

NOVEMBER 2014

Veterans Day 2014: **An Update on Employment Prospects for** **Returning Veterans**

The men and women who have served our country leave the military with valuable skills and experience to offer employers. The unemployment rate for all veterans continues to be below the national rate. While there has been substantial progress in expanding job opportunities for returning veterans who have served in the post-9/11 era, there is more work to be done to help these veterans transition into jobs in growing sectors of the economy. Approaches may include: offering incentives for private-sector hiring, streamlining credentialing, promoting higher education, enhancing training opportunities and providing transition assistance.

THE U.S. CONGRESS JOINT ECONOMIC COMMITTEE DEMOCRATIC STAFF
Senator Amy Klobuchar, Vice Chair

Demographics

Veterans make critical contributions to the U.S. economy. In 2013, there were more than 21 million veterans living in the United States, making up 9.0 percent of the adult population.¹ Among states, Alaska (14.7 percent), Montana (13.4 percent) and Wyoming (12.8 percent) have the highest percentages of veterans (**Appendix Table 1**).

The veteran population differs from the nonveteran population along a number of demographic lines. There are also differences between all veterans and recent veterans who served in the post-9/11 era.²

All veterans: Compared to adults who never served in the military, veterans are much more likely to be older and male. Most veterans are male (90 percent), versus 44 percent of nonveterans (**Table 1**). Nearly half (44 percent) of veterans are at least 65 years old and four-fifths (80 percent) are at least 45 years old. Less than 10 percent of veterans are under the age of 35. Veterans are also more likely than nonveterans to have graduated from high school, but they are somewhat less likely to have received a bachelor's degree or higher. The race and ethnicity breakdown of the veteran population roughly corresponds to the demographic breakdown of the nonveteran population.

Table 1. Demographic Characteristics of Veterans and Nonveterans, 2013 Annual Averages			
	All Veterans	Post-9/11 Veterans	Nonveterans
Sex			
Male	90%	80%	44%
Female	10%	20%	56%
Age			
18-24	1%	8%	14%
25-34	8%	52%	18%
35-44	11%	19%	17%
45-54	16%	15%	19%
55-64	20%	5%	16%
65 years and over	44%	1%	16%
Race/Ethnicity			
White	79%	77%	79%
Black	12%	15%	12%
Asian	5%	3%	6%
Other race	3%	5%	3%
Hispanic ethnicity (any race)	15%	13%	16%
Education			
Less than a high school diploma	6%	1%	12%
High school graduate, no college	31%	23%	30%
Some college or associate degree	35%	44%	26%
Bachelor's degree or higher	28%	31%	32%
Note: Educational attainment data include those ages 25 and over. All other data include those ages 18 and over. Items in table may not total 100 because of rounding.			
Source: JEC Democratic staff based on data from the Bureau of Labor Statistics, Current Population Survey, Employment Situation of Veterans -- 2013.			

Post-9/11 veterans: Veterans who have served in the post-9/11 era represent about 13 percent of all veterans and more than 20 percent of veterans in the civilian labor force.³ The demographic characteristics of post-9/11 veterans differ from those of veterans who served in earlier periods. While men still account for the vast majority of recent veterans (80 percent), the share of women among post-9/11 veterans (20 percent) is about twice the share of women among all veterans (10 percent). Recent veterans tend to leave the service during their prime working years: nearly 60 percent of post-9/11

veterans are under 35 years old, while only about six percent are 55 years or older. Nearly all recent veterans 25 years or older have a high school diploma, and they are as likely as nonveterans to have a bachelor's degree or higher. Recent veterans are much more likely to have attended some college or earned an associate degree than nonveterans (44 percent versus 26 percent). A larger share of post-9/11 veterans are African American compared to the nonveteran population.

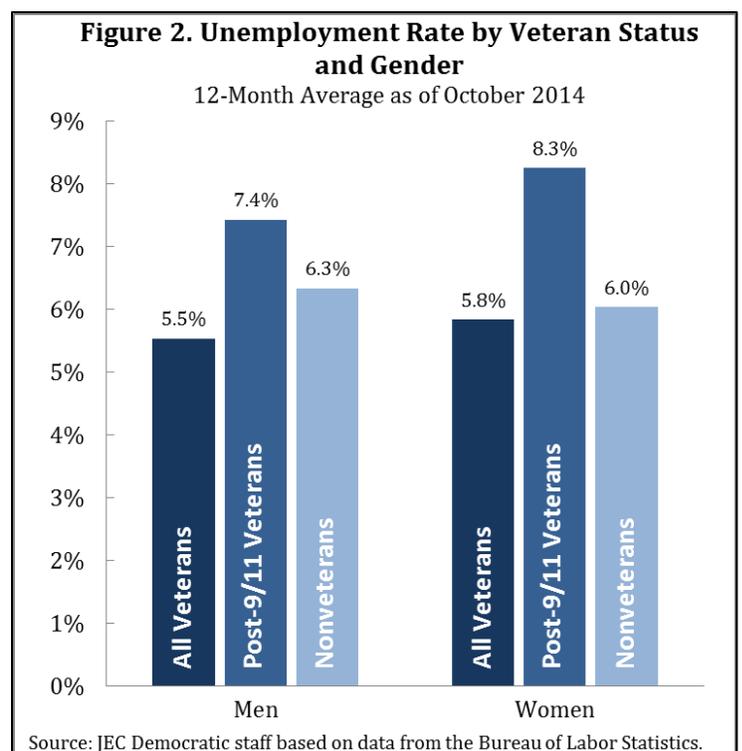
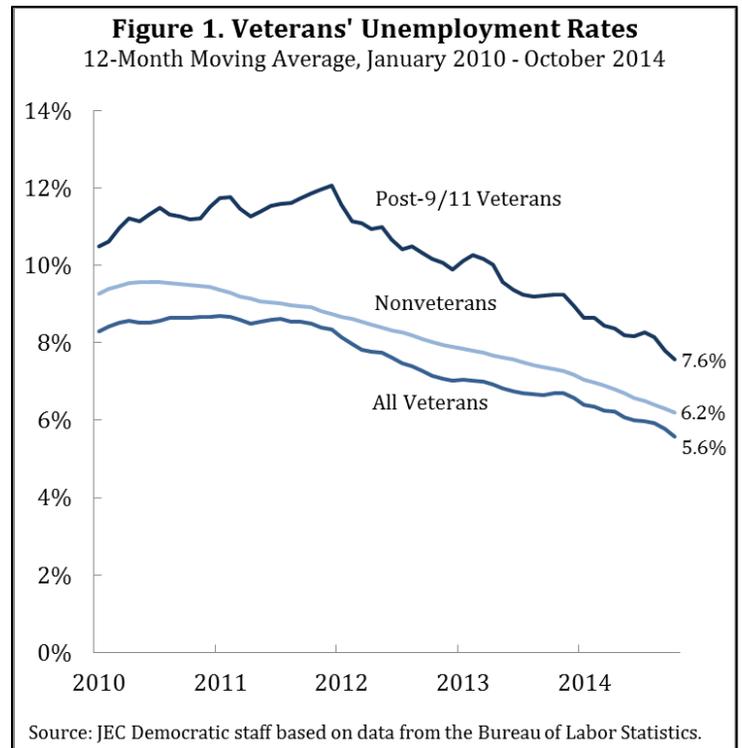
Veterans' Unemployment: Overview and Trends

In 2013, the unemployment rate for all veterans stood at 6.6 percent, lower than the 7.2 percent rate for nonveterans. While the unemployment rate for post-9/11 veterans remained elevated at 9.0 percent, in both 2012 and 2013, the drop in this rate was larger than the decline in the unemployment rates for all veterans and for nonveterans.⁴ The unemployment rate for recent veterans was more than three percentage points lower in 2013 than its recent peak of 12.1 percent in 2011,⁵ a result of the strengthening economy and an indication that policy actions taken to date may be starting to yield results.

Recent data show that the unemployment rates for post-9/11 veterans and for all veterans have continued to decline over the course of this year (**Figure 1**). As of October, the 12-month average unemployment rate is 5.6 percent for all veterans and 7.6 percent for post-9/11 veterans.⁶

Gender: While small sample sizes make it difficult to draw definitive conclusions, the data suggest that female veterans have seen marked improvement in their unemployment rates over the past couple years. The unemployment rate for female veterans was 6.9 percent in 2013, still somewhat higher than the 6.5 percent rate for male veterans, but down from 8.3 percent in 2012.⁷ The unemployment rate for recent female veterans fell nearly three percentage points from 12.5 percent in 2012 to 9.6 percent in 2013.⁸

These rates have continued to decline in 2014. As of October, the 12-month average unemployment rate is 5.8 percent for all female veterans and 8.3 percent for recent female veterans (**Figure 2**). Female veterans and nonveterans face similar unemployment rates.



On the other hand, male veterans fare somewhat better than their male nonveteran counterparts. Last year, the unemployment rate for male veterans stood at 6.5 percent, one percentage point below the 7.5 percent unemployment rate for male nonveterans.⁹ Nonetheless, post-9/11 male veterans continued to face a higher unemployment rate (8.8 percent) than all male veterans or nonveterans.¹⁰ All of these rates have continued to decline in 2014. As of October, the 12-month average unemployment rate is 5.5 percent for all male veterans and 7.4 percent for recent male veterans.

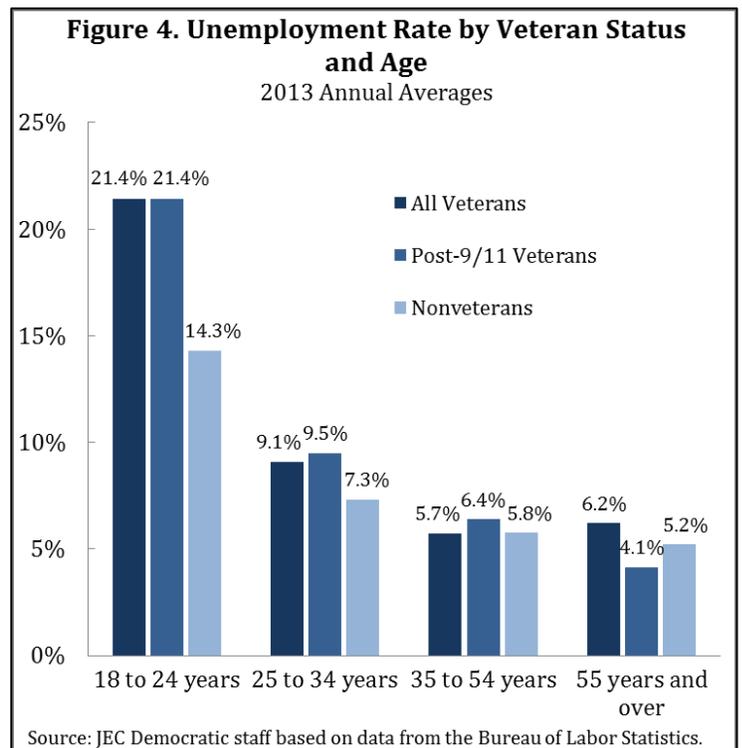
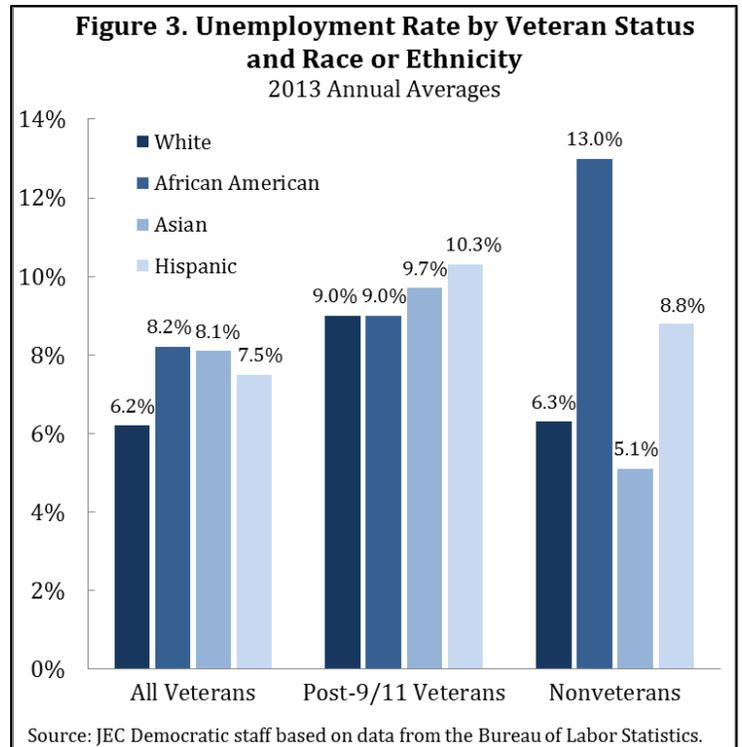
Race and Ethnicity: To some extent, veteran status reduces disparities in unemployment rates by race or ethnicity (**Figure 3**).

In 2013, African American nonveterans faced an unemployment rate of 13.0 percent, 5.8 percentage points higher than the rate for all nonveterans (7.2 percent). However, African American veterans had an unemployment rate (8.2 percent) that was 1.6 percentage points above the rate for all veterans (6.6 percent). Similarly, the unemployment rate for Hispanic veterans (7.5 percent) was closer to the rate for all veterans than the unemployment rate for Hispanic nonveterans (8.8 percent) was to the rate for all nonveterans.

Among post-9/11 veterans, African Americans had the same unemployment rate (9.0 percent) in 2013 as all recent veterans. Recent Hispanic veterans faced an unemployment rate (10.3 percent) 1.3 percentage points above the rate for all post-9/11 veterans.

Age: Veterans under the age of 35, most of whom served in the post-9/11 era, have had a particularly difficult time securing civilian employment (**Figure 4**). Last year, 21.4 percent of post-9/11 veterans ages 18 to 24 were unemployed, versus 14.3 percent of nonveterans in the same age category. Among 25- to 34-year olds, the unemployment rate for post-9/11 veterans was 9.5 percent, more than two percentage points higher than the unemployment rate for nonveterans. In contrast, the unemployment rates for 35- to 54-year-old veterans and nonveterans were about the same.

The youngest veterans have a higher unemployment rate, but they are also more likely to be in the labor force than nonveterans of the same age. Nearly three-quarters of post-9/11



veterans ages 18 to 24 were in the labor force, compared to 65 percent of nonveterans, because nonveterans in this age group are often in school.¹¹ However, the labor force participation rate gap between veterans and nonveterans disappears among those ages 25 to 34, and a disparity remains in unemployment rates between veterans (9.1 percent) and nonveterans (7.3 percent) in that age group.¹²

Education: Among all veterans, the unemployment rates for those with a high school diploma or less were lower than the rates for nonveterans with similar levels of education (**Figure 5**). In contrast, the unemployment rates for veterans with some college or more education were higher than the rates for similarly educated nonveterans. Nonetheless, formal education helps to improve the prospects of veterans transitioning into the civilian labor market. Recent veterans with bachelor's degrees or more education faced a notably lower unemployment rate than post-9/11 veterans without a four-year college degree.

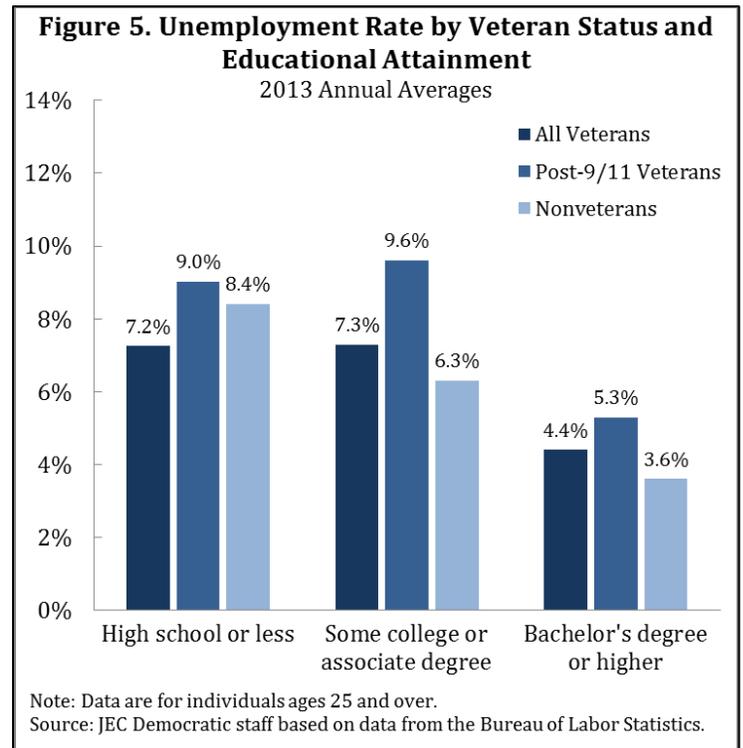
Veterans' Unemployment across the States

The unemployment rates for all veterans and for post-9/11 veterans vary across the states (**Appendix Table 1**). The unemployment rate for all veterans was 6.6 percent in 2013, with state-level rates ranging from a high of 10.8 percent in New Jersey to a low of 3.2 percent in North Dakota. Fifteen states had veterans' unemployment rates at or below 5.0 percent, 28 states and the District of Columbia had rates between 5.1 and 8.0 percent, and seven states had rates over 8.0 percent.

The post-9/11 veterans' unemployment rate was 9.0 percent nationally in 2013. South Dakota (2.7 percent), New Hampshire (3.0 percent) and Utah (3.1 percent) had the lowest rates. Recent veterans in Indiana (16.9 percent), Kentucky (16.1 percent), Mississippi and Idaho (14.6 percent each) faced the highest unemployment rates. Nine states had post-9/11 veterans' unemployment rates at or below 5.0 percent, 12 states and the District of Columbia had rates between 5.1 percent and 8.0 percent, 19 states had rates between 8.1 percent and 12.0 percent, and 10 states had rates over 12.0 percent.¹³

Veterans' Employment by Industry

Veterans make important contributions to numerous industries. They represent 6.5 percent of all private-sector employees, and there is a particularly strong veteran presence in the transportation and utilities industry (12.2 percent of workers), mining (11.7 percent), manufacturing (9.0 percent) and construction (8.1 percent) (**Figure 6**). Job recovery since the recession in the transportation and utilities industry (2.2 percent net job gains since December 2007), mining (+28.2 percent) and professional and business services (+7.5 percent), all of which employ a higher-than-average share of veterans, has helped to strengthen the employment outlook for returning veterans.¹⁴



Despite this improvement, the impact of the recession on other industries in which veterans often find work may contribute to the difficulty some recent veterans have had in finding civilian employment. Industries in which veterans are well-represented that have yet to recover all of the jobs lost during the recession include: manufacturing (11.4 percent net job loss since December 2007), construction (-18.6 percent), information (-10.8 percent) and wholesale trade (-2.4 percent).¹⁵

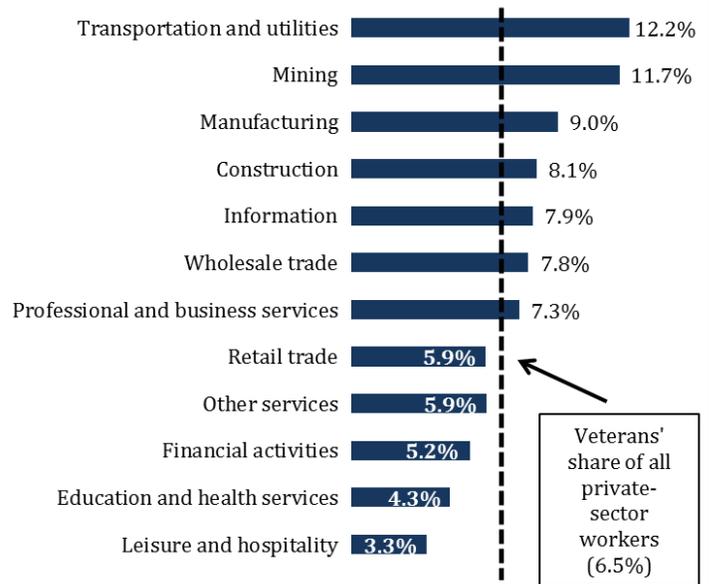
Furthermore, veterans are underrepresented in fast-growing sectors of the economy, including two of the three industries that have fared the best over the past several years (in terms of job gains as a percentage of employment in an industry): the education and health services industry and the leisure and hospitality industry.¹⁶ Veterans represent only 4.3 percent and 3.3 percent of employees in these industries, respectively.¹⁷ Since December 2007, employment in the education and health services industry has expanded by 14.7 percent and leisure and hospitality industry jobs have grown by 8.9 percent.¹⁸

In addition, while nearly 70 percent of post-9/11 veterans work in the private sector (**Figure 7**), they make up a larger share of public-sector employment. For example, post-9/11 veterans make up 9.5 percent of the federal workforce, compared to 1.5 percent of employed workers in the economy overall.¹⁹ In fact, 16.3 percent of all post-9/11 veterans work for the federal government, versus only 2.0 percent of nonveterans.²⁰ Of veterans from all service periods, 9.0 percent work for the federal government.²¹

However, budget cuts at the federal, state and local levels have led to public-sector job losses over the past several years.²² Because of the higher concentration of veterans in public-sector employment, veterans are likely to be disproportionately affected by current and future budget cuts. As a result, it is even more important to facilitate the transition of returning veterans into fast-growing private-sector industries.

Figure 6. Veterans' Employment by Industry

Percent of Private-Sector Workers Who Are Veterans
2013 Annual Averages

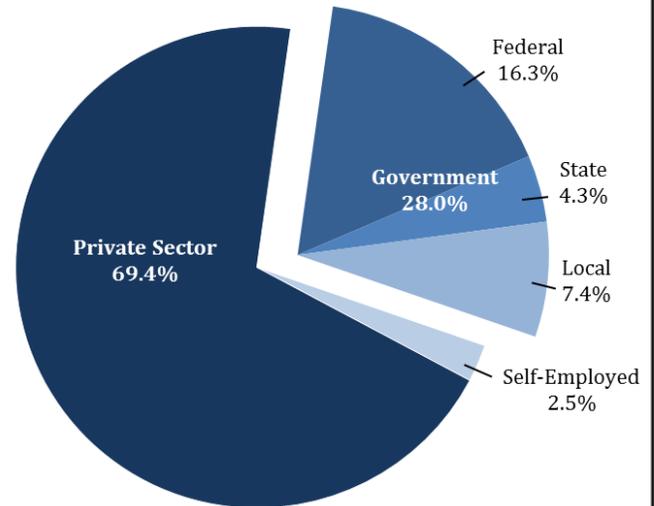


Note: Data include workers ages 18 and older.

Source: JEC Democratic staff based on data from the Bureau of Labor Statistics.

Figure 7. More than Two-Thirds of Post-9/11 Veterans Work in the Private Sector

Distribution of Employed Post-9/11 Veterans
2013 Annual Averages



Note: Private-sector employees include those working in agriculture and related industries. Numbers may not total 100 because of rounding.

Source: JEC Democratic staff based on data from the Bureau of Labor Statistics.

Improving Transitions to the Workplace for Returning Veterans

A number of actions have been taken to improve transitions for returning veterans. These include federal and state government programs, private-sector initiatives and public-private partnerships. Collectively, these efforts have contributed to improving employment prospects for recent veterans, as evidenced by the 4.5 percentage-point decline in the post-9/11 veterans' unemployment rate from 2011 to its current 12-month average rate through October.

Despite this improvement, the continued underrepresentation of veterans in growing sectors of the economy means that there is more work to be done to facilitate transitions and further reduce the unemployment rate for recent veterans. Efforts to improve employment outcomes for returning veterans may include:

Offering incentives for private-sector hiring: The private sector has added jobs for 56 consecutive months, the longest streak on record.²³ Tax incentives offered at the federal level can boost veterans' employment in the private sector and help ensure they benefit from the continued jobs recovery. The VOW to Hire Heroes (VOW) Act (P.L. 112-56) strengthened and expanded tax credits for employers that hire unemployed veterans, providing larger tax credits for hiring veterans who had been looking for a job for more than six months as well as veterans eligible for disability compensation from the Department of Veterans Affairs. Early last year, Congress extended these tax credits through the end of 2013, but they have since expired.²⁴ The EXPIRE Act of 2014 (S. 2260) would retroactively reinstate these tax credits for hiring veterans and extend them through the end of 2015.

Many private-sector businesses have increased their hiring of veterans. Through the Hiring Our Heroes program, the National Chamber Foundation is working with businesses to obtain commitments to hire veterans and military spouses.²⁵ As of March of this year, the program had secured more than 400,000 commitments and led to more than 250,000 confirmed hires since it began in 2011.²⁶

Streamlining credentialing: Streamlining state occupational licensing helps veterans with equivalent military skills and abilities meet credentialing requirements for training and education. Veterans in occupations such as emergency medical technicians, licensed practical nurses and bus and truck drivers often have skills that overlap with these types of positions outside the military. In addition, spouses of returning veterans often move with them across state lines and may need to obtain a certification or license in their new state.

In 2012, the Administration created the Department of Defense Military Credentialing and Licensing Task Force to help lower employment barriers for veterans.²⁷ In part due to these efforts, today all 50 states and the District of Columbia allow veterans with relevant experience to receive waivers of the skills test to obtain a Commercial Driver's License.²⁸ Dozens of states have acted in other ways to facilitate credentialing and licensing for military veterans transitioning to civilian employment and their spouses.²⁹

These state-level efforts complement Congressional action that allows federal agencies to permit certain types of military training to meet the requirements for obtaining a similar federal license.³⁰ Further legislation, such as the Veterans to Paramedics Transition Act (S. 1060), could facilitate the transition of additional veterans with specific skill sets into in-demand civilian occupations.

Promoting higher education: Unemployment rates for veterans with bachelor's degrees are lower than the rates for veterans with less education. The Post-9/11 GI Bill (P.L. 110-252), which took effect in

2009, offers enhanced tuition benefits for veterans who served in the post-9/11 era, providing up to 36 months of benefits, depending on a veteran's length of service.³¹ Post-9/11 GI Bill funds can go toward tuition and fees, housing, books and supplies, tutorial and relocation assistance, and testing and certification fees. More than one million veterans have used the Post-9/11 GI Bill to further their education and skills.³²

In addition, the VOW Act established the Veterans Retraining Assistance Program, which expanded educational benefits for older veterans by providing unemployed veterans of past eras with additional assistance for education or training programs at community colleges or technical schools. This program served at least 76,000 veterans before it expired this March.³³ The Putting Our Veterans Back to Work Act (S. 6) would reinstate this program and extend it through March of 2016.

Enhancing training opportunities: In addition to federal actions, such as flexibility for training covered by the Post-9/11 GI Bill,³⁴ there have been efforts to boost training at state and local levels. Some states have found success by pairing veteran-specific services with broader employment assistance programs available at One-Stop Career Centers.³⁵ Coalitions have also developed at the local level to help train and match veterans with jobs. For instance, the Get Skills to Work (GSTW) coalition – comprised of major manufacturers, colleges and not-for-profit partners – focuses on helping veterans translate their military experience into the qualifications they need.³⁶ GSTW provides an accelerated training program for veterans, and as of March of this year, 50 schools nationwide participated in the program.³⁷

Providing transition assistance: There are often challenges in moving from active duty to civilian life that go beyond simply having the right skills for available jobs. Veterans may also need assistance with more general skills that are helpful in the workplace and throughout the job-search process. The VOW Act requires returning troops to participate in the Transition Assistance Program, which teaches veterans how to approach a job search, write resumes and apply their military skills to civilian jobs.³⁸ In addition, the Administration has taken a number of steps to improve transitions for recent veterans. These include a renewed effort to hire veterans into suitable positions in government agencies and the establishment earlier this year of the Veterans Employment Center, which lists private- and public-sector jobs and helps veterans build profiles and translate their military skills into plain language.³⁹

Conclusion

Returning veterans have valuable skills and experience to offer employers. Over the past several years, the unemployment rate for post-9/11 veterans has declined by 4.5 percentage points – from a high of 12.1 percent in 2011 to 7.6 percent over the past 12 months through October. This is a testament to the recovering economy as well as the persistent efforts of businesses and policymakers to make sure returning veterans have every opportunity to apply their skills in the workplace and obtain further education and training. Strengthening public- and private-sector programs to help returning veterans transition into jobs in growing industries is critical to the economy and to making good on our nation's promise to veterans.

Appendix Table 1. Post-9/11 and Total Veterans' Unemployment Rates by State, 2013 Annual Averages

	Veterans as a Share of the Adult Population	Veterans in the Labor Force	All Veterans' Unemployment Rate	Post-9/11 Veterans in the Labor Force	Post-9/11 Veterans' Unemployment Rate
United States	9.0%	10,975,000	6.6%	2,286,000	9.0%
Alabama	9.8%	179,000	5.6%	39,000	5.7%
Alaska	14.7%	47,000	5.1%	13,000	7.2%
Arizona	11.7%	272,000	5.8%	38,000	8.5%
Arkansas	10.0%	83,000	5.0%	11,000	4.2%
California	6.3%	870,000	7.9%	180,000	10.6%
Colorado	10.3%	225,000	7.1%	46,000	7.0%
Connecticut	7.9%	108,000	7.0%	16,000	9.4%
Delaware	11.1%	38,000	3.3%	6,000	6.4%
District of Columbia	5.9%	16,000	6.8%	5,000	5.4%
Florida	10.3%	766,000	6.1%	175,000	6.0%
Georgia	10.0%	434,000	7.1%	116,000	7.6%
Hawaii	10.0%	51,000	4.2%	14,000	4.9%
Idaho	11.0%	62,000	7.2%	12,000	14.6%
Illinois	7.7%	382,000	9.2%	85,000	13.0%
Indiana	10.0%	238,000	6.7%	36,000	16.9%
Iowa	9.8%	126,000	3.4%	21,000	4.5%
Kansas	10.4%	117,000	5.5%	30,000	11.0%
Kentucky	10.0%	174,000	7.0%	25,000	16.1%
Louisiana	9.4%	173,000	4.9%	35,000	10.0%
Maine	12.3%	68,000	6.6%	9,000	7.5%
Maryland	9.4%	243,000	5.9%	55,000	5.7%
Massachusetts	7.4%	167,000	7.3%	28,000	11.9%
Michigan	8.5%	295,000	10.6%	35,000	13.5%
Minnesota	9.1%	193,000	5.0%	30,000	8.8%
Mississippi	8.9%	90,000	9.2%	27,000	14.6%
Missouri	10.4%	233,000	6.1%	56,000	7.0%
Montana	13.4%	52,000	6.4%	12,000	12.3%
Nebraska	9.8%	79,000	4.4%	12,000	13.8%
Nevada	11.2%	120,000	8.4%	21,000	9.3%
New Hampshire	10.9%	59,000	4.5%	9,000	3.0%
New Jersey	5.9%	174,000	10.8%	25,000	11.8%
New Mexico	11.7%	91,000	7.3%	26,000	11.1%
New York	6.1%	403,000	8.2%	81,000	8.3%
North Carolina	10.6%	408,000	6.2%	87,000	6.5%
North Dakota	9.8%	32,000	3.2%	7,000	7.5%
Ohio	9.7%	415,000	6.8%	79,000	11.8%
Oklahoma	10.6%	159,000	4.4%	33,000	10.7%
Oregon	11.3%	159,000	5.9%	23,000	4.2%
Pennsylvania	9.2%	464,000	7.7%	74,000	12.4%
Rhode Island	8.7%	35,000	8.7%	6,000	9.0%
South Carolina	9.8%	167,000	4.1%	35,000	10.9%
South Dakota	11.8%	41,000	5.1%	9,000	2.7%
Tennessee	10.5%	272,000	6.9%	67,000	12.8%
Texas	8.7%	946,000	5.2%	217,000	8.7%
Utah	7.3%	73,000	4.7%	24,000	3.1%
Vermont	9.3%	23,000	3.3%	4,000	4.0%
Virginia	12.6%	484,000	3.6%	155,000	4.0%
Washington	12.6%	355,000	7.3%	79,000	10.9%
West Virginia	11.4%	76,000	6.4%	21,000	8.4%
Wisconsin	9.1%	204,000	7.6%	30,000	10.9%
Wyoming	12.8%	32,000	4.8%	7,000	6.1%

Note: State-by-state data for post-9/11 veterans are based on unpublished data from the Current Population Survey. These estimates are reported without margins of error, which may be large for post-9/11 veterans' data due to the small population of these veterans in many states. Caution should be used in comparing post-9/11 veterans' unemployment rates across states and over time.

Source: JEC Democratic staff based on data from the Bureau of Labor Statistics, Current Population Survey.

Sources:

- ¹ Bureau of Labor Statistics, “Current Population Survey: Employment Situation of Veterans – 2013” (March 20, 2014), <http://www.bls.gov/news.release/pdf/vet.pdf>. Note: adult population defined as those 18 years and over. All data included in this report exclude those under the age of 18.
- ² This report uses the terms “post-9/11 veterans” and “recent veterans” interchangeably to refer to veterans who have served anywhere in the world since September 2001. The Bureau of Labor Statistics refers to this group as “Gulf War era II” veterans.
- ³ Bureau of Labor Statistics, “Current Population Survey: Employment Situation of Veterans – 2013” (March 20, 2014), <http://www.bls.gov/news.release/pdf/vet.pdf>.
- ⁴ Ibid.
- ⁵ JEC Democratic staff calculations based on data from the Bureau of Labor Statistics, Current Population Survey.
- ⁶ These rates represent 12-month averages of not seasonally adjusted data through October 2014, as released by the Bureau of Labor Statistics (November 7, 2014), http://www.bls.gov/news.release/archives/empstat_11072014.pdf. Since the national unemployment rate has declined over the past year, these rates may understate the extent of progress in reducing veterans’ unemployment rates.
- ⁷ Bureau of Labor Statistics, “Current Population Survey: Employment Situation of Veterans – 2013” (March 20, 2014), <http://www.bls.gov/news.release/pdf/vet.pdf>.
- ⁸ Ibid.
- ⁹ Ibid.
- ¹⁰ Ibid.
- ¹¹ Ibid.
- ¹² Ibid.
- ¹³ State-by-state data for post-9/11 veterans are based on unpublished data from the Current Population Survey. The wider variation in unemployment rates for post-9/11 veterans is due in part to the small share of post-9/11 veterans in the population and the corresponding small sample sizes for surveys of their employment outcomes. Post-9/11 veterans represent only about 1.2 percent of the adult civilian noninstitutional population and 1.5 percent of the adult labor force. Veterans overall represent 9.0 percent of the adult civilian noninstitutional population and 7.2 percent of the adult labor force. As a result, some of the differences across states might not be statistically significant.
- ¹⁴ JEC Democratic staff calculations based on data from the Bureau of Labor Statistics, Current Employment Statistics, November 2014.
- ¹⁵ Ibid.
- ¹⁶ Ibid.
- ¹⁷ Bureau of Labor Statistics, “Current Population Survey: Employment Situation of Veterans – 2013” (March 20, 2014), <http://www.bls.gov/news.release/pdf/vet.pdf>.
- ¹⁸ JEC Democratic staff calculations based on data from the Bureau of Labor Statistics, Current Employment Statistics, November 2014.
- ¹⁹ JEC Democratic staff calculations based on data from the Bureau of Labor Statistics, “Current Population Survey: Employment Situation of Veterans – 2013” (March 20, 2014), <http://www.bls.gov/news.release/pdf/vet.pdf>.
- ²⁰ Bureau of Labor Statistics, “Current Population Survey: Employment Situation of Veterans – 2013” (March 20, 2014), <http://www.bls.gov/news.release/pdf/vet.pdf>.
- ²¹ Ibid.
- ²² JEC Democratic staff calculations based on data from the Bureau of Labor Statistics, Current Employment Statistics, November 2014.
- ²³ The Council of Economic Advisors, “The Employment Situation in October” (press release, November 7, 2014), <http://www.whitehouse.gov/blog/2014/11/07/employment-situation-october>.
- ²⁴ American Taxpayer Relief Act of 2012, P.L. 112-240.
- ²⁵ U.S. Chamber of Commerce, *Hiring Our Heroes: Quarterly Report- December 31, 2012* (U.S. Chamber of Commerce Foundation, 2012), www.uschamber.com/sites/default/files/veterans/21%20Month%20Report%20-%20Hiring%20Our%20Heroes_0.pdf.

- ²⁶ U.S. Chamber of Commerce Foundation, “Hiring Our Heroes” (accessed October 30, 2014), <http://www.uschamberfoundation.org/hiring-our-heroes>.
- ²⁷ Council of Economic Advisors and the National Economic Council, *The Fast Track to Civilian Employment: Streamlining Credentialing and Licensing for Service Members, Veterans, and their Spouses* (Executive Office of the President, February 2013), http://www.whitehouse.gov/sites/default/files/docs/military_credentiaing_and_licensing_report_2-24-2013_final.pdf.
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