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Black & African Americans in the Military: From Service to Civilian Life

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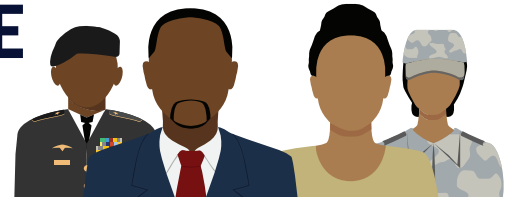
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BLACK & AFRICAN AMERICANS IN THE MILITARY: FROM SERVICE TO CIVILIAN LIFE

This infographic provides key highlights of Black and African American 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.



Service Members Population

ACTIVE DUTY, GUARD, AND RESERVE

350,000+

Black & African American Active Duty and Selected Reserve members

Total Military Force

220,000+ Active Duty Service Members

130,000+ Select Reserve Members

VETERANS

2.3 MILLION+

Black & African American veterans in U.S.

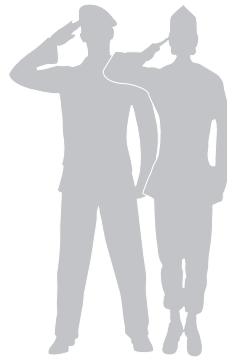
POST-9/11 VETERANS

- Of all Post-9/11 veterans, 16% are Black and African American (this is higher compared to the 13% of the nonveteran counterparts)

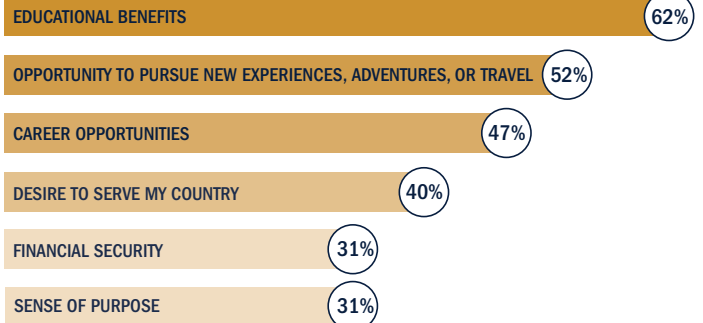
POST 9/11 VETERANS ARE MORE DIVERSE

- Of all female post 9/11 veterans, 23% are Black and African American

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%)
- ▶ Ability to get things done (79%)
- ▶ Coping with adversity (78%)
- ▶ Social/Communication skills (78%)
- ▶ Working effectively with supervisors and other authorities (76%)

WAS MILITARY SERVICE WORTH IT?



89% of Black and African American service members reported that **JOINING THE MILITARY WAS A GOOD DECISION**

82% SERVED OUTSIDE OF THE CONTINENTAL UNITED STATES operating across different cultures, nations, and regions



STEM ★★★★★



41% reported that their military specialization is **STEM RELATED**

HISTORICAL NUMBERS OF BLACK & AFRICAN AMERICAN SOLDIERS

- ON THE EVE OF THE REVOLUTIONARY WAR, APPROXIMATELY 20% OF THE COLONIAL POPULATION WERE BLACK AND AFRICAN AMERICAN.
- OVER 200,000, MANY OF THEM FORMER SLAVES, SERVED IN THE U.S. MILITARY FORCES DURING THE CIVIL WAR
- OVER 400,000 SERVED IN UNIFORM DURING WORLD WAR I.
- OVER 900,000 SERVED IN UNIFORM DURING WORLD WAR II.

Transition



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)



TOP TRANSITIONAL CHALLENGES

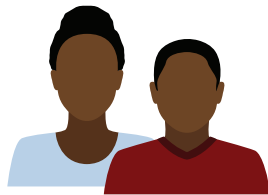
- 62% Getting a job
- 58% Navigating VA programs, benefits, and services
- 44% Financial struggles
- 40% Employment preparation
- 38% Depression
- 37% Skills translation
- 35% Getting socialized to civilian culture
- 34% Disability
- 32% Contradictory information from different sources
- 30% Understanding GI Bill benefits



Coordinating Care. Transforming Communities

In AmericaServes

21% of military members/veterans seeking services in AmericaServes networks identified as Black & African American



Top service categories for Black/African American clients



- ✓ Housing & Shelter
- ✓ Employment
- ✓ Benefits Navigation

MILITARY INFLUENCE ON POST-SERVICE ASPIRATIONS



reported that military service prepared them for their civilian career

Post Military Career

46% INDICATED THE DESIRE TO PURSUE A CAREER DIFFERENT FROM THEIR MILITARY SPECIALTY (MOS, AFSC, ETC.)

39% INDICATED THE DESIRE TO PURSUE A CAREER **SIMILAR** TO THEIR MILITARY SPECIALTY

15% INDICATE THEY ARE **UNSURE** IF THEY WILL PURSUE A CAREER SIMILAR TO THEIR MILITARY SPECIALTY



POSITIVE IMPACTS OF SERVICE



93%
FELT PRIDE FROM THEIR ACCOMPLISHMENTS DURING SERVICE

91%
REPORTED THEIR SERVICE HAD A POSITIVE IMPACT ON THEIR LIFE*

90%
INDICATED THEY MATURED AS A RESULT OF THEIR SERVICE



reported they would be happy if their child(ren) were to join the military*

TRANSITION DIFFICULTY

55% OF BLACK/AFRICAN AMERICAN VETERAN RESPONDENTS characterized their financial transition as difficult or very difficult, compared with 48% of White/Non-Hispanic veteran respondents.

59% OF BLACK/AFRICAN AMERICAN VETERAN RESPONDENTS characterized their employment transition as difficult or very difficult, compared with 49% of White/Non-Hispanic veteran respondents.

TIME TO EMPLOYMENT



30% of Black/African American veteran respondents reported it took less than three months to find employment after their transition, compared with 51% of White/Non-Hispanic veteran respondents.

Employment

UNEMPLOYMENT

IN 2019 BLACK & AFRICAN AMERICAN VETERAN UNEMPLOYMENT WAS AT

4.9%

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



IN 2019 BLACK & AFRICAN AMERICAN POST 9/11 VETERAN UNEMPLOYMENT WAS AT

6.8%

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

EARNINGS



58,351

AVERAGE EARNINGS BLACK & AFRICAN AMERICAN VETERANS

HIGHER compared to Black & African American nonveteran counterparts who earn about \$38,732

LOWER compared to non-minority veteran counterparts who earn about \$77,217 counterparts

TOP FIVE OCCUPATIONS FOR BLACK & AFRICAN AMERICAN VETERANS

- 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 FOR BLACK & AFRICAN AMERICAN VETERANS

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



STEM WORKFORCE

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



\$81,942



AVERAGE EARNINGS FOR BLACK & AFRICAN AMERICAN VETERANS IN STEM

\$94,241

AVERAGE EARNINGS FOR BLACK & AFRICAN AMERICAN VETERANS IN STEM WITH A COLLEGE DEGREE OR HIGHER



Entrepreneurship



IN 2018

7%

of Black and African American veterans were self-employed compared to 5% of their nonveteran counterparts.

THUS

Black & African American veterans are 1.275Xs more likely to be self-employed

COMPARED TO BLACK & AFRICAN AMERICAN NONVETERANS

OBSTACLES

82%

BLACK & AFRICAN AMERICAN VETERANS EXPERIENCE AT LEAST ONE OBSTACLE/BARRIER TO STARTING & OWNING THEIR BUSINESS

Top obstacles: ① Lack of necessary networks ② Lack of Capital

“ If I was a white male, it would be easier. ”



“ There are multiple financial options ...determining which services can be challenging. ”

REASONS FOR PURSUING ENTREPRENEURSHIP



DISSATISFACTION WITH THE CIVILIAN WORKFORCE

CREATIVITY & FLEXIBILITY

FINANCIAL & INDEPENDENCE

RECOGNIZE BUSINESS OPPORTUNITIES



RESOURCES BLACK & AFRICAN AMERICAN ENTREPRENEURS FIND MOST HELPFUL:

- ▶ Information on/from Conferences and Workshops
- ▶ Education
- ▶ Networking/Peer Network



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, 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 postservice lives of those who have served in America's armed forces and their families. For more information, visit ivmf.syracuse.edu.

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Higher Education



EDUCATION ATTAINMENT

In 2018, Black & African American post 9/11 veterans achieved:



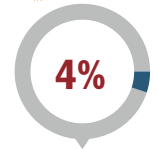
BACHELOR'S DEGREE OR HIGHER



SOME COLLEGE OR ASSOCIATE DEGREE



HIGH SCHOOL DEGREE

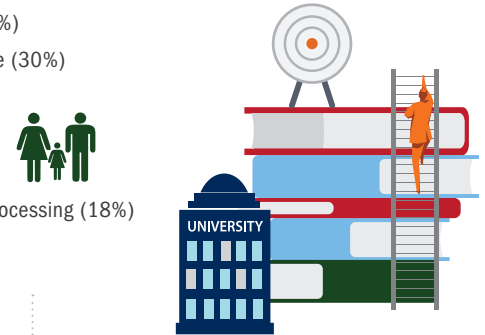


LESS THAN HIGH SCHOOL DEGREE



BARRIERS THAT HINDERED PURSUIT OF HIGHER EDUCATION

- ▶ Lack of financial resources/ Financial burden (62%)
- ▶ GI Bill benefits expire before I complete my degree (30%)
- ▶ Personal/family obligations (24%)
- ▶ Health/disability issues (24%)
- ▶ Conflict between job and school (18%)
- ▶ Bureaucracy associated with VA paperwork and processing (18%)



HELPFUL RESOURCES AND ASSETS FOR VETERAN SUCCESS

- ▶ Military/veteran friendly campus (68%)
- ▶ Flexible class schedules (67%)
- ▶ Academic advising/counseling (65%)
- ▶ Preferred classroom settings & instruction (59%)
- ▶ Dedicated veterans office & administrators on campus (56%)
- ▶ Veterans supportive faculty (56%)
- ▶ Career services and counseling (54%)
- ▶ Academic preparation courses & remediation (53%)

CHALLENGES WHILE PURSUING HIGHER EDUCATION

- ▶ Lack of financial resources (37%)
- ▶ Age differences (29%)
- ▶ Few veterans resources on campus (26%)
- ▶ Working full time job (26%)
- ▶ Family responsibilities (22%)
- ▶ Transferring academic credits (20%)

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