20 years)

**PERCEPTIONS OF SERVICE**

- 93% Felt pride from their accomplishments during 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**

- **55%** characterized their financial transition as difficult or very difficult, compared with 48% of White/Non-Hispanic veteran respondents.
- **59%** characterized their employment transition as difficult or very difficult, compared with 49% of White/Non-Hispanic veteran respondents.

Post Military Life: Services or Programs Used or Needed

<table>
<thead>
<tr>
<th>Service Category</th>
<th>Yes, used</th>
<th>Needed, but couldn’t access</th>
<th>No, did not need</th>
</tr>
</thead>
<tbody>
<tr>
<td>Benefits &amp; Claims Assistance (e.g., assistance with Veteran education, disability, health, and loan programs)</td>
<td>53%</td>
<td>13%</td>
<td>34%</td>
</tr>
<tr>
<td>Behavioral &amp; Mental Health Care (e.g., access to and availability of mental health services)</td>
<td>50%</td>
<td>13%</td>
<td>37%</td>
</tr>
<tr>
<td>Medical Care (e.g., access to and availability of medical care for military members, Veterans, and their families)</td>
<td>70%</td>
<td>13%</td>
<td>17%</td>
</tr>
<tr>
<td>Community Service (e.g., finding volunteer opportunities, social support)</td>
<td>37%</td>
<td>20%</td>
<td>43%</td>
</tr>
<tr>
<td>Employment &amp; Career Development (e.g., job training, job placement services, resume writing, starting a business)</td>
<td>30%</td>
<td>22%</td>
<td>47%</td>
</tr>
<tr>
<td>Food &amp; Nutrition (e.g., food stamps)</td>
<td>14%</td>
<td>18%</td>
<td>68%</td>
</tr>
<tr>
<td>Food &amp; Nutrition from School (e.g., meals from school, free lunch program)</td>
<td>21%</td>
<td>12%</td>
<td>67%</td>
</tr>
<tr>
<td>Housing Services or Assistance (e.g., locating affordable housing, housing subsidies or vouchers, transitional housing)</td>
<td>14%</td>
<td>14%</td>
<td>72%</td>
</tr>
<tr>
<td>Legal Services (e.g., wills, power of attorney, VA benefit appeals, resolving landlord disputes, divorce, custody/child support)</td>
<td>28%</td>
<td>20%</td>
<td>52%</td>
</tr>
<tr>
<td>Caregiving Resources (e.g., resources related to caregiving needs of day-to-day life in your community)</td>
<td>13%</td>
<td>19%</td>
<td>68%</td>
</tr>
</tbody>
</table>

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

Post Military Life: Residential

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

POST SERVICE CAREER

- 46% want to/have pursue a DIFFERENT career to their military specialty
- 39% want to/have pursue a SIMILAR career to their military specialty
- 15% 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.

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 (10.84% points per year).

**Top Five Occupations**

1. Service Occupations (security guards, police officers, correctional officers and jailers, firefighters)
2. Transportation and Material Moving 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

**Average Earnings**

- $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

**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.

**Jobs**

- $24,500 compared to $42,600

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 a social entrepreneur?

Black & African American Veteran Entrepreneurs

YES 58%  NO 42%

TOP MOTIVATIONS TO ENTREPRENEURSHIP

- The opportunity to be financially independent: 30% (Black & African American), 39% (All Other Minorities), 30% (White/Anglo/Caucasian)
- Maintain personal freedom: 29% (Black & African American), 34% (All Other Minorities), 34% (White/Anglo/Caucasian)
- Personal belief / faith: 27% (Black & African American), 18% (All Other Minorities), 12% (White/Anglo/Caucasian)
- The chance to implement my own ideas: 25% (Black & African American), 29% (All Other Minorities), 29% (White/Anglo/Caucasian)
- Helping society/supporting community: 24% (Black & African American), 19% (All Other Minorities), 18% (White/Anglo/Caucasian)

Black & African American Veteran Entrepreneurs

ATTITUDES AND PERSPECTIVES

- Indicate that owning their own company energizes them: 92%
- Indicate that inventing new solutions to problems is an important part of who they are: 84%
- Are motivated to figure out how to make existing products/services better: 91%
- Feel that being the founder of a business is an important part of who they are: 80%

Veteran Entrepreneurs - Business Finance

37% were able to financially sustain themselves/family with income of their business (compared to 58% White/Anglo/Caucasian)

### BUSINESS PROFITABILITY IN 2021

<table>
<thead>
<tr>
<th></th>
<th>Black &amp; African American</th>
<th>All Other Minorities*</th>
<th>White/Anglo/Caucasian</th>
</tr>
</thead>
<tbody>
<tr>
<td>Made profit</td>
<td>34%</td>
<td>51%</td>
<td>53%</td>
</tr>
<tr>
<td>Break even (no profit nor loss)</td>
<td>18%</td>
<td>15%</td>
<td>12%</td>
</tr>
<tr>
<td>Experienced loss</td>
<td>49%</td>
<td>34%</td>
<td>34%</td>
</tr>
</tbody>
</table>

### BUSINESS SALES WILL DOUBLE IN NEXT 5 YEARS

<table>
<thead>
<tr>
<th></th>
<th>Black &amp; African American</th>
<th>All Other Minorities*</th>
<th>White/Anglo/Caucasian</th>
</tr>
</thead>
<tbody>
<tr>
<td>Likely</td>
<td>84%</td>
<td>81%</td>
<td>67%</td>
</tr>
<tr>
<td>Neither likely nor unlikely</td>
<td>11%</td>
<td>12%</td>
<td>14%</td>
</tr>
<tr>
<td>Unlikely</td>
<td>6%</td>
<td>7%</td>
<td>19%</td>
</tr>
</tbody>
</table>

**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.)

**22%** 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)

Veteran Entrepreneurs - Lending and Debt

69% applied for funding (compared to 52% 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)

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)

OF THOSE THAT APPLIED

42% have their largest debt balance on a credit card

Higher Education

**Afford school without the GI Bill?**
- No: 67%
- Does not apply: 13%
- Yes: 7%
- Unsure: 13%

**IN 2020**
**EDUCATION ATTAINMENT**
Black & African American post 9/11 veterans have achieved:
- Bachelor's or higher: 34%
- Some college/associate's degree: 30%
- High school: 22%
- Less than high school: 5%

**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

Black Chamber of Commerce of Orange County (CA)

Robert “Bobby” McDonald
President/Executive Director
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

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.

<table>
<thead>
<tr>
<th>Veterans</th>
<th>Male Veterans</th>
<th>Female Veterans</th>
<th>Veteran-owned firms</th>
<th>Employees of Veteran-owned firms</th>
</tr>
</thead>
<tbody>
<tr>
<td>21.2 million</td>
<td>19.4 million</td>
<td>1.8 million</td>
<td>2.4 million</td>
<td>5.8 million</td>
</tr>
</tbody>
</table>

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.

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
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 were employed at 12 months post-separation
- Black men spent less time without employment
- 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?

<table>
<thead>
<tr>
<th></th>
<th>&lt;3 Months</th>
<th>3-6 Months</th>
<th>6+ Months</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Gender</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men</td>
<td>24%</td>
<td>36%</td>
<td>40%</td>
<td>204,396</td>
</tr>
<tr>
<td>Women</td>
<td>25%</td>
<td>37%</td>
<td>37%</td>
<td>34,423</td>
</tr>
<tr>
<td><strong>Race</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Black</td>
<td>27%</td>
<td>34%</td>
<td>39%</td>
<td>51,167</td>
</tr>
<tr>
<td>Hispanic (any race)</td>
<td>24%</td>
<td>37%</td>
<td>40%</td>
<td>31,319</td>
</tr>
<tr>
<td>Other races</td>
<td>20%</td>
<td>36%</td>
<td>44%</td>
<td>16,502</td>
</tr>
<tr>
<td>White</td>
<td>23%</td>
<td>37%</td>
<td>40%</td>
<td>139,831</td>
</tr>
</tbody>
</table>
Completion of core TAP components

**Women**
- VA Benefits I or II: 99.5%
- MOC Crosswalk: 96.7%
- Personal Finance: 95.1%
- Transition Overview: 13.3%

**Men**
- VA Benefits I or II: 99.3%
- MOC Crosswalk: 96.1%
- Personal Finance: 94.3%
- Transition Overview: 11.1%
Completion of optional tracks

Higher Education

- Hispanic Women (any race): 32.4%
- White Women: 28.6%
- Women of Other Races: 27.7%
- Black Women: 27.5%
- Men of Other Races: 22.7%
- Hispanic Men (any race): 22.3%
- White Men: 20.3%
- Black Men: 19.4%

Career and Technical Training

- White Men: 3.2%
- Hispanic Men (any race): 2.8%
- Men of Other Races: 2.6%
- Black Men: 2.3%
- White Women: 1.4%
- Hispanic Women (any race): 1.4%
- Black Women: 1.2%
- Women of Other Races: 1.0%

Entrepreneurship

- Black Men: 2.4%
- Black Women: 2.3%
- Men of Other Races: 2.1%
- White Men: 1.8%
- Women of Other Races: 1.7%
- Hispanic Men (any race): 1.7%
- White Women: 1.5%
- Hispanic Women (any race): 1.4%
Redesign of TAP

**Initial Self-Assessment**
- Administered by the Services
- In person or by video conference
- Recorded on the DD2648 “Pre-separation Counseling Checklist”

**Career Exploration**
- 1-day mandatory Preparation for Employment course, attended 12 months prior to Separation and at least 24 months prior to Retirement

**Career Development**
Elective workshop (TSMs choose between):
- Employment
- Vocational Training
- Education
- Entrepreneurship

**Capstone Review**
- Conducted by the Services
- DD2958 “Service Member’s Individual Transition Plan Checklist” documents achievement of Career Readiness Standards

*Attend no later than 90 days prior to a service member’s separation

<table>
<thead>
<tr>
<th>10–12 months</th>
<th>7–9 months</th>
<th>4–6 months</th>
<th>1–3 months</th>
</tr>
</thead>
<tbody>
<tr>
<td>Countwdown to Separation</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Pre-separation counseling: Complete Individual Transition Plan (ITP) – Systematically address Career Readiness Standards
Moderated Q&A

Please type your question in the chat.