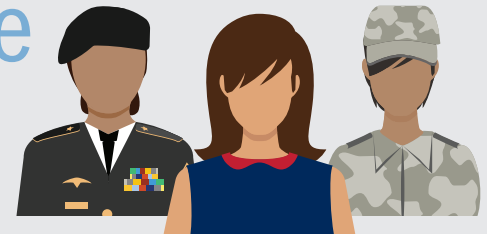




WOMEN IN THE MILITARY

From Service to Civilian Life

This infographic provides key highlights on women in the military. The information and statistics in this document is from our various data collection efforts centered on military life, transition, employment, entrepreneurship, and higher education.



Women Service Member Population

Active Duty, Guard, and Reserve

361,000+

Active Duty and Selected Reserve members to date (which represents around 17% of the total military force)



TOTAL MILITARY FORCE

Active Duty **204,628**
 (16% of DoD Active Duty force)

Selected Reserves **158,173**
 (19% of the Selected Reserve force)

Veterans

2 MILLION+
FEMALE VETERANS

to date (which represents around 10% of the veteran population)

Female Post-9/11 Veterans

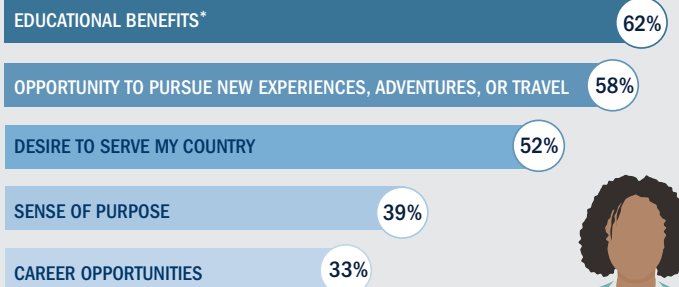
FASTEST GROWING
POPULATION

(which represents 17% of the Post-9/11 veterans population)

Military Service for Women ★★★★★



TOP MOTIVATIONS FOR MILITARY SERVICE



TOP SKILLS & ATTRIBUTES STRENGTHENED BY MILITARY SERVICE

- ▶ Work ethic and discipline (85%)
- ▶ Teamwork (84%)
- ▶ Adaptation to different challenges (81%)
- ▶ Mental toughness (79%)
- ▶ Leadership and management skills (77%)
- ▶ Professionalism (74%)
- ▶ Ability to get things done (74%)
- ▶ Perseverance (74%)
- ▶ Training & teaching others (72%)*
- ▶ Self-Discipline (72%)
- ▶ Coping with adversity (72%)*

WAS MILITARY SERVICE WORTH IT?



88% of female service members reported that **JOINING THE MILITARY WAS A GOOD DECISION**

73% SERVED OUTSIDE OF THE CONTINENTAL UNITED STATES operating across different cultures, nations, and regions



STEM ★★★★★★★★★★



40% reported that their military specialization is **STEM RELATED**

* indicates significantly higher for female service members compared to male service members

Transition for Women Veterans ★ ★ ★ ★ ★

TOP REASONS FOR LEAVING ARMED SERVICES

41%*

Family Reasons



36%

Lost faith or trust in military or political leadership

29%

Pursue education and training opportunities



26%

Concerns and grievances about service experiences

26%

Completion of military service obligation (less than 20 years)



TOP TRANSITIONAL CHALLENGES

- 59%** Navigating VA programs, benefits, and services
- 55%** Finding a job
- 47%** Financial struggles*
- 41%** Depression*
- 38%** Getting socialized to civilian culture
- 37%** Skills translation
- 33%** Contradictory information from different sources*
- 32%** Disability
- 31%** Understanding GI Bill benefits
- 30%** Employment preparation



Coordinating Care. Transforming Communities

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THE % OF FEMALE VETERANS NAVIGATING SERVICES IS

MORE THAN DOUBLE

THE SHARE OF FEMALE VETERANS NATIONALLY

The average number of services requested is **HIGHER FOR FEMALE VETERANS** than male veterans

TOP SERVICE CATEGORIES FOR FEMALE VETERANS

- ✓ Housing & Shelter
- ✓ Employment
- ✓ Individual & Family Support



* indicates significantly higher for female service members compared to male service members

MILITARY INFLUENCE ON POST-SERVICE ASPIRATIONS



REPORTED THAT MILITARY SERVICE THEM FOR THEIR CIVILIAN CAREER

PREPARED

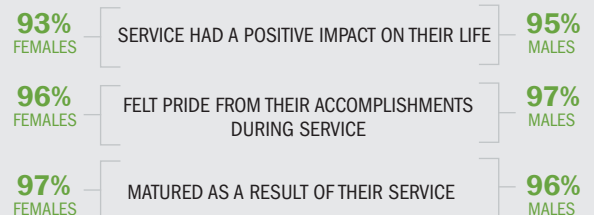
Post Military Career



EXPERIENCES OF SERVICE AND POST-SERVICE LIFE DIFFER GREATLY BY SERVICE MEMBER GENDER



Female veterans are similar to male veterans in their responses regarding the positive impacts of service



Results indicate that transition & post-service life are more challenging for female veteran respondents (particularly in regards to finances)

67% FEMALE VETERANS

characterized their financial transition as difficult or very difficult, compared with 47% of male veterans

37% FEMALE VETERANS

selected "loss of income" as a key transition challenge, compared with 23% of male veterans



Female veterans took about **3 MONTHS LONGER** than males to find employment after transition*



Employment for Women Veterans ★ ★ ★ ★ ★



UNEMPLOYMENT

IN 2017 FEMALE VETERAN UNEMPLOYMENT IN 2017 WAS AT **4.1%**

THIS IS HIGHER THAN MALE VETERAN UNEMPLOYMENT WHICH WAS AT 3.6%



IN 2017 FEMALE POST-9/11 VETERAN UNEMPLOYMENT WAS AT **5.5%**

THIS IS HIGHER THAN POST-9/11 MALE VETERAN UNEMPLOYMENT WHICH WAS AT 4.3%

EARNINGS



\$52,111

AVERAGE EARNINGS FEMALE VETERANS

HIGHER compared to nonveteran female counterparts who earn about \$40,861

LOWER compared to male veteran counterparts who earn about \$71,289

WOMEN VETERANS IN STEM WORKFORCE

FEMALE VETERANS ARE NEARLY **2X MORE LIKELY** TO BE IN A STEM OCCUPATION THAN FEMALE NONVETERANS

\$77,924



AVERAGE EARNINGS FOR FEMALE VETERANS IN STEM

TOP FIVE OCCUPATIONS FOR WOMEN VETERANS

- Office and Administrative Support Occupations
- Healthcare Practitioners and Technical Occupations
- Management Occupations
- Sales and Related Occupations
- Education, Training, and Library Occupations



TOP FIVE INDUSTRIES FOR WOMEN VETERANS

- Health Care and Social Assistance
- Public Administration
- Educational Services
- Retail Trade
- Professional, Scientific, and Technical Services



TOP 3 OCCUPATIONS

- Computer & Mathematical
- Computer Science & Information Technology
- Engineering

TOP 3 INDUSTRIES

- Professional, Scientific, & Technical Services
- Public Administration
- Manufacturing



Entrepreneurship for Women Veterans ★ ★ ★ ★ ★



ABOUT

15%

of veteran owned businesses are owned by women



OBSTACLES ★ ★ ★ ★ ★ ★ ★ ★ ★ ★

83%

FEMALE VETERANS EXPERIENCE AT LEAST ONE OBSTACLE/BARRIER TO STARTING AND OWNING THEIR BUSINESS



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



“It's hard starting a not-for-profit, especially without assistance or support.”

REASONS FOR PURSUING ENTREPRENEURSHIP



DISSATISFACTION WITH THE CIVILIAN WORKFORCE

CREATIVITY & FLEXIBILITY

FINANCIAL & INDEPENDENCE

RECOGNIZE BUSINESS OPPORTUNITIES

FAMILY & WORK LIFE BALANCE

RESOURCES WOMEN ENTREPRENEURS FIND MOST HELPFUL:

- Information on/from Conferences and Workshops
- Education
- Peer Mentorship
- Networking/Peer Network
- Work/Life Balance



ABOUT THE INSTITUTE FOR VETERANS AND MILITARY FAMILIES (IVMF)

The Institute for Veterans and Military Families (IVMF) is the first interdisciplinary national institute in higher education focused on the social, economic, education, and policy issues impacting veterans and their families. Through its professional staff and experts, the IVMF delivers leading programs in career, vocational, and entrepreneurship education and training, while also conducting actionable research, policy analysis, and program evaluations. The IVMF also supports communities through collective impact efforts that enhance delivery and access to services and care. The Institute, supported by a distinguished advisory board, along with public and private partners, is committed to advancing the lives of those who have served in America's armed forces and their families. For more information, visit ivmf.syracuse.edu.

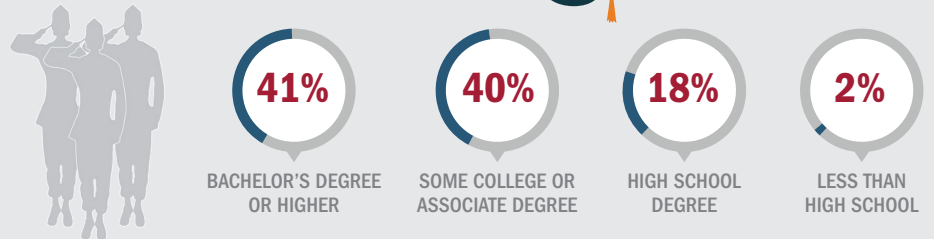
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Higher Education for Women Veterans

EDUCATION ATTAINMENT

Women service members as a group achieved:



BARRIERS THAT HINDERED PURSUIT OF HIGHER EDUCATION

- ▶ Lack of financial resources/ Financial burden (57%)
- ▶ Health/disability issues (28%)
- ▶ Personal/family obligations (28%)
- ▶ GI Bill benefits expire before I complete my degree (26%)
- ▶ Conflict between job and school(20%)
- ▶ Inflexibility in class schedules (16%)
- ▶ Bureaucracy associated with VA paperwork & processing (15%)
- ▶ Lack of confidence (15%)



CHALLENGES WHILE PURSUING HIGHER EDUCATION

- ▶ Age differences (39%)
- ▶ Lack of financial resources (33%)
- ▶ Working full time job (31%)
- ▶ Few veterans resources on campus (28%)
- ▶ Family responsibilities (27%)
- ▶ Transferring academic credits (24%)



HELPFUL RESOURCES AND ASSETS FOR VETERAN SUCCESS

- ▶ Military/veteran friendly campus (64%)
- ▶ Flexible class schedules (61%)
- ▶ Academic advising/counseling (60%)
- ▶ Preferred classroom settings & instruction (55%)
- ▶ Dedicated veterans office & administrators on campus (55%)
- ▶ Veterans supportive faculty (53%)

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