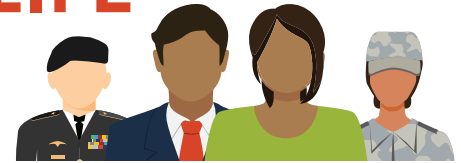


HISPANICS AND LATINOS IN THE MILITARY: FROM SERVICE TO CIVILIAN LIFE

This infographic provides key highlights for Hispanic and Latino service members and veterans. The information and statistics in this document are from our various data collection efforts centered on military life, transition, employment, entrepreneurship, and higher education.



Hispanics and Latinos in the Military Population

ACTIVE DUTY, GUARD, AND RESERVE

CURRENTLY

314,000+

Hispanics and Latinos Active Duty and Selected Reserve Members

Total Military Force

210,000+ Active Duty Service Members

104,000+ Selected Reserve Members

VETERANS

CURRENTLY

1.3 MILLION+

Hispanic and Latinos veterans in the U.S.

Post-9/11 Veterans

- Over 540,000 Post 9/11 veterans
- Of all female post 9/11 veterans, 13% are Hispanic and Latinas

★ HISTORICAL NUMBERS ★

Hispanics and Latinos have a long history of service in the military

The Department of Defense estimates that

9,000+ fought in the Civil War

4,000+ served in uniform during World War I

500,000+ served in uniform during World War II

Views on Military Service ★★★★★★★★★★★★★★

Top Motivations for Military Service

EDUCATIONAL BENEFITS

61%

DESIRE TO SERVE MY COUNTRY

58%

NEW EXPERIENCES, ADVENTURES, OR TRAVEL

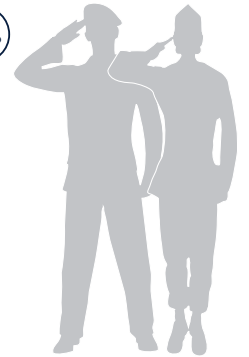
57%

SENSE OF PURPOSE

41%

CAREER OPPORTUNITIES

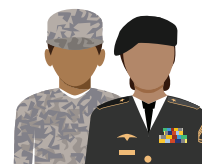
36%



Top Skills & Attributes Strengthened by Military Service

- ▶ Work ethic/discipline 91%
- ▶ Teamwork 90%
- ▶ Mental toughness 86%
- ▶ Adaptation to different challenges 84%
- ▶ Leadership and management skills 82%
- ▶ Professionalism 81%
- ▶ Self-discipline 81%
- ▶ Ability to get things done 79%
- ▶ Training & teaching others 79%
- ▶ Confidence and self-esteem 78%
- ▶ Perseverance 76%
- ▶ Coping with adversity 76%

Was Military Service Worth It?



91% reported that **JOINING THE MILITARY WAS A GOOD DECISION**

85% SERVED OUTSIDE OF THE CONTINENTAL U.S.

operating across different cultures, nations, and regions



STEM ★★★★★★★★★★



42% reported that their military specialization was **STEM RELATED**

Top Reasons for Leaving Armed Services

44%

Pursue education and training opportunities



41%

Lost faith or trust in military or political leadership

34%

Family reasons



32%

Completion of military service obligation (less than 20 years)



30%

Career change/ alternative job opportunities



24%

Concerns & grievances about service experiences

TOP TRANSITIONAL CHALLENGES

60% Getting a job

60% Navigating VA programs, benefits, and services

47% Financial struggles

46% Getting socialized to civilian culture

44% Skills translation

40% Employment preparation

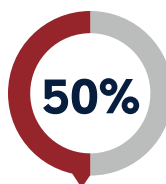
39% Depression

37% Understanding GI Bill benefits

33% Disability

33% Civilian day-to-day life

Military Influence on Post-Service Aspirations



reported that military service prepared them for their civilian career

Post Military Career

53% INDICATED THE DESIRE TO PURSUE A CAREER **DIFFERENT** FROM THEIR MILITARY SPECIALTY (MOS, AFSC, ETC.)

35% INDICATED THE DESIRE TO PURSUE A CAREER **SIMILAR** TO THEIR MILITARY SPECIALTY

12% INDICATE THEY ARE **UNSURE** IF THEY WILL PURSUE A CAREER SIMILAR TO THEIR MILITARY SPECIALTY

Positive Impacts of Service



96% FELT PRIDE FROM THEIR ACCOMPLISHMENTS DURING SERVICE

95% REPORTED THEIR SERVICE HAD A POSITIVE IMPACT ON THEIR LIFE*

92% INDICATED THEY MATURED AS A RESULT OF THEIR SERVICE

73% REPORTED THEY WOULD BE HAPPY IF THEIR CHILD(REN) WERE TO JOIN THE MILITARY*

Transition Difficulty

63% OF HISPANIC AND LATINO VETERAN RESPONDENTS characterized their **employment transition** as difficult or very difficult, compared with 49% of White/Non-Hispanic veteran respondents.

61% OF HISPANIC AND LATINO VETERAN RESPONDENTS characterized their **financial transition** as difficult or very difficult, compared with 48% of White/Non-Hispanic veteran respondents.

56% OF HISPANIC AND LATINO VETERAN RESPONDENTS characterized their **overall transition** as difficult or very difficult, compared with 43% of White/Non-Hispanic veteran respondents

Time to Employment



33% of Hispanic and Latino veteran respondents reported it took less than three months to find employment after their transition, compared with 51% of White/Non-Hispanic veteran respondents



Coordinating Care. Transforming Communities.

In AmericaServes

10% of military members/veterans seeking services in AmericaServes networks identified as Hispanics and Latinos



Top Service Categories for Hispanic and Latino clients



- ✔ Housing & Shelter
- ✔ Employment
- ✔ Benefits Navigation

Employment ★★★★★★★★★★★★★★★★★★★★★★★★★★★★★★★★★★★

Unemployment

IN 2019 HISPANIC AND LATINO VETERAN UNEMPLOYMENT WAS AT **2.4%**

THIS IS LOWER THAN TOTAL VETERAN UNEMPLOYMENT WHICH WAS AT 3.1%



IN 2019 HISPANIC AND LATINO **POST 9/11** VETERAN UNEMPLOYMENT WAS AT **3.2%**

THIS IS LOWER THAN TOTAL POST 9/11 VETERAN UNEMPLOYMENT WHICH WAS AT 3.5%



Earnings



\$53,016

AVERAGE EARNINGS FOR HISPANIC AND LATINO VETERANS

HIGHER compared to Hispanic and Latino nonveteran counterparts who earn about \$34,278

LOWER compared to non-minority veteran counterparts who earn about \$57,445 counterparts

Top Five Occupations

- ① Office and Administrative Support Occupations
- ② Transportation and Material Moving Occupations
- ③ Protective Service Occupations
- ④ Installation, Maintenance, and Repair Occupations
- ⑤ Management Occupations



Top Five Industries

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

STEM WORKFORCE

Of those veterans in the STEM workforce, 5% are Hispanic and Latino. However, rates have been declining in STEM since 2012 (↓0.486% points per year)

\$83,703



AVERAGE EARNINGS FOR HISPANIC AND LATINO VETERANS IN STEM



\$98,292

AVERAGE EARNINGS FOR HISPANIC AND LATINO VETERANS IN STEM WITH A COLLEGE DEGREE OR HIGHER

\$70,992

AVERAGE EARNINGS FOR HISPANIC AND LATINO VETERANS IN STEM WITH LESS THAN A COLLEGE DEGREE



Entrepreneurship



IN 2018

9%

of Hispanic and Latino veterans were self-employed



Motivations for Pursuing Entrepreneurship

- ✓ The opportunity to be financially independent/increase personal income 46%
- ✓ The chance to implement ideas/Create something 40%
- ✓ Improving quality of life 39%
- ✓ Helping society/supporting community 38%
- ✓ Make own decisions 34%

Current Obstacles ★★★★★★★★★★★★★★★★★★★★★★★★★★★★★★★★★★★

- ✓ Lack of initial capital 44%
- ✓ Current economic situation 33%
- ✓ Lack of experience in entrepreneurship or business ownership 32%
- ✓ Lack of mentors for business 26%
- ✓ Irregular income 24%

Resources Hispanic and Latino Entrepreneurs Find Most Helpful:

- ▶ College/University academic programs
- ▶ Networking and engaging with other business owners
- ▶ Conferences and workshops
- ▶ SBA resources (SBDC, WBDC, VBOC, etc.)



ABOUT THE INSTITUTE FOR VETERANS AND MILITARY FAMILIES AT SYRACUSE UNIVERSITY (IVMF)

Syracuse University's Institute for Veterans and Military Families (IVMF) is the first national institute in higher education singularly focused on advancing the lives of the nation's military, veterans and their families. Through its professional staff and experts, and with the support of founding partner JPMorgan Chase Co., the IVMF delivers leading programs in career and entrepreneurship education and training, while also conducting actionable research, policy analysis, and program evaluations. The IVMF also supports veterans and their families, once they transition back into civilian life, as they navigate the maze of social services in their communities, enhancing access to this care working side-by-side with local providers across the country. The Institute is committed to advancing the post-service lives of those who have served in America's armed forces and their families.

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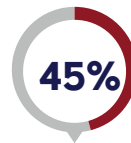
Higher Education ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★

Education Attainment

Hispanic and Latino Post 9/11 Veterans have achieved:



BACHELOR'S DEGREE
OR HIGHER



SOME COLLEGE OR
ASSOCIATE DEGREE



HIGH SCHOOL
DEGREE



LESS THAN
HIGH SCHOOL
DEGREE



Motivations for Pursuing Higher Education

- ▶ Career/job opportunities 88%
- ▶ Self-improvement and personal growth 77%
- ▶ Potential for making money/Improve economic status 75%
- ▶ Professional advancement 62%
- ▶ Enjoy education and learning 55%
- ▶ Support family 52%



Helpful Resources and Assets for Veteran Success

- ▶ Military/veteran friendly campus 68%
- ▶ Flexible class schedules 67%
- ▶ Academic advising/counseling 64%
- ▶ Preferred classroom settings and instruction 61%
- ▶ Dedicated veterans office & administrators on campus 59%
- ▶ Faculty supportive of veterans 57%

Challenges while Pursuing Higher Education

- ▶ Family responsibilities 35%
- ▶ Age differences 34%
- ▶ Working full time job 34%
- ▶ Lack of financial resources 30%
- ▶ Transferring academic credits 25%
- ▶ Few veterans resources on campus 25%

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