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EMPLOYMENT RESEARCH

ENHANCING VETERANS' ACCESS TO STEM EDUCATION AND CAREERS:

A Labor Market Analysis of Veterans in the STEM Workforce

Rosalinda Maury, M.S. ▪ Brice Stone, Ph.D. ▪ Nicholas Armstrong, Ph.D.

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Enhancing Veterans' Access to STEM Education and Careers:
A Labor Market Analysis of Veterans in the STEM Workforce

By

Institute for Veterans and Military Families (IVMF)

Syracuse University

About the Report:

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Executive Summary

Overall Key Results

The nation's future and economic competitiveness hinge, more than ever, on our ability to develop, grow, and sustain a workforce proficient in science, technology, engineering and math (STEM). In the last decade alone, jobs requiring some level of STEM expertise have grown 34 percent—to include jobs that do not require a bachelor's degree.[1] At the same time, veterans and transitioning service members represent a valuable, skilled talent pool from which to help meet this critical need.

To this broader purpose, the Institute for Veterans and Military Families (IVMF) recently provided research support to the Council for Adult and Experiential Learning (CAEL), in collaboration with the Helmsley Charitable Trust, in an effort to inform the development of local and regional STEM ecosystems of educators and employers aimed increasing veterans' access to STEM careers. Specifically, the project intended to better equip local postsecondary institutions and employers with the collaborative tools and information needed to successfully align education, training, and employer needs in STEM, alongside efforts to recruit and retain veterans into local employment opportunities.

This research technical report presents key highlights on recent veteran participation in the STEM workforce drawing upon an analysis of the American Community Survey (2012-2016), led by the U.S. Census Bureau. From this data, the research team examined veteran participation across 49 distinct STEM occupations, which are grouped into the following five occupational clusters: Engineering, Information Technology and Computer Science, Life and Physical Sciences, Mathematics, and Supervisor/ Management of STEM occupations. Among other analyses, the research team identified year-over-year trends in veteran participation, geographic distribution, and comparisons to non-veterans across all STEM occupations.

Major findings include:

- ☑ *Overall Participation in STEM:* The majority of those in the labor force are not in STEM occupations (6% compared to 94%). Veterans, however, represent a larger proportion in STEM occupations compared to nonveterans (8% compared to 6%).

- ☑ *Veteran Participation in STEM fields*: Veterans are 1.47 times more likely to be in a STEM occupation compared to nonveterans.

- ☑ *Veteran Trends in STEM fields:* Veterans entered into STEM occupations at an increasing annual rate of 0.232 percentage points between 2012 and 2016.

[1] National Science Board. (2018). "Our Nation's Future Competitiveness Relies on Building a STEM-capable U.S. Workforce." Washington, DC: National Science Foundation. Retrieved from https://www.nsf.gov/nsb/sei/companion-brief/NSB-2018-7.pdf

- ☑ *Top STEM Clusters for Veterans*: The top two STEM occupation clusters for veterans were the information technology and computer science cluster (43%), followed by the engineering STEM cluster (38%).

- ☑ *STEM Occupations with Growing Veteran Participation*: Of the 49 STEM occupations, nearly half (19) exhibited a positive trend of increased veteran participation from 2012 to 2016. Information Security Analysts occupation exhibits the highest odds ratio; veterans are 2.64 times more likely to be in the Information Security Analysts occupation compared to nonveterans. The Information Security Analysts has a positive yearly increase of 0.17 percentage points a year.

- ☑ *Top STEM Region:* The South Atlantic region (District of Columbia, Delaware, West Virginia, South Carolina, Maryland, Virginia, Georgia, North Carolina, and Florida) exhibited the largest concentration of veterans in the STEM workforce.

- ☑ *Top STEM States*: California accounts for the most veterans in the STEM workforce from 2012 to 2014 (10%), followed by Texas (9%), Virginia (8%), Florida (7%), Maryland (4%), North Carolina (4%), Georgia (3%), Washington (3%), Colorado (3%), and Pennsylvania (3%).

- ☑ *Top STEM Metropolitan Areas*: The Washington-Arlington-Alexandria, DC-VA-MD metropolitan area accounts for the most veterans in the STEM workforce (9%) from 2012-2016. The top metropolitan areas where:
  - Washington-Arlington-Alexandria, DC-VA-MD (9%)
  - Dallas-Fort Worth-Arlington, TX (4%)
  - Los Angeles-Long Beach-Anaheim, CA (3)
  - New York-Newark-Jersey City, NY-NJ-PA (3%)
  - Atlanta-Sandy Springs-Roswell, GA (3%)
  - Vineland-Bridgeton, NJ (2%)
  - Phoenix-Mesa-Scottsdale, AZ (2%)
  - Baltimore-Columbia-Towson, MD (2%)
  - San Diego-Carlsbad, CA (2%)
  - Seattle-Tacoma-Bellevue, WA (2%)

- ☑ *Veteran Earnings in STEM Careers:* On average, veterans in STEM occupations earn slightly over 8 percent more than their nonveteran peers ($93,833 compared to $86,676, respectively). Veterans in STEM occupations also tend to out-earn, at even higher rates, both their veteran and non-veteran counterparts in non-STEM fields.

- ☑ *Veteran Unemployment in STEM fields:* Veterans in STEM fields tend to experience lower overall unemployment than those in other occupations, although unemployment was slightly higher for veterans in stem compared to nonveterans in STEM.

- ☑ *Top States for STEM Earnings Growth:* Thirty-six (36) of the 51 states (including District of Columbia) exhibited positive trends in the average total annual personal income for veteran STEM workers (in nominal dollars) from 2012 to 2016. The states with the highest positive growth were North Dakota, Connecticut, Wisconsin, Maine, West Virginia, Rhode Island, Nevada, Oklahoma, Tennessee, and South Carolina.

These results provide insight into how veterans are doing in the U.S. STEM workforce. They also reveal opportunities for the development of high-potential STEM education and career pipelines for veterans and transitioning service members. Of course, the overall success of this STEM pipeline would be dependent upon the capacity for local networks to identify high growth STEM occupations that connect to military transferrable skills as well as the degree of collaboration between postsecondary institutions and employers in leveraging these skills in diverse career pathways.

Overview

This report outlines a scope of work under which the Institute for Veterans and Military Families (IVMF) at Syracuse University provided research support and subject matter expertise to the Council for Adult and Experiential Learning (CAEL), in collaboration with the Helmsley Charitable Trust, for an initiative to encourage veterans to enter into Science, Technology, Engineering, and Mathematics (STEM) fields by fostering STEM ecosystems that recognize veterans' abilities and support them as they pursue STEM education and career opportunities.

The IVMF gathered available public federal data to inform the development of high-potential STEM education and career pipelines for veterans and transitioning service members. In summary, federal data was analyzed on veteran STEM occupations. Trends were identified on veterans employed in STEM occupations, i.e., in which STEM occupations are veterans currently employed? In what locations are they concentrated? Are there any clear patterns of veterans making career changes into our out of STEM careers? How does this compare against non-veterans?

STEM Definition

The acronym STEM refers to science, technology, engineering and math. However, there is no standard definition for what constitutes a STEM job. Science, technology, engineering and math positions consistently make the lists of STEM occupations, but there is less consensus concerning whether to include other positions such as educators, managers, technicians, healthcare professionals or social scientists. In this report, STEM jobs include professional and technical support occupations in the fields of computer science and mathematics, engineering, and life and physica7l sciences. Three management occupations are also included because of their clear ties to STEM. Because of data limitations, education jobs are not included. Further, social scientists were not included.

The STEM list contains around 53 occupation codes, and, in 2010, there were 7.6 million workers in these jobs, or 5.5 percent of the workforce (U.S. Department of Commerce, 2011). By 2014, the percent of STEM workers in the workforce had declined slightly to 5.28 percent, while veteran STEM workers comprised 7.57 percent of the veteran workforce. To better put these jobs into context, STEM occupations are divided into four categories: computer and math, engineering and surveying, physical and life sciences, and STEM managerial occupations. Across all levels of educational attainment, the largest group of STEM jobs in 2014 is within the computer and math fields, which account for 43.50 percent of all STEM employment (43.57 percent for non-veterans). Veterans in the computer and math fields exhibited 42.92 percent of the veteran occupied STEM jobs. Second are engineering and surveying occupations with about one-third of all non-veteran STEM employment, while 13.17 percent are in the physical and life sciences, and 9.06 percent in STEM management jobs. In comparison, veterans working in engineering and surveying occupations comprise forty-one percent of all STEM employment (41.01 percent), while 7.52 percent are in the physical and life sciences, and 8.55 percent are in STEM management jobs.

For the purposes of this report a total of 53 original STEM occupations were included for analysis encompassing five clusters of occupations. The following is a breakdown by cluster:

- Life and Physical Sciences (Traditional STEM) – 15 occupations
- Engineering (Traditional STEM) - 20 occupations
- Information Technology and Computer (Traditional STEM) - 13 occupations
- Mathematics (Traditional STEM) - 2 occupations
- Supervisor/Management of STEM occupations (Traditional STEM) - 3 occupations

Methodology

The analysis discussion presented below uses the Public Use Microdata Sample (PUMS) which contains a sample of actual responses to the 2012 to 2016 American Community Survey (ACS). The PUMS dataset includes variables for nearly every question on the survey, as well as many new variables that were derived after the fact from multiple survey responses (such as poverty status). Each record in the file represents a single person, or--in the household-level dataset--a single housing unit. In the person-level file, individuals are organized into households, making possible the study of people within the contexts of their families and other household members. PUMS files for an individual year, such as 2014, contain data on approximately one percent of the United States population.

For the purpose of this paper, veteran has been defined as all respondents that responded to the ACS question labeled "vetstatd" as "veteran." The analysis excludes all respondents who identified themselves as "currently on active duty" or "training for reserve duty," using the valid responses to the "vetstatd" variable. In addition, all active duty military family members were also excluded from the analysis. Thus, non-veterans are defined as all respondents that identified themselves as "n/a" or "no military service," again using the valid responses of the "vetstatd" variable. Thus, non-veterans are respondents which have no direct or indirect relation with active duty military service.

The 2012 to 2016 PUMS ACS contains 15,681,927 individual response records. The 2012 to 2016 PUMS ACS contains 1,102,216 veteran records. The table below presents the distribution of the veterans by last period served (819 veterans could not be placed in a period). The largest percentage of veterans is from the Vietnam era. Over 40 percent of the veterans are attributable to service years of 1975 to the present with over 32 percent of the veterans attributable to the Vietnam era. These veteran records and their non-veteran counterparts (11,262,693 records of nonveterans, aged 18 years and over) will form the basis for the analyses presented below.

Table 1. Distribution of Veterans by Last Time Period Served, 2012 to 2016

Last Period Served	Number of Observations	Percent Of Total	Cumulative Percent	Average Age
Post 9/11	133,985	12.17	12.17	37.69
1990 to 2001	125,657	11.41	23.57	48.39
1975 to 1990	186,586	16.94	40.51	57.00
During Vietnam Era	358,936	32.59	73.10	67.04
1955 to 1964	128,240	11.64	84.75	75.87
During Korean Conflict Era	97,519	8.85	93.60	82.16
1947 to 1950	9,686	0.88	94.48	85.50
During World War II Era	60,788	5.52	100.00	89.43
Total	1,101,397	100.00		63.40

When considering basic demographics of the veterans by last time period served, the percent of females in the military has significantly increased from the Vietnam era to the present, from 2.88 percent to over 16 percent, a nearly six-fold increase. When considering ethnicity of the veterans by last time period, the percent of African Americans have held relatively steady since the 1975 to 1980 time period, 14 to 15 percent, and Hispanics have exhibited an increase since the Vietnam era, more than doubling their percentage. There are other ethnic groups beyond the three in Table 2 that are veterans, but their percentages are much smaller.

Table 2. Demographic Distribution (Percent) of Veterans by Last Time Period Served, 2014

Last Period Served	Male	Female	African American	Hispanic	Caucasian
Post 9/11	83.15	16.85	14.51	10.56	79.88
1990 to 2001	85.77	14.23	15.13	7.47	80.47
1975 to 1990	88.74	11.26	14.65	5.43	81.83
During Vietnam Era	97.12	2.88	8.50	4.16	88.82
1955 to 1964	97.01	2.99	5.24	3.05	92.79
During Korean Conflict Era	97.27	2.73	5.23	3.16	92.91
1947 to 1950	96.38	3.62	5.36	3.36	92.22
During World War II Era	95.07	4.93	4.05	2.47	94.32
Total	92.59	7.41	10.09	5.21	86.75

Veteran STEM Occupations

The STEM occupations include 8.10 percent of the veteran workforce over the 2012 to 2016 time period compared to 5.51 percent of the non-veteran workforce. These percentages result in an odds ratio of 1.4701 (the ratio of the percentage of the veteran workforce in the STEM occupations compared to percentage of the non-veteran workforce in the STEM occupations), i.e., veterans are 1.4701 times more likely than non-veterans to be in the STEM workforce. For veterans, the occupation which exhibits the largest percentage of the veteran workforce is Software Developers and Programmers occupation (occupational code 15-1130) at 9.37 percent, followed by Engineering Technicians, Except Drafters occupation (occupational code 17-3020) at 9.17 percent and Computer Support Specialists occupation (occupational code 15-1150) at 8.07 percent. In comparison, the occupation which exhibits the largest percentage of the non-veteran workforce is Software Developers and Programmers occupation (occupational code 15-1130) at 13.04 percent, followed by the Computer Support Specialists occupation (occupational code 15-1150) at 6.82 percent and the Computer and Information Systems Managers occupation (occupational code 11-3021) at 6.75 percent.

Of the 49 STEM occupations provided in the Table 3, 22 exhibit an odds ratio (percentage of veteran workforce in the occupation compared to percentage of non-veteran workforce in the occupation) of over one (1), i.e., veterans are more likely to be in the particular occupation than non-veterans. For example, veterans are 2.6462 times more likely than non-veterans to be in the Information Security Analysts occupation (occupational code 15-1122). Conversely, veterans are 0.4000 times less likely than non-veterans to be in the Natural Sciences Managers occupation (occupational code 11-9121). It should be noted that for the Information Security Analysts occupation, veterans and non-veterans exhibit low percentages of the workforce in the occupation, 1.72 percent and 0.65 percent, respectively. A similar phenomenon is displayed by the Natural Sciences Managers occupation, 0.10 percent for veterans and 0.25 percent for non-veterans. The Information Security Analysts occupation (occupational code 15-1122) exhibits the highest odds ratio, 2.6462, and the Actuaries occupation (15-2011) exhibits the lowest odds ratio, 0.1818.

Table 3. Proportion (Percent) of the Veteran, Non-Veteran, and Total Workforce by STEM Occupation for the 2012 to 2016 Time Period

STEM OCCSOC - Definitions	STEM OCCSOC	Proportion of Workforce in Occupation (2012 to 2016)			Odds Ratio (Veteran/Non-veteran)
		Non-Veterans	Veterans	Total	
All STEM Occupations		5.51	8.10	5.67	1.4701
11-3021 Computer and Information Systems Managers	113021	6.75	6.60	6.73	0.9778
11-9041 Architectural and Engineering Managers	119041	1.84	2.01	1.85	1.0924
11-9121 Natural Sciences Managers	119121	0.25	0.10	0.24	0.4000
15-1111 Computer and Information Research Scientists	151111	0.20	0.17	0.19	0.8500

STEM OCCSOC - Definitions	STEM OCCSOC	Proportion of Workforce in Occupation (2012 to 2016)			Odds Ratio (Veteran/Non-veteran)
		Non-Veterans	Veterans	Total	
15-1121 Computer Systems Analysts	151121	5.91	5.20	5.85	0.8799
15-1122 Information Security Analysts	151122	0.65	1.72	0.74	2.6462
15-1131 Computer Programmers	151131	5.31	3.77	5.17	0.7100
15-1134 Web Developers	151134	2.28	0.96	2.16	0.4211
15-1130 Software Developers and Programmers	15113X	13.04	9.37	12.71	0.7186
15-1141 Database Administrators	151141	1.38	1.16	1.36	0.8406
15-1142 Network and Computer Systems Administrators	151142	2.41	3.99	2.55	1.6556
15-1143 Computer Network Architects	151143	1.08	1.98	1.16	1.8333
15-1150 Computer Support Specialists	151150	6.82	8.07	6.93	1.1833
15-1199 Computer Occupations, All Other	151199	5.59	6.93	5.71	1.2397
15-2011 Actuaries	152011	0.33	0.06	0.31	0.1818
15-2031 Operations Research Analysts	152031	1.52	2.70	1.63	1.7763
17-1010 Architects, Except Naval	171010	2.31	1.23	2.21	0.5325
17-1020 Surveyors, Cartographers, and Photogrammetrists	171020	0.45	0.50	0.45	1.1111
17-2011 Aerospace Engineers	172011	1.47	2.10	1.53	1.4286
17-2041 Chemical Engineers	172041	0.71	0.55	0.70	0.7746
17-2051 Civil Engineers	172051	3.78	3.76	3.78	0.9947
17-2061 Computer Hardware Engineers	172061	0.62	0.57	0.61	0.9194
17-2070 Electrical and Electronics Engineers	172070	2.37	3.01	2.43	1.2700
17-2081 Environmental Engineers	172081	0.37	0.32	0.36	0.8649
17-2000 Engineers	1720XX	0.19	0.20	0.19	1.0526
17-2110 Industrial Engineers, Including Health and Safety	172110	2.26	2.36	2.27	1.0442
17-2121 Marine Engineers and Naval Architects	172121	0.15	0.29	0.16	1.9333
17-2131 Materials Engineers	172131	0.42	0.49	0.42	1.1667
17-2141 Mechanical Engineers	172141	2.80	2.76	2.80	0.9857
17-2000 Engineers	1721XX	0.44	0.38	0.44	0.8636
17-2000 Engineers	1721YY	6.09	7.12	6.18	1.1691
17-3010 Drafters	173010	1.99	2.02	1.99	1.0151
17-3020 Engineering Technicians, Except Drafters	173020	4.37	9.17	4.80	2.0984
17-3031 Surveying and Mapping Technicians	173031	0.80	1.00	0.82	1.2500
19-1010 Agricultural and Food Scientists	191010	0.35	0.18	0.34	0.5143
19-1020 Biological Scientists	191020	0.98	0.40	0.93	0.4082
19-1030 Conservation Scientists and Foresters	191030	0.32	0.31	0.32	0.9688
19-1000 Life Scientists	1910XX	1.73	0.49	1.62	0.2832
19-2010 Astronomers and Physicists	192010	0.13	0.16	0.14	1.2308
19-2021 Atmospheric and Space Scientists	192021	0.12	0.24	0.13	2.0000

STEM OCCSOC - Definitions	STEM OCCSOC	Proportion of Workforce in Occupation (2012 to 2016)			Odds Ratio (Veteran/Non-veteran)
		Non-Veterans	Veterans	Total	
19-2030 Chemists and Materials Scientists	192030	1.02	0.43	0.97	0.4216
19-2040 Environmental Scientists and Geoscientists	192040	0.96	0.70	0.94	0.7292
19-2099 Physical Scientists, All Other	192099	2.76	0.88	2.60	0.3188
19-4011 Agricultural and Food Science Technicians	194011	0.46	0.30	0.44	0.6522
19-4021 Biological Technicians	194021	0.28	0.16	0.27	0.5714
19-4031 Chemical Technicians	194031	0.82	0.78	0.82	0.9512
19-4000 Life, Physical, and Social Science Technicians	1940XX	0.23	0.33	0.24	1.4348
19-4000 Life, Physical, and Social Science Technicians	1940YY	2.48	1.54	2.40	0.6210
41-9031 Sales Engineers	419031	0.40	0.48	0.40	1.2000

Table 4 presents the percentage of the veteran workforce (in the labor force and 18 years of age and over) for each year that is in each of the 49 STEM occupations for the 2012 to 2016 time period (e.g., the percentages for each year sum to 100 percent). The first row of percentages presented in the table represents the proportion of the veteran workforce that is in the STEM workforce for each year. These annual percentages result in an overall trend for the 2012 to 2016 time period of 0.2320, i.e., the percentage of the veteran workforce in STEM occupations increased 0.232 percentage points per year over the 2012 to 2016 time period.

The STEM occupation exhibiting the largest percentage of the veteran workforce for the single year over the 2012 to 2016 time period is Engineering Technicians, Except Drafters (occupational code 17-3020) at 10.47 percent for 2013. The last column of the table provides a trend for the five year time period for each occupation. Of the 49 occupations, 19 exhibit a positive trend value for the 2012 to 2016 time period. The largest positive trend value is exhibited by Computer Occupations, All Other (occupational code 15-1199) with a 0.8490 percentage point increase per year for the 2012 to 2016 time period, followed by Computer Support Specialists occupation (occupational code 15-1150) at 0.1930 and Software Developers and Programmers occupation (occupational code 15-1130) at 0.1830 (see figure below). The largest negative trend for an occupation for the 2012 to 2016 time period is exhibited by the Engineering Technicians, Except Drafters occupation (occupation code 17-3020) at -0.3530, preceded by Computer Programmers occupation (occupational code 15-1131) at -0.2610 and Computer Systems Analysts occupation (occupational code 15-1121) at -0.2110 (see figure below).

There are ten occupations that exhibit a trend value less than 0.01 which is relatively flat: Natural Sciences Managers (occupational code 11-9121) at -0.0060; Computer and Information Research Scientists (occupational code 15-1111) at -0.0090; Operations Research Analysts (occupational code 15-2031) at 0.0000; Surveyors, Cartographers, and Photogrammetrists (occupational code 17-1020) at 0.0080; Engineers (occupational code 17-2000) at 0.0090; Mechanical Engineers (occupational code 17-2141) at 0.0030; Atmospheric and Space Scientists (occupational code 19-2021) at -0.0010; Agricultural and Food Science Technicians (occupational code 19-4011) at -

0.0040; Biological Technicians (occupational code 19-4021) at -0.0030; and Life, Physical, and Social Science Technicians (occupational code 19-4000) at 0.0020.

Table 4. Proportion (Percent) of the Veteran Workforce by STEM Occupation over the 2012 to 2016 Time Period

OCCSOC - Definitions	OCCSOC	Years - Proportion of Veteran Workforce in STEM Occupation (2012 to 2016)						Trend
		2012	2013	2014	2015	2016	Total	
STEM Occupations	Veteran	7.60	8.03	8.10	8.27	8.64	8.10	0.2320
11-3021 Computer and Information Systems Managers	113021	6.54	6.27	6.55	6.59	7.05	6.60	0.1340
11-9041 Architectural and Engineering Managers	119041	2.19	2.01	1.87	2.18	1.79	2.01	-0.0630
11-9121 Natural Sciences Managers	119121	0.11	0.08	0.16	0.08	0.08	0.10	-0.0060
15-1111 Computer and Information Research Scientists	151111	0.17	0.20	0.18	0.13	0.16	0.17	-0.0090
15-1121 Computer Systems Analysts	151121	5.49	5.45	5.19	5.38	4.47	5.20	-0.2110
15-1122 Information Security Analysts	151122	1.52	1.49	1.59	1.82	2.21	1.72	0.1710
15-1131 Computer Programmers	151131	4.34	3.96	3.84	3.35	3.34	3.77	-0.2610
15-1134 Web Developers	151134	0.91	1.26	0.96	0.84	0.81	0.96	-0.0620
15-1130 Software Developers and Programmers	15113X	9.23	9.05	8.95	9.92	9.71	9.37	0.1830
15-1141 Database Administrators	151141	1.33	1.20	1.18	1.10	0.99	1.16	-0.0780
15-1142 Network and Computer Systems Administrators	151142	4.01	4.15	3.89	3.73	4.16	3.99	-0.0120
15-1143 Computer Network Architects	151143	1.88	1.80	1.93	2.16	2.13	1.98	0.0860
15-1150 Computer Support Specialists	151150	7.87	8.01	7.62	8.02	8.83	8.07	0.1930
15-1199 Computer Occupations, All Other	151199	5.03	5.81	7.87	7.86	8.25	6.93	0.8490
15-2011 Actuaries	152011	0.06	0.04	0.01	0.04	0.14	0.06	0.0160
15-2031 Operations Research Analysts	152031	2.69	2.73	2.56	2.91	2.60	2.70	0.0000
17-1010 Architects, Except Naval	171010	1.46	1.20	1.22	1.05	1.19	1.23	-0.0690
17-1020 Surveyors, Cartographers, and Photogrammetrists	171020	0.41	0.59	0.53	0.45	0.52	0.50	0.0080
17-2011 Aerospace Engineers	172011	2.48	2.23	1.92	1.85	1.99	2.10	-0.1360
17-2041 Chemical Engineers	172041	0.71	0.47	0.57	0.52	0.48	0.55	-0.0410
17-2051 Civil Engineers	172051	3.93	3.52	4.00	3.68	3.68	3.76	-0.0340
17-2061 Computer Hardware Engineers	172061	0.57	0.66	0.50	0.65	0.46	0.57	-0.0230
17-2070 Electrical and Electronics Engineers	172070	2.89	2.84	3.39	2.88	3.05	3.01	0.0360
17-2081 Environmental Engineers	172081	0.34	0.33	0.32	0.31	0.30	0.32	-0.0100
17-2000 Engineers	1720XX	0.22	0.15	0.14	0.24	0.22	0.20	0.0090
17-2110 Industrial Engineers, Including Health and Safety	172110	2.16	2.31	2.42	2.47	2.46	2.36	0.0760
17-2121 Marine Engineers and Naval Architects	172121	0.33	0.31	0.37	0.28	0.17	0.29	-0.0350
17-2131 Materials Engineers	172131	0.59	0.48	0.43	0.53	0.42	0.49	-0.0290

OCCSOC - Definitions	OCCSOC	Years - Proportion of Veteran Workforce in STEM Occupation (2012 to 2016)						Trend
		2012	2013	2014	2015	2016	Total	
17-2141 Mechanical Engineers	172141	2.80	2.69	2.77	2.74	2.79	2.76	0.0030
17-2000 Engineers	1721XX	0.47	0.42	0.30	0.32	0.37	0.38	-0.0300
17-2000 Engineers	1721YY	7.25	7.41	7.02	7.36	6.54	7.12	-0.1470
17-3010 Drafters	173010	1.94	1.86	2.01	2.18	2.15	2.02	0.0740
17-3020 Engineering Technicians, Except Drafters	173020	9.24	10.47	9.08	8.58	8.42	9.17	-0.3530
17-3031 Surveying and Mapping Technicians	173031	1.18	0.96	1.01	0.86	0.99	1.00	-0.0480
19-1010 Agricultural and Food Scientists	191010	0.27	0.23	0.13	0.16	0.12	0.18	-0.0370
19-1020 Biological Scientists	191020	0.49	0.39	0.46	0.33	0.34	0.40	-0.0360
19-1030 Conservation Scientists and Foresters	191030	0.42	0.34	0.26	0.25	0.27	0.31	-0.0390
19-1000 Life Scientists	1910XX	0.45	0.43	0.51	0.60	0.47	0.49	0.0210
19-2010 Astronomers and Physicists	192010	0.15	0.15	0.16	0.11	0.22	0.16	0.0100
19-2021 Atmospheric and Space Scientists	192021	0.26	0.20	0.28	0.23	0.24	0.24	-0.0010
19-2030 Chemists and Materials Scientists	192030	0.52	0.46	0.42	0.42	0.31	0.43	-0.0460
19-2040 Environmental Scientists and Geoscientists	192040	0.76	0.76	0.64	0.62	0.68	0.70	-0.0300
19-2099 Physical Scientists, All Other	192099	0.82	1.08	1.03	0.72	0.77	0.88	-0.0460
19-4011 Agricultural and Food Science Technicians	194011	0.26	0.33	0.34	0.29	0.26	0.30	-0.0040
19-4021 Biological Technicians	194021	0.18	0.14	0.16	0.19	0.14	0.16	-0.0030
19-4031 Chemical Technicians	194031	0.88	0.76	0.80	0.69	0.73	0.78	-0.0370
19-4000 Life, Physical, and Social Science Technicians	1940XX	0.23	0.41	0.39	0.31	0.29	0.33	0.0020
19-4000 Life, Physical, and Social Science Technicians	1940YY	1.30	1.36	1.66	1.66	1.74	1.54	0.1180
41-9031 Sales Engineers	419031	0.64	0.52	0.38	0.40	0.47	0.48	-0.0460

Figure 1. Percent of the Veteran Workforce by Six STEM Occupations over the 2012 to 2016 Time Period

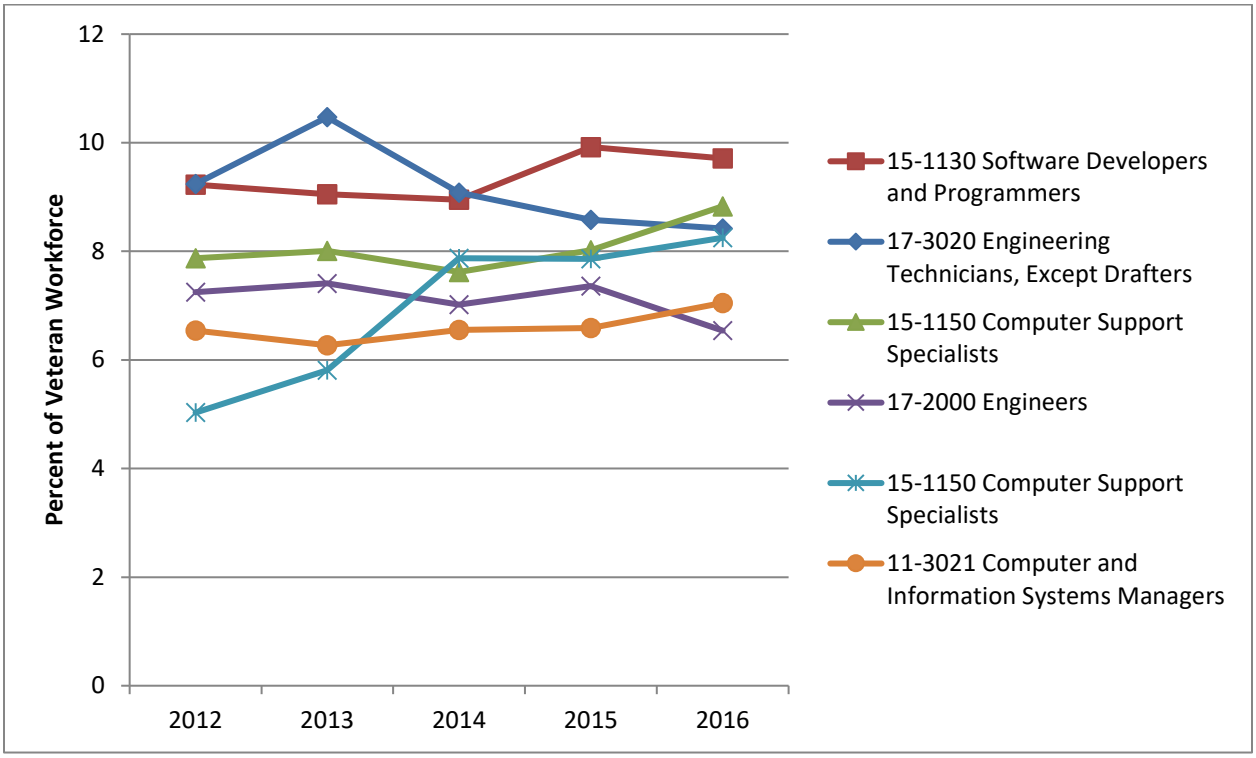


Table 5 presents the percentage of the non-veteran workforce (in the labor force and 18 years of age and over) for each year that is in each of the 49 STEM occupations (e.g., the percentages for each year sum to 100 percent). The first row of percentages presented in the table represents the proportion of the non-veteran workforce that is in the STEM workforce for each year. These annual percentages result in an overall trend for the 2012 to 2016 time period of 0.1830, i.e., the percentage of the non-veteran workforce in STEM occupations grew 0.183 percentage points per year over the 2012 to 2016 time period.

The STEM occupation exhibiting the largest percentage of the non-veteran workforce for a single year over the 2012 to 2016 time period is Software Developers and Programmers (occupational code 15-1130) at 14 percent for 2016. The last column of the table provides a trend for the five year time period for each occupation. Of the 49 occupations, 20 exhibit a positive trend value for the 2012 to 2016 time period. The largest positive trend value is exhibited by Computer Occupations, All Other (occupational code 15-1199) with a 0.7 percentage point increase per year for the 2012 to 2016 time period, followed by Software Developers and Programmers occupation (occupational code 15-113X) at 0.483 and Computer Support Specialists occupation (occupational code 15-1150) at 0.145 (see figure below). The largest negative trend for an occupation for the 2012 to 2016 time period is exhibited by the Engineering Technicians, Except Drafters occupation (occupation code 17-3020) at -0.2780, preceded by Computer Programmers

occupation (occupational code 15-1131) at -0.2400 and Computer Systems Analysts occupation (occupational code 15-1121) at -0.1360 (see figure below).

There are 14 occupations that exhibit a trend value less than 0.01 which is relatively flat: Natural Sciences Managers (occupational code 11-9121) at 0.0010; Actuaries (occupational code 15-2011) at 0.0010; Civil Engineers (occupational code 17-2051) at 0.0050; Industrial Engineers, Including Health and Safety (occupational code 17-2110) at -0.0030; Marine Engineers and Naval Architects (occupational code 17-2121) at -0.0010; Materials Engineers (occupational code 17-2131) at 0.0060; Engineers (occupational code 17-2000) at 0.0000; Life Scientists (occupational code 19-1000) at -0.0080; Astronomers and Physicists (occupational code 19-2010) at -0.0090; Atmospheric and Space Scientists (occupational code 19-2021) at -0.0020; Agricultural and Food Science Technicians (occupational code 19-4011) at 0.0050; Biological Technicians (occupational code 19-4021) at 0.0020; Life, Physical, and Social Science Technicians (occupational code 19-4000) at -0.0090; and Sales Engineers (occupational code 41-9031) at 0.0090.

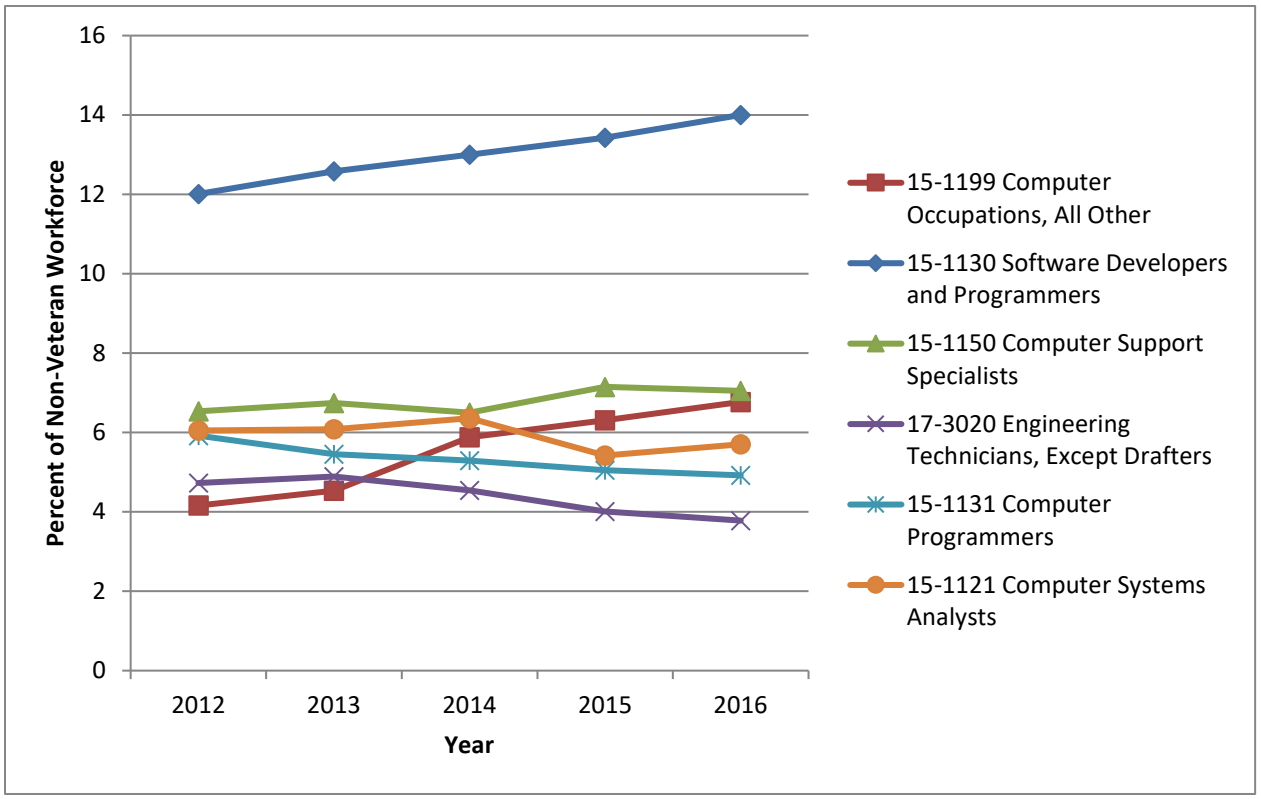
Table 5. Proportion (Percent) of the Non-Veteran Workforce by STEM Occupation over the 2012 to 2016 Time Period

OCCSOC - Definitions	OCCSOC	Years - Proportion of Non-Veteran Workforce in STEM Occupation (2012 to 2016)							Non-Veteran Compared to Veteran Trend
		2012	2013	2014	2015	2016	Total	Trend	
STEM Occupations	Non-Veterans	5.15	5.48	5.57	5.73	5.94	5.58	0.1830	
11-3021 Computer and Information Systems Managers	113021	6.69	6.64	6.68	6.81	6.92	6.75	0.0630	
11-9041 Architectural and Engineering Managers	119041	1.89	1.81	1.86	1.81	1.82	1.84	-0.0140	
11-9121 Natural Sciences Managers	119121	0.25	0.27	0.21	0.26	0.26	0.25	0.0010	Opposite
15-1111 Computer and Information Research Scientists	151111	0.15	0.17	0.18	0.23	0.24	0.2	0.0240	Opposite
15-1121 Computer Systems Analysts	151121	6.05	6.08	6.36	5.42	5.7	5.91	-0.1360	
15-1122 Information Security Analysts	151122	0.6	0.6	0.61	0.66	0.76	0.65	0.0380	
15-1131 Computer Programmers	151131	5.92	5.45	5.29	5.05	4.92	5.31	-0.2400	
15-1134 Web Developers	151134	2.37	2.32	2.28	2.24	2.2	2.28	-0.0420	
15-1130 Software Developers and Programmers	15113X	12.01	12.58	13	13.43	14	13.05	0.4830	
15-1141 Database Administrators	151141	1.37	1.46	1.42	1.39	1.28	1.38	-0.0250	
15-1142 Network and Computer Systems Administrators	151142	2.52	2.58	2.47	2.31	2.22	2.41	-0.0870	
15-1143 Computer Network Architects	151143	1.09	1.1	1.12	1.1	1	1.08	-0.0180	Opposite
15-1150 Computer Support Specialists	151150	6.53	6.74	6.5	7.15	7.05	6.81	0.1450	
15-1199 Computer Occupations, All Other	151199	4.16	4.53	5.88	6.31	6.77	5.58	0.7000	
15-2011 Actuaries	152011	0.31	0.35	0.37	0.32	0.33	0.33	0.0010	
15-2031 Operations Research Analysts	152031	1.59	1.6	1.52	1.51	1.4	1.52	-0.0470	Opposite

OCCSOC - Definitions	OCCSOC	Years - Proportion of Non-Veteran Workforce in STEM Occupation (2012 to 2016)							Non-Veteran Compared to Veteran Trend
		2012	2013	2014	2015	2016	Total	Trend	
17-1010 Architects, Except Naval	171010	2.34	2.45	2.29	2.23	2.26	2.31	-0.0380	
17-1020 Surveyors, Cartographers, and Photogrammetrists	171020	0.5	0.47	0.48	0.39	0.39	0.45	-0.0300	Opposite
17-2011 Aerospace Engineers	172011	1.71	1.56	1.41	1.34	1.36	1.47	-0.0920	
17-2041 Chemical Engineers	172041	0.7	0.71	0.66	0.77	0.73	0.71	0.0120	Opposite
17-2051 Civil Engineers	172051	3.9	3.78	3.55	3.73	3.95	3.78	0.0050	Opposite
17-2061 Computer Hardware Engineers	172061	0.72	0.65	0.61	0.57	0.55	0.62	-0.0420	
17-2070 Electrical and Electronics Engineers	172070	2.69	2.38	2.31	2.3	2.24	2.37	-0.0980	Opposite
17-2081 Environmental Engineers	172081	0.43	0.36	0.34	0.35	0.36	0.37	-0.0150	
17-2000 Engineers	1720XX	0.23	0.21	0.18	0.16	0.18	0.19	-0.0150	Opposite
17-2110 Industrial Engineers, Including Health and Safety	172110	2.23	2.37	2.17	2.3	2.25	2.26	-0.0030	Opposite
17-2121 Marine Engineers and Naval Architects	172121	0.16	0.14	0.16	0.13	0.16	0.15	-0.0010	
17-2131 Materials Engineers	172131	0.41	0.39	0.4	0.47	0.4	0.42	0.0060	Opposite
17-2141 Mechanical Engineers	172141	2.71	2.77	2.77	2.78	2.96	2.8	0.0510	
17-2000 Engineers	1721XX	0.44	0.41	0.48	0.49	0.4	0.44	0.0000	Opposite
17-2000 Engineers	1721YY	5.92	6.13	6.18	6.22	6.01	6.09	0.0270	Opposite
17-3010 Drafters	173010	2.27	2.01	1.93	1.88	1.89	1.99	-0.0890	Opposite
17-3020 Engineering Technicians, Except Drafters	173020	4.73	4.89	4.54	4.01	3.78	4.37	-0.2780	
17-3031 Surveying and Mapping Technicians	173031	0.89	0.85	0.83	0.74	0.7	0.8	-0.0490	
19-1010 Agricultural and Food Scientists	191010	0.44	0.42	0.3	0.31	0.3	0.35	-0.0390	
19-1020 Biological Scientists	191020	1.06	1.02	0.91	0.95	0.97	0.98	-0.0250	
19-1030 Conservation Scientists and Foresters	191030	0.42	0.35	0.28	0.28	0.3	0.32	-0.0310	
19-1000 Life Scientists	1910XX	1.7	1.78	1.74	1.8	1.65	1.73	-0.0080	Opposite
19-2010 Astronomers and Physicists	192010	0.16	0.14	0.13	0.11	0.13	0.13	-0.0090	Opposite
19-2021 Atmospheric and Space Scientists	192021	0.13	0.13	0.12	0.11	0.13	0.12	-0.0020	
19-2030 Chemists and Materials Scientists	192030	1.09	1.08	1	0.98	0.98	1.02	-0.0320	
19-2040 Environmental Scientists and Geoscientists	192040	1.03	1.05	0.92	0.89	0.93	0.96	-0.0360	
19-2099 Physical Scientists, All Other	192099	2.77	2.77	2.64	2.79	2.85	2.77	0.0180	Opposite
19-4011 Agricultural and Food Science Technicians	194011	0.46	0.41	0.5	0.48	0.45	0.46	0.0050	Opposite
19-4021 Biological Technicians	194021	0.29	0.25	0.3	0.31	0.27	0.28	0.0020	Opposite
19-4031 Chemical Technicians	194031	0.95	0.78	0.84	0.83	0.71	0.82	-0.0430	
19-4000 Life, Physical, and Social Science Technicians	1940XX	0.24	0.25	0.22	0.24	0.2	0.23	-0.0090	Opposite

OCCSOC - Definitions	OCCSOC	Years - Proportion of Non-Veteran Workforce in STEM Occupation (2012 to 2016)							Non-Veteran Compared to Veteran Trend
		2012	2013	2014	2015	2016	Total	Trend	
19-4000 Life, Physical, and Social Science Technicians	1940YY	2.44	2.32	2.62	2.66	2.32	2.47	0.0100	
41-9031 Sales Engineers	419031	0.35	0.41	0.42	0.4	0.4	0.4	0.0090	Opposite

Figure 2. Percent of the Non-Veteran Workforce by Six STEM Occupations over the 2012 to 2016 Time Period



Veteran STEM Clusters

Table 6 presents the percent of veterans and non-veterans as a percent of their respective workforces in STEM occupational clusters by year over the 2012 to 2016 time period. For example, 3.5 percent of the veteran workforce (in 2014) was in the information technology and computer science occupational STEM cluster, compared to 3.11 percent of the veteran workforce in the engineering occupational STEM cluster. Overall, the information technology and computer

science occupational STEM cluster exhibited the highest percentage of the veteran workforce across all STEM occupational clusters (3.51 percent for the 2012 to 2016 time period), followed by the engineering occupational STEM cluster (3.11 percent for the 2012 to 2016 time period) and the supervisor/management occupational STEM cluster (0.71 percent for the 2012 to 2016 time period). This was nearly true for the non-veteran workforce though the percentages are quite different and the third highest STEM cluster is different: 2.49 percent for the information technology and computer science occupational STEM cluster, 1.78 percent for the engineering occupational STEM cluster, and 0.71 percent for the life and physical sciences occupational STEM cluster.

When the analysis is restricted to STEM veteran and non-veteran workforces, the percentages are much larger with the information technology and computer science occupational STEM cluster for non-veterans reflecting the largest percentage, 44.65 percent, followed by the information technology and computer science occupational STEM cluster for veterans, 43.33 percent. The correlation between distributions of veterans and non-veterans is quite high, 0.9754 overall.

Table 6. Proportion (Percent) of the Veteran and Non-Veteran Workforce by STEM Occupational Cluster (5) over the 2012 to 2016 Time Period

Major Occupation	Years - Proportion of Workforce in Major STEM Occupational Clusters (2012 to 2016)						
Veterans	**2012**	**2013**	**2014**	**2015**	**2016**	**Total**	**Trend**
Non-STEM	92.40	91.97	91.90	91.73	91.36	91.89	-0.2320
Information Technology and Computer Science	3.17	3.40	3.50	3.66	3.90	3.51	0.1720
Mathematics	0.21	0.22	0.21	0.24	0.24	0.22	0.0080
Engineering	3.01	3.17	3.11	3.09	3.17	3.11	0.0240
Life and Physical Sciences	0.53	0.57	0.59	0.54	0.57	0.56	0.0050
Supervisor/Management	0.67	0.67	0.69	0.73	0.77	0.71	0.0260
Non-Veterans	**2012**	**2013**	**2014**	**2015**	**2016**	**Total**	**Trend**
Non-STEM	94.85	94.52	94.43	94.27	94.06	94.42	-0.1830
Information Technology and Computer Science	2.20	2.39	2.51	2.60	2.74	2.49	0.1290
Mathematics	0.10	0.11	0.11	0.11	0.10	0.10	0.0000
Engineering	1.72	1.81	1.77	1.79	1.84	1.78	0.0220
Life and Physical Sciences	0.68	0.70	0.70	0.73	0.72	0.71	0.0110
Supervisor/Management	0.45	0.48	0.49	0.51	0.53	0.49	0.0190
Veterans	**2012**	**2013**	**2014**	**2015**	**2016**	**Total**	**Trend**
Information Technology and Computer Science	41.78	42.39	43.22	44.31	45.07	43.33	0.8500

Mathematics	2.75	2.76	2.58	2.95	2.75	2.76	0.0190
Engineering	39.63	39.42	38.39	37.33	36.67	38.31	-0.8010
Life and Physical Sciences	7.01	7.07	7.24	6.57	6.59	6.90	-0.1340
Supervisor/Management	8.84	8.36	8.57	8.84	8.92	8.71	0.0640
Non-Veterans	**2012**	**2013**	**2014**	**2015**	**2016**	**Total**	**Trend**
Information Technology and Computer Science	42.77	43.63	45.10	45.30	46.13	44.65	0.8390
Mathematics	1.90	1.94	1.89	1.84	1.73	1.86	-0.0440
Engineering	33.32	32.96	31.71	31.25	30.97	31.99	-0.6410
Life and Physical Sciences	13.17	12.75	12.55	12.74	12.18	12.66	-0.1990
Supervisor/Management	8.83	8.72	8.75	8.87	9.00	8.84	0.0490

Veteran STEM All Metro Areas

Table 7 presents the veteran STEM workforce as exists over the 2012 to 2016 time period by metropolitan area (2013 OMB delineations). Each yearly column and the Total column sum to 100 percent and the rows are sorted by the Total column, largest percentage to smallest percentage. Thus, the Washington-Arlington-Alexandria, DC-VA-MD metropolitan area exhibits the largest total percentage of the veteran STEM workforce (8.82 percent) over the U.S., while Laredo, TX exhibits the smallest percentage of the veteran STEM workforce (0.00959 percent) over the U.S metropolitan areas. The Washington-Arlington-Alexandria, DC-VA-MD metropolitan area is followed by the Dallas-Fort Worth-Arlington, TX metropolitan area (3.66 percent), and the Los Angeles-Long Beach-Anaheim, CA metropolitan area (2.91 percent).

Of the 260 metropolitan areas presented in the table, 234 metropolitan areas exhibit less than one (1) percent of the veteran STEM workforce, and 207 metropolitan areas exhibit less than 0.5 percent of the veteran STEM workforce. All of these percentages exclude 19.28 percent of the U.S. veteran STEM workforce who are located in unidentifiable (non-metropolitan) areas across the U.S. A similar pattern exists for the non-veteran STEM workforce; 236 metropolitan areas exhibit less than one (1) percent of the non-veteran STEM workforce and 217 metropolitan areas exhibit less than 0.5 percent of the non-veteran STEM workforce.

A trend value is calculated for each of the metropolitan areas. For example, the Washington-Arlington-Alexandria, DC-VA-MD metropolitan area exhibited a negative trend over the 2012 to 2016 time period of -0.097, i.e., the percent of the U.S. veteran STEM workforce in the Washington-Arlington-Alexandria, DC-VA-MD metropolitan area decreased (declined) 0.097 percentage points per year over the 2012 to 2016 time period. Of the 260 metropolitan areas presented in the table, 128 of the metropolitan areas (nearly 50 percent) exhibited positive growth for percent of the veteran STEM workforce over the 2012 to 2016 time period.

Several of the metropolitan areas that exhibited a high percentage of the veteran STEM workforce exhibited a negative trend for the 2012 to 2016 time period. For example, the New York-Newark-Jersey City, NY-NJ-PA metropolitan area exhibited a total workforce value for the 2012 to 2016 time period of 2.68 percent but exhibited a trend value of -0.0410, i.e., the percent of the veteran STEM workforce in the New York-Newark-Jersey City, NY-NJ-PA metropolitan area declined 0.0410 percentage points per year across the 2012 to 2016 time period. The five metropolitan areas exhibiting the largest positive trend for the 2012 to 2016 time period were: Dallas-Fort Worth-Arlington, TX (trend value of 0.1330 and total of 3.66 percent); Seattle-Tacoma-Bellevue, WA (trend value of 0.0950 and total of 2.17 percent; Nashville-Davidson-Murfreesboro-Franklin, TN (trend value of 0.0830 and total of 0.67 percent); Austin-Round Rock, TX (trend value of 0.0710 and total of 1.24); and Riverside-San Bernardino-Ontario, CA (trend value of 0.0690 and total of 1.19 percent). Two of these top five metropolitan areas (with respect to trend value) were in Texas. None of these top five metropolitan areas (with respect to trend value) were in the eastern region of the U.S.

Table 7. Distribution of the Veteran STEM Workforce across Metropolitan Areas over the 2012 to 2016 Time Period

	Year – Percent of Veteran STEM Workforce (Sorted by Total Percent for the 2012 to 2016 Time Period)						
Metropolitan Area, 2013 OMB Delineations	**2012**	**2013**	**2014**	**2015**	**2016**	**Total**	**Trend**
Washington-Arlington-Alexandria, DC-VA-MD	9.06	8.95	8.50	9.06	8.52	8.82	-0.0970
Dallas-Fort Worth-Arlington, TX	3.36	3.55	3.84	3.50	4.05	3.66	0.1330
Los Angeles-Long Beach-Anaheim, CA	3.27	2.83	3.12	2.70	2.63	2.91	-0.1410
New York-Newark-Jersey City, NY-NJ-PA	2.79	2.75	2.73	2.32	2.80	2.68	-0.0410
Atlanta-Sandy Springs-Roswell, GA	2.28	2.88	2.45	2.63	2.36	2.52	-0.0090
Vineland-Bridgeton, NJ	2.54	2.03	2.62	2.33	2.63	2.43	0.0480
Phoenix-Mesa-Scottsdale, AZ	2.29	2.52	2.24	2.42	2.13	2.32	-0.0420
Baltimore-Columbia-Towson, MD	2.32	2.27	1.93	2.04	2.45	2.20	0.0030
San Diego-Carlsbad, CA	2.32	2.22	2.34	2.09	1.85	2.17	-0.1070
Seattle-Tacoma-Bellevue, WA	1.97	2.00	2.17	2.51	2.19	2.17	0.0950
Houston-The Woodlands-Sugar Land, TX	2.12	2.17	2.04	2.28	2.06	2.14	-0.0010
Denver-Aurora-Lakewood, CO	2.12	1.97	1.95	1.76	2.45	2.05	0.0450

	Year – Percent of Veteran STEM Workforce (Sorted by Total Percent for the 2012 to 2016 Time Period)						
Metropolitan Area, 2013 OMB Delineations	**2012**	**2013**	**2014**	**2015**	**2016**	**Total**	**Trend**
Chicago-Naperville-Elgin, IL-IN-WI	2.02	1.94	1.81	1.84	1.84	1.89	-0.0460
Philadelphia-Camden-Wilmington, PA-NJ-D	1.80	2.00	1.95	2.04	1.53	1.86	-0.0500
Tampa-St. Petersburg-Clearwater, FL	1.77	1.60	1.86	1.69	1.76	1.74	0.0070
San Antonio-New Braunfels, TX	1.56	1.64	1.81	1.86	1.79	1.73	0.0680
Boston-Cambridge-Newton, MA-NH	1.62	1.86	1.77	1.66	1.56	1.69	-0.0320
Portland-Vancouver-Hillsboro, OR-WA	1.51	1.11	1.29	1.22	1.58	1.34	0.0250
San Francisco-Oakland-Hayward, CA	1.34	1.39	1.18	1.41	1.24	1.31	-0.0180
Austin-Round Rock, TX	1.15	1.19	1.18	1.18	1.51	1.24	0.0710
St. Louis, MO-IL	1.22	1.49	1.23	1.04	1.24	1.24	-0.0410
Miami-Fort Lauderdale-West Palm Beach, FL	1.18	1.22	1.24	1.08	1.30	1.20	0.0100
Riverside-San Bernardino-Ontario, CA	1.13	1.14	1.03	1.23	1.43	1.19	0.0690
Detroit-Warren-Dearborn, MI	1.39	1.03	1.24	1.00	0.93	1.12	-0.0950
Colorado Springs, CO	1.10	1.09	1.19	1.04	1.14	1.11	0.0030
Minneapolis-St. Paul-Bloomington, MN-WI	0.98	1.14	1.00	1.07	1.06	1.05	0.0090
Sacramento--Roseville--Arden-Arcade, CA	0.89	0.91	0.98	1.20	0.98	0.99	0.0470
Charlotte-Concord-Gastonia, NC-SC	0.93	0.77	1.05	1.27	0.91	0.98	0.0460
Kansas City, MO-KS	1.13	0.78	0.90	0.97	0.86	0.93	-0.0350
Jacksonville, FL	0.87	0.78	1.08	0.95	0.93	0.92	0.0290
Raleigh, NC	0.84	0.94	0.74	0.92	0.91	0.87	0.0120
Orlando-Kissimmee-Sanford, FL	0.72	0.74	0.77	0.95	0.94	0.82	0.0650
Pittsburgh, PA	0.84	0.86	0.93	0.66	0.75	0.81	-0.0380
Las Vegas-Henderson-Paradise, NV	0.55	0.78	0.92	0.85	0.83	0.78	0.0630
San Jose-Sunnyvale-Santa Clara, CA	0.90	0.89	0.69	0.71	0.57	0.75	-0.0840
Urban Honolulu, HI	0.63	0.78	0.70	0.79	0.63	0.71	0.0010
Columbus, OH	0.61	0.83	0.69	0.62	0.72	0.69	0.0010

	Year – Percent of Veteran STEM Workforce (Sorted by Total Percent for the 2012 to 2016 Time Period)						
Metropolitan Area, 2013 OMB Delineations	**2012**	**2013**	**2014**	**2015**	**2016**	**Total**	**Trend**
Nashville-Davidson--Murfreesboro--Frank	0.57	0.48	0.64	0.95	0.75	0.67	0.0830
Cincinnati, OH-KY-IN	0.67	0.56	0.65	0.64	0.76	0.66	0.0260
Cleveland-Elyria, OH	0.72	0.64	0.72	0.54	0.55	0.64	-0.0440
Omaha-Council Bluffs, NE-IA	0.69	0.58	0.72	0.59	0.62	0.64	-0.0130
Palm Bay-Melbourne-Titusville, FL	0.47	0.66	0.62	0.77	0.68	0.64	0.0530
Providence-Warwick, RI-MA	0.69	0.88	0.57	0.43	0.63	0.64	-0.0570
Richmond, VA	0.70	0.52	0.67	0.81	0.44	0.63	-0.0230
Tucson, AZ	0.66	0.59	0.64	0.66	0.49	0.61	-0.0270
Oklahoma City, OK	0.46	0.67	0.59	0.74	0.57	0.60	0.0290
Dayton, OH	0.57	0.48	0.69	0.59	0.62	0.59	0.0210
Huntsville, AL	0.50	0.81	0.41	0.46	0.63	0.57	-0.0090
Charleston-North Charleston, SC	0.47	0.58	0.46	0.49	0.73	0.55	0.0430
Indianapolis-Carmel-Anderson, IN	0.63	0.66	0.34	0.49	0.57	0.54	-0.0290
Louisville/Jefferson County, KY-IN	0.55	0.53	0.38	0.44	0.63	0.51	0.0070
Albuquerque, NM	0.44	0.53	0.56	0.49	0.47	0.50	0.0020
Hartford-West Hartford-East Hartford, CT	0.58	0.45	0.57	0.48	0.44	0.50	-0.0250
Worcester, MA-CT	0.41	0.44	0.52	0.38	0.49	0.45	0.0100
Greenville-Anderson-Mauldin, SC	0.50	0.30	0.46	0.53	0.39	0.43	0.0010
Memphis, TN-MS-AR	0.32	0.36	0.49	0.46	0.52	0.43	0.0500
Oxnard-Thousand Oaks-Ventura, CA	0.38	0.38	0.60	0.35	0.42	0.43	0.0050
Rochester, NY	0.52	0.38	0.42	0.36	0.41	0.42	-0.0240
Columbia, SC	0.47	0.33	0.28	0.49	0.46	0.41	0.0140
New Orleans-Metairie, LA	0.43	0.27	0.42	0.39	0.52	0.41	0.0300
Knoxville, TN	0.21	0.45	0.42	0.41	0.49	0.40	0.0520
Bremerton-Silverdale, WA	0.27	0.45	0.33	0.44	0.47	0.39	0.0390
Salt Lake City, UT	0.32	0.39	0.38	0.30	0.46	0.37	0.0190
Augusta-Richmond County, GA-SC	0.50	0.31	0.34	0.35	0.31	0.36	-0.0340
Pensacola-Ferry Pass-Brent, FL	0.23	0.48	0.41	0.26	0.37	0.35	0.0060

	Year – Percent of Veteran STEM Workforce (Sorted by Total Percent for the 2012 to 2016 Time Period)						
Metropolitan Area, 2013 OMB Delineations	**2012**	**2013**	**2014**	**2015**	**2016**	**Total**	**Trend**
Albany-Schenectady-Troy, NY	0.23	0.34	0.51	0.31	0.33	0.34	0.0170
Birmingham-Hoover, AL	0.43	0.34	0.28	0.26	0.37	0.34	-0.0200
Boise City, ID	0.26	0.33	0.31	0.38	0.34	0.32	0.0210
Milwaukee-Waukesha-West Allis, WI	0.34	0.25	0.34	0.38	0.29	0.32	0.0030
Norwich-New London, CT	0.21	0.42	0.26	0.33	0.36	0.32	0.0210
Manchester-Nashua, NH	0.31	0.23	0.29	0.33	0.41	0.31	0.0300
Ogden-Clearfield, UT	0.29	0.25	0.42	0.28	0.31	0.31	0.0070
Buffalo-Cheektowaga-Niagara Falls, NY	0.37	0.31	0.33	0.21	0.28	0.30	-0.0280
Harrisburg-Carlisle, PA	0.26	0.30	0.25	0.26	0.39	0.29	0.0220
Montgomery, Al	0.34	0.30	0.25	0.33	0.26	0.29	-0.0130
Syracuse, NY	0.20	0.38	0.29	0.21	0.33	0.28	0.0090
El Paso, TX	0.32	0.34	0.18	0.23	0.24	0.27	-0.0270
Greensboro-High Point, NC	0.38	0.30	0.23	0.26	0.16	0.27	-0.0480
Spokane-Spokane Valley, WA	0.26	0.28	0.36	0.30	0.16	0.27	-0.0180
Wichita, KS	0.29	0.25	0.29	0.26	0.18	0.26	-0.0210
Bakersfield, CA	0.34	0.34	0.20	0.13	0.21	0.25	-0.0470
North Port-Sarasota-Bradenton, FL	0.24	0.16	0.34	0.23	0.28	0.25	0.0150
Winston-Salem, NC	0.26	0.33	0.29	0.12	0.23	0.25	-0.0270
Akron, OH	0.27	0.25	0.13	0.26	0.26	0.24	-0.0010
Chattanooga, TN-GA	0.29	0.22	0.21	0.23	0.26	0.24	-0.0050
Allentown-Bethlehem-Easton, PA-NJ	0.18	0.30	0.25	0.18	0.26	0.23	0.0040
Fayetteville, NC	0.26	0.20	0.25	0.25	0.21	0.23	-0.0050
Fort Collins, CO	0.14	0.30	0.18	0.31	0.23	0.23	0.0190
Lakeland-Winter Haven, FL	0.23	0.19	0.23	0.25	0.24	0.23	0.0080
Reno, NV	0.23	0.22	0.23	0.16	0.33	0.23	0.0140
New Haven-Milford, CT	0.26	0.23	0.20	0.26	0.15	0.22	-0.0190
Fresno, CA	0.17	0.20	0.28	0.16	0.26	0.21	0.0140
Gulfport-Biloxi-Pascagoula, MS	0.20	0.17	0.25	0.21	0.21	0.21	0.0060
Little Rock-North Little Rock-Conway, AR	0.15	0.13	0.25	0.30	0.26	0.21	0.0390

	Year – Percent of Veteran STEM Workforce (Sorted by Total Percent for the 2012 to 2016 Time Period)						
Metropolitan Area, 2013 OMB Delineations	**2012**	**2013**	**2014**	**2015**	**2016**	**Total**	**Trend**
Bridgeport-Stamford-Norwalk, CT	0.23	0.16	0.25	0.18	0.21	0.20	-0.0020
Deltona-Daytona Beach-Ormond Beach, FL	0.12	0.19	0.15	0.28	0.29	0.20	0.0430
Olympia-Tumwater, WA	0.18	0.20	0.21	0.28	0.13	0.20	-0.0020
Santa Maria-Santa Barbara, CA	0.21	0.20	0.15	0.15	0.29	0.20	0.0110
Baton Rouge, LA	0.18	0.14	0.18	0.20	0.23	0.19	0.0160
Clarksville, TN-KY	0.18	0.17	0.26	0.18	0.18	0.19	0.0010
Portland-South Portland, ME	0.15	0.22	0.18	0.16	0.24	0.19	0.0120
Eugene, OR	0.24	0.20	0.21	0.08	0.13	0.18	-0.0340
Provo-Orem, UT	0.17	0.20	0.07	0.33	0.11	0.18	0.0010
Anchorage, AK	0.29	0.14	0.15	0.20	0.07	0.17	-0.0380
Ann Arbor, MI	0.17	0.28	0.05	0.15	0.18	0.17	-0.0110
Grand Rapids-Wyoming, MI	0.18	0.17	0.16	0.10	0.24	0.17	0.0050
Toledo, OH	0.18	0.13	0.15	0.20	0.20	0.17	0.0110
Vallejo-Fairfield, CA	0.18	0.20	0.11	0.21	0.13	0.17	-0.0090
York-Hanover, PA	0.15	0.11	0.11	0.18	0.28	0.17	0.0330
Corpus Christi, TX	0.12	0.13	0.18	0.20	0.18	0.16	0.0190
Des Moines-West Des Moines, IA	0.17	0.08	0.23	0.07	0.26	0.16	0.0170
Scranton--Wilkes-Barre--Hazleton, PA	0.20	0.09	0.23	0.15	0.13	0.16	-0.0080
Shreveport-Bossier City, LA	0.06	0.17	0.18	0.21	0.16	0.16	0.0240
Springfield, MA	0.12	0.14	0.23	0.12	0.21	0.16	0.0160
Asheville, NC	0.14	0.11	0.18	0.16	0.16	0.15	0.0090
Salisbury, MD-DE	0.15	0.09	0.16	0.16	0.18	0.15	0.0130
Stockton-Lodi, CA	0.09	0.14	0.23	0.12	0.18	0.15	0.0160
Jackson, MS	0.17	0.16	0.07	0.15	0.16	0.14	-0.0030
Lansing-East Lansing, MI	0.12	0.13	0.07	0.20	0.21	0.14	0.0250
Salinas, CA	0.12	0.20	0.16	0.08	0.11	0.14	-0.0140
Santa Rosa, CA	0.11	0.11	0.08	0.21	0.21	0.14	0.0300
Cape Coral-Fort Myers, FL	0.08	0.08	0.23	0.12	0.18	0.13	0.0240
Beaumont-Port Arthur, TX	0.15	0.09	0.10	0.18	0.07	0.12	-0.0070
Binghamton, NY	0.14	0.06	0.13	0.13	0.11	0.12	0.0010

	Year – Percent of Veteran STEM Workforce (Sorted by Total Percent for the 2012 to 2016 Time Period)						
Metropolitan Area, 2013 OMB Delineations	**2012**	**2013**	**2014**	**2015**	**2016**	**Total**	**Trend**
Fayetteville-Springdale-Rogers, AR-MO	0.14	0.16	0.08	0.12	0.10	0.12	-0.0120
Lincoln, NE	0.09	0.14	0.18	0.08	0.10	0.12	-0.0040
Mobile, AL	0.12	0.09	0.15	0.13	0.11	0.12	0.0020
Myrtle Beach-Conway-North Myrtle Beach, SC	0.15	0.14	0.07	0.13	0.10	0.12	-0.0110
Port St. Lucie, FL	0.12	0.17	0.15	0.08	0.10	0.12	-0.0130
San Luis Obispo-Paso Robles-Arroyo Grande, CA	0.14	0.14	0.10	0.12	0.08	0.12	-0.0140
Canton-Massillon, OH	0.05	0.14	0.13	0.13	0.08	0.11	0.0050
Erie, PA	0.14	0.16	0.07	0.12	0.05	0.11	-0.0220
Gainesville, FL	0.15	0.16	0.07	0.08	0.10	0.11	-0.0180
Lynchburg, VA	0.14	0.09	0.11	0.12	0.10	0.11	-0.0050
Reading, PA	0.09	0.13	0.21	0.07	0.03	0.11	-0.0180
Youngstown-Warren-Boardman, OH-PA	0.05	0.22	0.11	0.05	0.11	0.11	-0.0050
Amarillo, TX	0.09	0.14	0.16	0.07	0.05	0.10	-0.0150
Fort Wayne, IN	0.09	0.13	0.08	0.10	0.11	0.10	0.0010
Kalamazoo-Portage, MI	0.14	0.08	0.10	0.12	0.05	0.10	-0.0140
Lafayette, LA	0.11	0.14	0.15	0.03	0.05	0.10	-0.0230
Lancaster, PA	0.08	0.09	0.10	0.10	0.15	0.10	0.0150
Modesto, CA	0.12	0.06	0.18	0.08	0.07	0.10	-0.0080
Santa Fe, NM	0.12	0.11	0.11	0.12	0.05	0.10	-0.0130
Springfield, IL	0.08	0.08	0.15	0.10	0.10	0.10	0.0060
Trenton, NJ	0.09	0.11	0.16	0.07	0.08	0.10	-0.0060
Yuba City, CA	0.09	0.11	0.05	0.13	0.10	0.10	0.0040
Yuma, AZ	0.09	0.09	0.05	0.10	0.15	0.10	0.0130
Bloomington, IL	0.06	0.14	0.08	0.10	0.07	0.09	-0.0020
Rockford, IL	0.11	0.13	0.07	0.08	0.08	0.09	-0.0110
Santa Cruz-Watsonville, CA	0.18	0.09	0.10	0.02	0.05	0.09	-0.0330
Utica-Rome, NY	0.12	0.09	0.07	0.10	0.07	0.09	-0.0090
Dover, DE	0.11	0.08	0.07	0.10	0.07	0.08	-0.0060
Hickory-Lenoir-Morganton, NC	0.08	0.11	0.08	0.10	0.05	0.08	-0.0070
Las Cruces, NM	0.06	0.14	0.07	0.13	.	0.08	0.0140
Ocala, FL	0.09	0.09	0.07	0.08	0.05	0.08	-0.0090
Roanoke, VA	0.09	0.08	0.10	0.05	0.08	0.08	-0.0050

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Metropolitan Area, 2013 OMB Delineations	**2012**	**2013**	**2014**	**2015**	**2016**	**Total**	**Trend**
Springfield, OH	0.06	0.06	0.11	0.12	0.03	0.08	0.0000
Topeka, KS	0.05	0.05	0.10	0.13	0.07	0.08	0.0120
Waco, TX	0.08	0.08	0.08	0.08	0.07	0.08	-0.0020
Wilmington, NC	0.06	0.11	0.11	0.03	0.08	0.08	-0.0040
Barnstable Town, MA	0.09	0.09	0.07	0.02	0.08	0.07	-0.0090
Blacksburg-Christiansburg-Radford, VA	0.02	0.06	0.10	0.07	0.11	0.07	0.0190
Burlington, NC	0.08	0.06	0.07	0.10	0.05	0.07	-0.0020
Champaign-Urbana, IL	0.08	0.09	0.05	0.03	0.10	0.07	-0.0020
Charleston, WV	0.05	0.11	0.07	0.08	0.03	0.07	-0.0070
College Station-Bryan, TX	0.08	0.08	0.07	0.08	0.03	0.07	-0.0100
Daphne-Fairhope-Foley, AL	0.09	0.05	0.07	0.12	0.03	0.07	-0.0050
Florence, SC	0.12	0.05	0.10	0.05	0.03	0.07	-0.0180
Jefferson City, MO	0.05	0.02	0.05	0.16	0.10	0.07	0.0240
Lubbock, TX	0.09	0.03	0.03	0.12	0.10	0.07	0.0110
Naples-Immokalee-Marco Island, FL	0.06	0.06	0.05	0.10	0.07	0.07	0.0060
Spartanburg, SC	0.12	0.03	0.05	0.07	0.08	0.07	-0.0040
Springfield, MO	0.09	0.05	0.08	0.03	0.08	0.07	-0.0040
Bloomington, IN	0.06	0.03	0.03	0.08	0.11	0.06	0.0150
Burlington-South Burlington, VT	0.05	0.11	.	0.08	0.07	0.06	0.0010
Decatur, AL	0.06	0.05	0.08	0.08	0.05	0.06	0.0010
Flagstaff, AZ	0.03	0.06	0.08	0.10	0.02	0.06	0.0020
Glens Falls, NY	0.08	0.11	0.05	0.03	0.02	0.06	-0.0200
Goldsboro, NC	0.08	0.08	0.08	0.05	0.03	0.06	-0.0130
Hilton Head Island-Bluffton-Beaufort, SC	0.02	0.06	0.05	0.07	0.11	0.06	0.0190
Joplin, MO	0.06	0.06	0.08	0.07	0.05	0.06	-0.0010
Medford, OR	0.03	0.09	0.07	0.07	0.05	0.06	0.0020
Niles-Benton Harbor, MI	0.06	0.08	0.05	0.08	0.03	0.06	-0.0060
Ocean City, NJ	0.14	0.02	0.05	0.05	0.03	0.06	-0.0190
Pittsfield, MA	0.05	0.06	0.07	0.10	0.05	0.06	0.0040
Wichita Falls, TX	0.06	0.03	0.07	0.07	0.08	0.06	0.0080
Atlantic City-Hammonton, NJ	0.11	0.02	0.02	0.03	0.08	0.05	-0.0050

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Metropolitan Area, 2013 OMB Delineations	**2012**	**2013**	**2014**	**2015**	**2016**	**Total**	**Trend**
Bangor, ME	0.06	0.13	0.02	0.03	0.02	0.05	-0.0180
Brownsville-Harlingen, TX	0.05	0.05	0.05	0.07	0.05	0.05	0.0020
Decatur, IL	0.09	0.03	0.07	0.05	0.03	0.05	-0.0100
Gainesville, GA	0.06	0.02	0.03	0.13	0.02	0.05	0.0030
Jackson, MI	0.03	0.06	0.05	0.05	0.07	0.05	0.0070
Janesville-Beloit, WI	0.06	0.06	0.03	0.07	0.05	0.05	-0.0010
Lebanon, PA	0.06	0.05	0.03	0.03	0.08	0.05	0.0020
Napa, CA	0.06	0.06	.	0.05	0.07	0.05	0.0010
Odessa, TX	0.08	0.06	.	0.12	0.02	0.05	-0.0060
Saginaw, MI	0.09	0.06	0.05	.	0.05	0.05	-0.0089
Sebastian-Vero Beach, FL	0.02	0.03	0.03	0.07	0.10	0.05	0.0200
Sheboygan, WI	0.11	0.03	0.02	0.07	0.05	0.05	-0.0080
St. Joseph, MO-KS	0.06	0.02	0.03	0.05	0.08	0.05	0.0070
State College, PA	0.05	0.02	0.05	0.08	0.07	0.05	0.0100
Tuscaloosa, AL	0.05	0.03	0.03	0.08	0.07	0.05	0.0090
Visalia-Porterville, CA	0.02	0.06	0.03	0.12	0.03	0.05	0.0080
Wenatchee, WA	0.08	0.03	0.07	0.07	0.03	0.05	-0.0060
Anniston-Oxford-Jacksonville, AL	0.03	0.02	0.03	0.07	0.08	0.04	0.0150
Bellingham, WA	0.06	0.06	0.05	.	0.05	0.04	-0.0029
Bend-Redmond, OR	0.03	0.03	0.03	0.07	0.03	0.04	0.0040
Chico, CA	0.06	0.03	0.02	0.03	0.03	0.04	-0.0060
Columbia, MO	0.03	0.06	0.05	0.03	0.05	0.04	0.0010
Greenville, NC	0.03	0.08	0.05	0.02	.	0.04	-0.0060
Hammond, LA	0.02	0.03	0.03	0.12	0.03	0.04	0.0110
Homosassa Springs, FL	0.05	0.06	0.02	0.03	0.03	0.04	-0.0070
Ithaca, NY	0.05	0.05	0.03	0.03	0.02	0.04	-0.0080
Johnstown, PA	0.05	0.05	0.03	0.08	0.02	0.04	-0.0030
Mcallen-Edinburg-Mission, TX	0.05	0.05	0.03	0.05	0.03	0.04	-0.0040
Merced, CA	0.08	0.05	0.03	0.00	0.03	0.04	-0.0150
Midland, TX	0.03	0.06	0.05	0.03	0.02	0.04	-0.0050
Monroe, MI	.	0.05	0.03	0.03	0.07	0.04	0.0060
Morgantown, WV	0.05	0.06	0.03	0.02	0.05	0.04	-0.0040
Muskegon, MI	0.02	.	0.05	0.03	0.10	0.04	0.0160
Oshkosh-Neenah, WI	0.03	0.03	0.03	0.05	0.07	0.04	0.0100
Parkersburg-Vienna, WV	0.03	0.05	0.02	0.05	0.05	0.04	0.0040

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Metropolitan Area, 2013 OMB Delineations	**2012**	**2013**	**2014**	**2015**	**2016**	**Total**	**Trend**
Prescott, AZ	0.02	0.05	0.05	0.05	0.03	0.04	0.0020
Pueblo, CO	0.06	0.03	0.07	0.02	0.02	0.04	-0.0090
Punta Gorda, FL	0.03	0.05	0.05	0.03	0.07	0.04	0.0060
Racine, WI	0.06	0.06	0.03	0.03	0.02	0.04	-0.0110
Redding, CA	0.05	0.02	0.08	0.02	0.05	0.04	0.0000
Rocky Mount, NC	0.06	0.03	0.05	0.03	0.03	0.04	-0.0060
San Angelo, TX	0.05	0.05	0.03	0.07	0.02	0.04	-0.0040
Tyler, TX	0.03	0.08	0.05	0.03	0.02	0.04	-0.0070
Wausau, WI	0.08	0.03	0.05	.	0.03	0.04	-0.0094
Auburn-Opelika, AL	0.06	0.03	.	0.05	0.02	0.03	-0.0060
Bismarck, ND	0.05	0.03	0.07	.	0.02	0.03	-0.0054
Coeur D'alene, ID	0.03	0.03	0.02	0.02	0.03	0.03	-0.0010
East Stroudsburg, PA	0.03	0.06	0.05	.	0.02	0.03	-0.0046
Elkhart-Goshen, IN	0.02	0.06	0.02	0.03	0.02	0.03	-0.0030
Grand Junction, CO	0.08	.	0.05	0.03	.	0.03	-0.0164
Harrisonburg, VA	0.05	0.05	0.02	0.03	0.02	0.03	-0.0080
Houma-Thibodaux, LA	0.02	0.02	0.02	0.07	0.03	0.03	0.0070
Jackson, TN	0.05	.	0.02	0.03	0.03	0.03	-0.0049
La Crosse-Onalaska, WI-MN	0.03	0.02	0.02	0.05	0.05	0.03	0.0070
Lafayette-West Lafayette, IN	0.02	0.02	0.05	0.07	0.02	0.03	0.0050
Lake Havasu City-Kingman, AZ	0.05	0.02	0.02	0.05	0.02	0.03	-0.0030
Lawrence, KS	0.06	.	0.05	.	0.02	0.03	-0.0100
Lewiston-Auburn, ME	0.03	0.02	0.07	0.02	0.03	0.03	0.0000
Michigan City-La Porte, IN	0.02	.	0.02	0.08	0.02	0.03	0.0051
Monroe, LA	0.02	0.03	0.03	0.02	0.07	0.03	0.0090
Owensboro, KY	0.05	0.03	0.02	0.02	0.02	0.03	-0.0070
St. George, UT	0.02	0.03	0.05	0.03	0.03	0.03	0.0020
Yakima, WA	0.03	0.03	0.05	0.03	0.02	0.03	-0.0020
Eau Claire, WI	0.03	0.02	0.03	0.02	0.02	0.02	-0.0020
Gadsden, AL	.	.	0.07	0.02	.	0.02	-0.0500
Kankakee, IL	0.02	.	.	0.07	.	0.02	0.0167
Lima, OH	.	0.05	.	0.03	0.02	0.02	-0.0100
Madera, CA	0.05	0.02	.	0.03	.	0.02	-0.0050
Mansfield, OH	0.02	0.02	0.02	0.03	0.03	0.02	0.0030
Muncie, IN	0.05	.	0.05	0.02	.	0.02	-0.0086

	Year – Percent of Veteran STEM Workforce (Sorted by Total Percent for the 2012 to 2016 Time Period)						
Metropolitan Area, 2013 OMB Delineations	**2012**	**2013**	**2014**	**2015**	**2016**	**Total**	**Trend**
El Centro, CA	0.02	0.02	.	.	0.02	0.01	0.0000
Iowa City, IA	.	0.03	0.02	.	.	0.01	-0.0100
Laredo, TX	0.03	0.02	.	.	.	0.01	-0.0100

Table 8. Distribution of the Non-Veteran STEM Workforce across Metropolitan Areas over the 2012 to 2016 Time Period

	Year – Percent of Non-Veteran STEM Workforce (Sorted by Total Percent for the 2012 to 2016 Time Period)						
Metropolitan Area, 2013 OMB Delineations	**2012**	**2013**	**2014**	**2015**	**2016**	**Total**	**Trend**
New York-Newark-Jersey City, NY-NJ-PA	7.43	7.49	7.46	7.43	7.41	7.44	-0.0100
Washington-Arlington-Alexandria, DC-VA-MD	5.45	5.01	5.17	4.98	4.91	5.10	-0.1110
Los Angeles-Long Beach-Anaheim, CA	5.03	4.90	4.80	4.83	4.88	4.88	-0.0370
San Francisco-Oakland-Hayward, CA	3.72	3.71	3.78	3.92	4.12	3.86	0.1010
Chicago-Naperville-Elgin, IL-IN-WI	3.65	3.59	3.71	3.64	3.59	3.63	-0.0070
Boston-Cambridge-Newton, MA-NH	3.37	3.54	3.54	3.54	3.60	3.52	0.0460
Dallas-Fort Worth-Arlington, TX	3.19	3.36	3.27	3.35	3.32	3.30	0.0250
San Jose-Sunnyvale-Santa Clara, CA	2.72	2.75	2.80	2.77	2.88	2.79	0.0340
Seattle-Tacoma-Bellevue, WA	2.70	2.59	2.51	2.69	2.69	2.64	0.0080
Houston-The Woodlands-Sugar Land, TX	2.47	2.64	2.66	2.64	2.62	2.61	0.0300
Philadelphia-Camden-Wilmington, PA-NJ-D	2.65	2.50	2.53	2.45	2.53	2.53	-0.0290
Atlanta-Sandy Springs-Roswell, GA	2.27	2.36	2.42	2.49	2.44	2.40	0.0470
Denver-Aurora-Lakewood, CO	1.81	1.83	1.76	1.89	1.89	1.84	0.0220
Detroit-Warren-Dearborn, MI	1.74	1.67	1.69	1.76	1.83	1.74	0.0270

	Year – Percent of Non-Veteran STEM Workforce (Sorted by Total Percent for the 2012 to 2016 Time Period)						
Metropolitan Area, 2013 OMB Delineations	**2012**	**2013**	**2014**	**2015**	**2016**	**Total**	**Trend**
Phoenix-Mesa-Scottsdale, AZ	1.74	1.83	1.68	1.65	1.69	1.72	-0.0280
Baltimore-Columbia-Towson, MD	1.79	1.60	1.61	1.62	1.63	1.65	-0.0300
San Diego-Carlsbad, CA	1.60	1.58	1.60	1.54	1.62	1.59	0.0000
Miami-Fort Lauderdale-West Palm Beach, FL	1.44	1.47	1.46	1.50	1.42	1.46	-0.0010
Minneapolis-St. Paul-Bloomington, MN-WI	1.39	1.40	1.43	1.35	1.48	1.41	0.0130
Austin-Round Rock, TX	1.25	1.34	1.32	1.45	1.38	1.35	0.0370
Portland-Vancouver-Hillsboro, OR-WA	1.30	1.28	1.31	1.31	1.40	1.32	0.0230
Sacramento--Roseville--Arden-Arcade, CA	1.14	1.04	1.09	1.18	1.02	1.09	-0.0100
St. Louis, MO-IL	1.08	1.05	1.03	1.13	1.04	1.06	0.0000
Tampa-St. Petersburg-Clearwater, FL	1.06	1.10	1.07	1.10	0.98	1.06	-0.0160
Pittsburgh, PA	0.99	0.98	1.00	0.95	0.98	0.98	-0.0050
Charlotte-Concord-Gastonia, NC-SC	0.88	0.99	0.97	0.97	0.97	0.96	0.0160
Raleigh, NC	0.95	0.98	0.97	0.97	0.90	0.95	-0.0110
Cincinnati, OH-KY-IN	0.79	0.89	0.86	0.86	0.87	0.86	0.0130
Kansas City, MO-KS	0.78	0.79	0.85	0.80	0.85	0.82	0.0150
Riverside-San Bernardino-Ontario, CA	0.77	0.82	0.88	0.82	0.81	0.82	0.0080
Cleveland-Elyria, OH	0.78	0.81	0.84	0.77	0.82	0.81	0.0040
Columbus, OH	0.77	0.84	0.81	0.79	0.84	0.81	0.0090
Orlando-Kissimmee-Sanford, FL	0.66	0.67	0.72	0.66	0.77	0.70	0.0210
Hartford-West Hartford-East Hartford, CT	0.72	0.68	0.67	0.68	0.64	0.68	-0.0160
Indianapolis-Carmel-Anderson, IN	0.67	0.69	0.70	0.61	0.64	0.66	-0.0140
Nashville-Davidson--Murfreesboro--Frank	0.59	0.65	0.64	0.66	0.67	0.64	0.0170
Providence-Warwick, RI-MA	0.60	0.61	0.57	0.59	0.59	0.59	-0.0040
San Antonio-New Braunfels, TX	0.51	0.57	0.58	0.65	0.59	0.58	0.0240
Salt Lake City, UT	0.56	0.54	0.51	0.53	0.59	0.55	0.0050

	Year – Percent of Non-Veteran STEM Workforce (Sorted by Total Percent for the 2012 to 2016 Time Period)						
Metropolitan Area, 2013 OMB Delineations	**2012**	**2013**	**2014**	**2015**	**2016**	**Total**	**Trend**
Vineland-Bridgeton, NJ	0.54	0.58	0.54	0.52	0.53	0.54	-0.0080
Worcester, MA-CT	0.55	0.57	0.54	0.53	0.52	0.54	-0.0100
Rochester, NY	0.59	0.57	0.52	0.49	0.50	0.53	-0.0260
Richmond, VA	0.47	0.49	0.56	0.53	0.49	0.51	0.0080
Albany-Schenectady-Troy, NY	0.49	0.46	0.43	0.47	0.46	0.46	-0.0050
Louisville/Jefferson County, KY-IN	0.41	0.47	0.49	0.42	0.47	0.45	0.0070
Milwaukee-Waukesha-West Allis, WI	0.47	0.45	0.46	0.45	0.42	0.45	-0.0100
New Orleans-Metairie, LA	0.43	0.44	0.44	0.46	0.45	0.44	0.0060
Bridgeport-Stamford-Norwalk, CT	0.49	0.43	0.42	0.41	0.43	0.43	-0.0140
Tucson, AZ	0.42	0.39	0.39	0.33	0.37	0.38	-0.0160
Jacksonville, FL	0.37	0.32	0.41	0.37	0.36	0.37	0.0030
Las Vegas-Henderson-Paradise, NV	0.31	0.38	0.34	0.37	0.42	0.37	0.0210
Oxnard-Thousand Oaks-Ventura, CA	0.41	0.35	0.41	0.33	0.35	0.37	-0.0140
New Haven-Milford, CT	0.36	0.36	0.34	0.33	0.35	0.35	-0.0050
Buffalo-Cheektowaga-Niagara Falls, NY	0.39	0.35	0.35	0.30	0.31	0.34	-0.0210
Provo-Orem, UT	0.33	0.34	0.33	0.33	0.37	0.34	0.0070
Greenville-Anderson-Mauldin, SC	0.33	0.34	0.33	0.30	0.32	0.32	-0.0060
Knoxville, TN	0.33	0.30	0.32	0.32	0.34	0.32	0.0040
Omaha-Council Bluffs, NE-IA	0.30	0.29	0.32	0.34	0.33	0.32	0.0110
Albuquerque, NM	0.33	0.31	0.32	0.29	0.30	0.31	-0.0080
Birmingham-Hoover, AL	0.31	0.32	0.28	0.30	0.32	0.31	0.0000
Memphis, TN-MS-AR	0.34	0.32	0.26	0.33	0.29	0.31	-0.0090
Urban Honolulu, HI	0.34	0.30	0.32	0.29	0.32	0.31	-0.0050
Dayton, OH	0.28	0.30	0.33	0.30	0.30	0.30	0.0040
Oklahoma City, OK	0.31	0.31	0.26	0.28	0.30	0.29	-0.0050
Allentown-Bethlehem-Easton, PA-NJ	0.31	0.28	0.27	0.26	0.27	0.28	-0.0100
Huntsville, AL	0.30	0.29	0.29	0.26	0.26	0.28	-0.0110
Ann Arbor, MI	0.26	0.28	0.26	0.23	0.29	0.27	0.0010

	Year – Percent of Non-Veteran STEM Workforce (Sorted by Total Percent for the 2012 to 2016 Time Period)						
Metropolitan Area, 2013 OMB Delineations	**2012**	**2013**	**2014**	**2015**	**2016**	**Total**	**Trend**
Grand Rapids-Wyoming, MI	0.27	0.26	0.28	0.27	0.25	0.27	-0.0030
Syracuse, NY	0.30	0.28	0.23	0.26	0.28	0.27	-0.0060
Colorado Springs, CO	0.27	0.25	0.28	0.25	0.24	0.26	-0.0060
Akron, OH	0.26	0.25	0.23	0.27	0.24	0.25	-0.0020
Charleston-North Charleston, SC	0.23	0.22	0.27	0.25	0.25	0.25	0.0070
Columbia, SC	0.22	0.26	0.29	0.24	0.25	0.25	0.0040
Palm Bay-Melbourne-Titusville, FL	0.27	0.25	0.25	0.24	0.24	0.25	-0.0070
Baton Rouge, LA	0.25	0.22	0.24	0.25	0.20	0.23	-0.0070
Des Moines-West Des Moines, IA	0.21	0.19	0.23	0.22	0.23	0.22	0.0070
Fort Collins, CO	0.21	0.24	0.18	0.23	0.23	0.22	0.0030
Manchester-Nashua, NH	0.24	0.21	0.21	0.24	0.20	0.22	-0.0050
Trenton, NJ	0.22	0.26	0.21	0.20	0.22	0.22	-0.0060
Boise City, ID	0.19	0.20	0.22	0.21	0.22	0.21	0.0070
Greensboro-High Point, NC	0.22	0.21	0.22	0.22	0.20	0.21	-0.0030
Lansing-East Lansing, MI	0.20	0.21	0.22	0.22	0.21	0.21	0.0030
Harrisburg-Carlisle, PA	0.19	0.24	0.18	0.23	0.18	0.20	-0.0030
Ogden-Clearfield, UT	0.16	0.23	0.22	0.21	0.19	0.20	0.0040
Santa Rosa, CA	0.18	0.17	0.20	0.21	0.17	0.19	0.0020
Springfield, MA	0.21	0.21	0.20	0.16	0.18	0.19	-0.0110
Wichita, KS	0.18	0.18	0.18	0.21	0.19	0.19	0.0050
Winston-Salem, NC	0.17	0.20	0.17	0.21	0.19	0.19	0.0050
Little Rock-North Little Rock-Conway, AR	0.19	0.15	0.24	0.16	0.15	0.18	-0.0070
Santa Maria-Santa Barbara, CA	0.20	0.19	0.17	0.18	0.15	0.18	-0.0110
Toledo, OH	0.17	0.17	0.18	0.20	0.17	0.18	0.0030
Norwich-New London, CT	0.19	0.19	0.15	0.14	0.17	0.17	-0.0090
Chattanooga, TN-GA	0.15	0.15	0.17	0.17	0.16	0.16	0.0040
Fayetteville-Springdale-Rogers, AR-MO	0.15	0.17	0.17	0.16	0.15	0.16	-0.0010
North Port-Sarasota-Bradenton, FL	0.15	0.13	0.17	0.17	0.17	0.16	0.0080
Augusta-Richmond County, GA-SC	0.17	0.14	0.14	0.16	0.14	0.15	-0.0040

	Year – Percent of Non-Veteran STEM Workforce (Sorted by Total Percent for the 2012 to 2016 Time Period)						
Metropolitan Area, 2013 OMB Delineations	**2012**	**2013**	**2014**	**2015**	**2016**	**Total**	**Trend**
Fresno, CA	0.16	0.17	0.13	0.14	0.14	0.15	-0.0070
Portland-South Portland, ME	0.16	0.13	0.16	0.15	0.18	0.15	0.0060
Reno, NV	0.16	0.16	0.14	0.14	0.13	0.15	-0.0080
Spokane-Spokane Valley, WA	0.16	0.18	0.13	0.16	0.14	0.15	-0.0060
Jackson, MS	0.14	0.15	0.15	0.13	0.13	0.14	-0.0040
Santa Cruz-Watsonville, CA	0.16	0.15	0.12	0.14	0.14	0.14	-0.0050
Bakersfield, CA	0.13	0.12	0.14	0.14	0.13	0.13	0.0020
Champaign-Urbana, IL	0.14	0.12	0.12	0.13	0.12	0.13	-0.0030
El Paso, TX	0.12	0.14	0.12	0.12	0.14	0.13	0.0020
Fort Wayne, IN	0.11	0.14	0.13	0.13	0.11	0.13	-0.0010
Gainesville, FL	0.12	0.14	0.13	0.13	0.11	0.13	-0.0030
Stockton-Lodi, CA	0.14	0.14	0.11	0.13	0.13	0.13	-0.0030
Vallejo-Fairfield, CA	0.11	0.13	0.14	0.14	0.13	0.13	0.0050
York-Hanover, PA	0.14	0.13	0.15	0.12	0.14	0.13	-0.0010
Asheville, NC	0.11	0.12	0.10	0.13	0.12	0.12	0.0030
Binghamton, NY	0.13	0.13	0.13	0.12	0.09	0.12	-0.0090
Bloomington, IL	0.11	0.13	0.13	0.12	0.09	0.12	-0.0050
Deltona-Daytona Beach-Ormond Beach, FL	0.10	0.10	0.14	0.13	0.13	0.12	0.0090
Kalamazoo-Portage, MI	0.13	0.12	0.13	0.11	0.11	0.12	-0.0050
Lakeland-Winter Haven, FL	0.10	0.12	0.13	0.12	0.13	0.12	0.0060
Reading, PA	0.13	0.13	0.10	0.14	0.10	0.12	-0.0050
Scranton--Wilkes-Barre--Hazleton, PA	0.13	0.12	0.13	0.11	0.12	0.12	-0.0030
Youngstown-Warren-Boardman, OH-PA	0.13	0.11	0.12	0.11	0.11	0.12	-0.0040
Bremerton-Silverdale, WA	0.13	0.13	0.10	0.11	0.11	0.11	-0.0060
Cape Coral-Fort Myers, FL	0.09	0.11	0.11	0.10	0.15	0.11	0.0110
Eugene, OR	0.12	0.12	0.09	0.12	0.12	0.11	0.0000
Lafayette, LA	0.11	0.10	0.12	0.11	0.12	0.11	0.0030
Lancaster, PA	0.10	0.12	0.10	0.11	0.11	0.11	0.0010
Lincoln, NE	0.10	0.12	0.10	0.09	0.11	0.11	-0.0010
Salinas, CA	0.12	0.09	0.11	0.11	0.09	0.11	-0.0040
Anchorage, AK	0.11	0.09	0.10	0.09	0.09	0.10	-0.0040

	Year – Percent of Non-Veteran STEM Workforce (Sorted by Total Percent for the 2012 to 2016 Time Period)						
Metropolitan Area, 2013 OMB Delineations	**2012**	**2013**	**2014**	**2015**	**2016**	**Total**	**Trend**
Burlington-South Burlington, VT	0.10	0.10	0.09	0.10	0.09	0.10	-0.0020
Canton-Massillon, OH	0.09	0.10	0.10	0.12	0.09	0.10	0.0020
Olympia-Tumwater, WA	0.09	0.10	0.11	0.09	0.11	0.10	0.0030
Pensacola-Ferry Pass-Brent, FL	0.10	0.10	0.11	0.11	0.10	0.10	0.0010
Beaumont-Port Arthur, TX	0.10	0.08	0.09	0.09	0.08	0.09	-0.0030
College Station-Bryan, TX	0.07	0.09	0.07	0.12	0.09	0.09	0.0070
Corpus Christi, TX	0.08	0.08	0.10	0.09	0.10	0.09	0.0050
Lafayette-West Lafayette, IN	0.09	0.08	0.09	0.08	0.09	0.09	0.0000
Montgomery, Al	0.08	0.10	0.09	0.09	0.07	0.09	-0.0030
Roanoke, VA	0.10	0.10	0.09	0.09	0.07	0.09	-0.0070
Rockford, IL	0.08	0.09	0.11	0.10	0.08	0.09	0.0010
San Luis Obispo-Paso Robles-Arroyo Grande, CA	0.09	0.09	0.07	0.10	0.10	0.09	0.0030
Santa Fe, NM	0.09	0.12	0.09	0.07	0.09	0.09	-0.0050
Mobile, AL	0.07	0.09	0.08	0.09	0.07	0.08	0.0000
Modesto, CA	0.08	0.10	0.09	0.08	0.08	0.08	-0.0020
Salisbury, MD-DE	0.09	0.07	0.08	0.07	0.07	0.08	-0.0040
Springfield, IL	0.07	0.10	0.08	0.09	0.07	0.08	-0.0010
Springfield, MO	0.09	0.08	0.07	0.09	0.08	0.08	-0.0010
State College, PA	0.08	0.08	0.08	0.08	0.07	0.08	-0.0020
Utica-Rome, NY	0.08	0.08	0.08	0.08	0.07	0.08	-0.0020
Amarillo, TX	0.06	0.09	0.06	0.08	0.06	0.07	-0.0010
Barnstable Town, MA	0.08	0.06	0.08	0.05	0.07	0.07	-0.0030
Blacksburg-Christiansburg-Radford, VA	0.06	0.08	0.08	0.08	0.06	0.07	0.0000
Columbia, MO	0.08	0.06	0.06	0.07	0.06	0.07	-0.0030
Erie, PA	0.09	0.07	0.07	0.07	0.05	0.07	-0.0080
Hickory-Lenoir-Morganton, NC	0.08	0.06	0.06	0.09	0.06	0.07	-0.0010
Ithaca, NY	0.06	0.08	0.05	0.08	0.07	0.07	0.0020
Lubbock, TX	0.07	0.06	0.06	0.08	0.06	0.07	0.0000
Lynchburg, VA	0.08	0.06	0.09	0.08	0.07	0.07	0.0000
Myrtle Beach-Conway-North Myrtle Beach, SC	0.07	0.05	0.08	0.07	0.07	0.07	0.0020
Port St. Lucie, FL	0.07	0.07	0.06	0.07	0.06	0.07	-0.0020

	Year – Percent of Non-Veteran STEM Workforce (Sorted by Total Percent for the 2012 to 2016 Time Period)						
Metropolitan Area, 2013 OMB Delineations	**2012**	**2013**	**2014**	**2015**	**2016**	**Total**	**Trend**
Shreveport-Bossier City, LA	0.07	0.08	0.08	0.06	0.07	0.07	-0.0020
Spartanburg, SC	0.06	0.08	0.08	0.07	0.07	0.07	0.0010
Topeka, KS	0.06	0.05	0.08	0.06	0.09	0.07	0.0070
Wilmington, NC	0.09	0.06	0.07	0.08	0.05	0.07	-0.0060
Atlantic City-Hammonton, NJ	0.07	0.06	0.06	0.06	0.07	0.06	0.0000
Bellingham, WA	0.06	0.05	0.07	0.05	0.06	0.06	0.0000
Burlington, NC	0.07	0.04	0.05	0.06	0.07	0.06	0.0020
Chico, CA	0.06	0.06	0.08	0.05	0.06	0.06	-0.0010
Gulfport-Biloxi-Pascagoula, MS	0.06	0.06	0.06	0.06	0.05	0.06	-0.0020
Mcallen-Edinburg-Mission, TX	0.05	0.05	0.06	0.07	0.07	0.06	0.0060
Niles-Benton Harbor, MI	0.06	0.06	0.05	0.07	0.06	0.06	0.0010
Pittsfield, MA	0.06	0.06	0.08	0.06	0.05	0.06	-0.0020
Bloomington, IN	0.05	0.04	0.07	0.05	0.05	0.05	0.0010
Charleston, WV	0.06	0.06	0.05	0.05	0.04	0.05	-0.0050
Flagstaff, AZ	0.04	0.05	0.06	0.05	0.05	0.05	0.0020
Iowa City, IA	0.05	0.06	0.06	0.05	0.04	0.05	-0.0030
Jefferson City, MO	0.06	0.04	0.04	0.05	0.04	0.05	-0.0030
Midland, TX	0.06	0.04	0.06	0.05	0.04	0.05	-0.0030
Morgantown, WV	0.04	0.06	0.06	0.05	0.06	0.05	0.0030
Napa, CA	0.04	0.06	0.04	0.03	0.05	0.05	-0.0010
Oshkosh-Neenah, WI	0.06	0.05	0.06	0.03	0.05	0.05	-0.0040
Saginaw, MI	0.05	0.06	0.05	0.05	0.03	0.05	-0.0050
Waco, TX	0.05	0.05	0.05	0.06	0.06	0.05	0.0030
Wausau, WI	0.05	0.03	0.04	0.06	0.05	0.05	0.0030
Auburn-Opelika, AL	0.04	0.04	0.03	0.04	0.05	0.04	0.0020
Bangor, ME	0.06	0.03	0.04	0.05	0.03	0.04	-0.0040
Clarksville, TN-KY	0.04	0.04	0.02	0.04	0.04	0.04	0.0000
Decatur, AL	0.04	0.05	0.05	0.04	0.04	0.04	-0.0010
Decatur, IL	0.05	0.04	0.03	0.03	0.05	0.04	-0.0010
Eau Claire, WI	0.03	0.03	0.04	0.04	0.03	0.04	0.0010
Fayetteville, NC	0.04	0.04	0.04	0.05	0.04	0.04	0.0010
Florence, SC	0.03	0.05	0.05	0.03	0.03	0.04	-0.0020
Gainesville, GA	0.04	0.05	0.05	0.05	0.04	0.04	0.0000
Glens Falls, NY	0.04	0.04	0.04	0.04	0.05	0.04	0.0020

	Year – Percent of Non-Veteran STEM Workforce (Sorted by Total Percent for the 2012 to 2016 Time Period)						
Metropolitan Area, 2013 OMB Delineations	**2012**	**2013**	**2014**	**2015**	**2016**	**Total**	**Trend**
Greenville, NC	0.04	0.05	0.05	0.03	0.02	0.04	-0.0060
Harrisonburg, VA	0.03	0.03	0.04	0.05	0.04	0.04	0.0040
Houma-Thibodaux, LA	0.04	0.04	0.03	0.04	0.03	0.04	-0.0020
Jackson, MI	0.05	0.03	0.04	0.04	0.04	0.04	-0.0010
Johnstown, PA	0.04	0.05	0.05	0.03	0.05	0.04	0.0000
Las Cruces, NM	0.04	0.04	0.03	0.03	0.03	0.04	-0.0030
Medford, OR	0.02	0.04	0.04	0.04	0.05	0.04	0.0060
Monroe, MI	0.04	0.03	0.03	0.04	0.04	0.04	0.0010
Muskegon, MI	0.04	0.06	0.05	0.04	0.03	0.04	-0.0040
Naples-Immokalee-Marco Island, FL	0.04	0.02	0.05	0.04	0.05	0.04	0.0040
Racine, WI	0.04	0.05	0.05	0.04	0.04	0.04	-0.0010
Redding, CA	0.04	0.05	0.04	0.04	0.05	0.04	0.0010
Sheboygan, WI	0.04	0.05	0.04	0.03	0.05	0.04	0.0000
Springfield, OH	0.04	0.02	0.05	0.04	0.05	0.04	0.0040
Tuscaloosa, AL	0.02	0.04	0.04	0.04	0.06	0.04	0.0080
Tyler, TX	0.04	0.04	0.05	0.04	0.05	0.04	0.0020
Visalia-Porterville, CA	0.05	0.05	0.04	0.05	0.04	0.04	-0.0020
Bend-Redmond, OR	0.03	0.04	0.03	0.03	0.04	0.03	0.0010
Bismarck, ND	0.03	0.03	0.03	0.03	0.03	0.03	0.0000
Brownsville-Harlingen, TX	0.02	0.04	0.04	0.03	0.03	0.03	0.0010
Daphne-Fairhope-Foley, AL	0.03	0.04	0.03	0.03	0.03	0.03	-0.0010
Dover, DE	0.03	0.03	0.05	0.03	0.03	0.03	0.0000
Elkhart-Goshen, IN	0.03	0.03	0.04	0.03	0.04	0.03	0.0020
Grand Junction, CO	0.02	0.03	0.03	0.02	0.03	0.03	0.0010
Hilton Head Island-Bluffton-Beaufort, SC	0.02	0.03	0.04	0.02	0.02	0.03	-0.0010
Janesville-Beloit, WI	0.04	0.04	0.03	0.03	0.03	0.03	-0.0030
Joplin, MO	0.03	0.03	0.03	0.04	0.02	0.03	-0.0010
La Crosse-Onalaska, WI-MN	0.03	0.03	0.04	0.03	0.02	0.03	-0.0020
Lawrence, KS	0.02	0.05	0.04	0.03	0.02	0.03	-0.0020
Lebanon, PA	0.03	0.02	0.03	0.03	0.03	0.03	0.0010
Merced, CA	0.05	0.02	0.02	0.02	0.03	0.03	-0.0040
Monroe, LA	0.03	0.02	0.03	0.04	0.02	0.03	0.0000
Ocala, FL	0.03	0.03	0.02	0.04	0.02	0.03	-0.0010
Ocean City, NJ	0.04	0.02	0.03	0.03	0.03	0.03	-0.0010

	Year – Percent of Non-Veteran STEM Workforce (Sorted by Total Percent for the 2012 to 2016 Time Period)						
Metropolitan Area, 2013 OMB Delineations	**2012**	**2013**	**2014**	**2015**	**2016**	**Total**	**Trend**
Parkersburg-Vienna, WV	0.03	0.03	0.03	0.03	0.02	0.03	-0.0020
Prescott, AZ	0.03	0.03	0.03	0.03	0.03	0.03	0.0000
Pueblo, CO	0.02	0.03	0.03	0.04	0.04	0.03	0.0050
Rocky Mount, NC	0.03	0.02	0.02	0.03	0.03	0.03	0.0010
St. Joseph, MO-KS	0.03	0.03	0.02	0.04	0.02	0.03	-0.0010
Wichita Falls, TX	0.03	0.03	0.03	0.03	0.04	0.03	0.0020
Yakima, WA	0.04	0.02	0.02	0.03	0.04	0.03	0.0010
Yuba City, CA	0.03	0.04	0.03	0.04	0.02	0.03	-0.0020
Yuma, AZ	0.03	0.03	0.03	0.02	0.02	0.03	-0.0030
Anniston-Oxford-Jacksonville, AL	0.02	0.01	0.01	0.02	0.02	0.02	0.0010
Coeur D'alene, ID	0.03	0.02	0.02	0.03	0.02	0.02	-0.0010
East Stroudsburg, PA	0.02	0.02	0.03	0.02	0.02	0.02	0.0000
El Centro, CA	0.01	0.03	0.01	0.01	0.02	0.02	0.0000
Hammond, LA	0.03	0.01	0.01	0.01	0.02	0.02	-0.0020
Jackson, TN	0.02	0.02	0.02	0.02	0.01	0.02	-0.0020
Kankakee, IL	0.02	0.02	0.02	0.02	0.02	0.02	0.0000
Lake Havasu City-Kingman, AZ	0.02	0.02	0.02	0.02	0.02	0.02	0.0000
Laredo, TX	0.02	0.02	0.01	0.02	0.03	0.02	0.0020
Lewiston-Auburn, ME	0.02	0.02	0.03	0.01	0.03	0.02	0.0010
Lima, OH	0.02	0.02	0.02	0.03	0.02	0.02	0.0010
Mansfield, OH	0.02	0.02	0.03	0.01	0.02	0.02	-0.0010
Michigan City-La Porte, IN	0.02	0.03	0.01	0.02	0.02	0.02	-0.0010
Muncie, IN	0.01	0.02	0.02	0.02	0.02	0.02	0.0020
Odessa, TX	0.01	0.03	0.01	0.02	0.02	0.02	0.0010
Owensboro, KY	0.01	0.02	0.01	0.03	0.02	0.02	0.0030
Punta Gorda, FL	0.03	0.02	0.01	0.01	0.03	0.02	-0.0010
San Angelo, TX	0.01	0.02	0.03	0.01	0.03	0.02	0.0030
Sebastian-Vero Beach, FL	0.03	0.03	0.02	0.02	0.02	0.02	-0.0030
St. George, UT	0.03	0.02	0.01	0.02	0.02	0.02	-0.0020
Wenatchee, WA	0.02	0.02	0.02	0.02	0.01	0.02	-0.0020
Gadsden, AL	0.01	0.02	0.01	0.01	0.01	0.01	-0.0010
Goldsboro, NC	0.01	0.01	0.03	0.01	0.01	0.01	0.0000
Homosassa Springs, FL	0.01	.	0.01	0.01	0.01	0.01	0.0000
Madera, CA	0.02	0.01	0.01	0.01	0.02	0.01	0.0000

Table 9. Distribution of the Veteran STEM Workforce across Metropolitan Areas over the 2012 to 2016 Time Period (Sorted by Trend Value)

Year – Percent of Veteran STEM Workforce (Sorted by Trend for the 2012 to 2016 Time Period)		
Metropolitan Area, 2013 OMB Delineations	**Total**	**Trend**
Dallas-Fort Worth-Arlington, TX	3.66	0.1330
Seattle-Tacoma-Bellevue, WA	2.17	0.0950
Nashville-Davidson--Murfreesboro--Frank	0.67	0.0830
Austin-Round Rock, TX	1.24	0.0710
Riverside-San Bernardino-Ontario, CA	1.19	0.0690
San Antonio-New Braunfels, TX	1.73	0.0680
Orlando-Kissimmee-Sanford, FL	0.82	0.0650
Las Vegas-Henderson-Paradise, NV	0.78	0.0630
Palm Bay-Melbourne-Titusville, FL	0.64	0.0530
Knoxville, TN	0.40	0.0520
Memphis, TN-MS-AR	0.43	0.0500
Vineland-Bridgeton, NJ	2.43	0.0480
Sacramento--Roseville--Arden-Arcade, CA	0.99	0.0470
Charlotte-Concord-Gastonia, NC-SC	0.98	0.0460
Denver-Aurora-Lakewood, CO	2.05	0.0450
Charleston-North Charleston, SC	0.55	0.0430
Deltona-Daytona Beach-Ormond Beach, FL	0.20	0.0430
Little Rock-North Little Rock-Conway, AR	0.21	0.0390
Bremerton-Silverdale, WA	0.39	0.0390
York-Hanover, PA	0.17	0.0330
New Orleans-Metairie, LA	0.41	0.0300
Santa Rosa, CA	0.14	0.0300
Manchester-Nashua, NH	0.31	0.0300
Jacksonville, FL	0.92	0.0290
Oklahoma City, OK	0.60	0.0290
Cincinnati, OH-KY-IN	0.66	0.0260
Portland-Vancouver-Hillsboro, OR-WA	1.34	0.0250
Lansing-East Lansing, MI	0.14	0.0250
Shreveport-Bossier City, LA	0.16	0.0240
Jefferson City, MO	0.07	0.0240
Cape Coral-Fort Myers, FL	0.13	0.0240
Harrisburg-Carlisle, PA	0.29	0.0220
Dayton, OH	0.59	0.0210
Boise City, ID	0.32	0.0210
Norwich-New London, CT	0.32	0.0210

Year – Percent of Veteran STEM Workforce (Sorted by Trend for the 2012 to 2016 Time Period)		
Metropolitan Area, 2013 OMB Delineations	**Total**	**Trend**
Sebastian-Vero Beach, FL	0.05	0.0200
Salt Lake City, UT	0.37	0.0190
Fort Collins, CO	0.23	0.0190
Corpus Christi, TX	0.16	0.0190
Blacksburg-Christiansburg-Radford, VA	0.07	0.0190
Hilton Head Island-Bluffton-Beaufort, SC	0.06	0.0190
Albany-Schenectady-Troy, NY	0.34	0.0170
Des Moines-West Des Moines, IA	0.16	0.0170
Kankakee, IL	0.02	0.0167
Baton Rouge, LA	0.19	0.0160
Muskegon, MI	0.04	0.0160
Springfield, MA	0.16	0.0160
Stockton-Lodi, CA	0.15	0.0160
North Port-Sarasota-Bradenton, FL	0.25	0.0150
Bloomington, IN	0.06	0.0150
Anniston-Oxford-Jacksonville, AL	0.04	0.0150
Lancaster, PA	0.10	0.0150
Columbia, SC	0.41	0.0140
Reno, NV	0.23	0.0140
Las Cruces, NM	0.08	0.0140
Fresno, CA	0.21	0.0140
Salisbury, MD-DE	0.15	0.0130
Yuma, AZ	0.10	0.0130
Raleigh, NC	0.87	0.0120
Topeka, KS	0.08	0.0120
Portland-South Portland, ME	0.19	0.0120
Toledo, OH	0.17	0.0110
Lubbock, TX	0.07	0.0110
Hammond, LA	0.04	0.0110
Santa Maria-Santa Barbara, CA	0.20	0.0110
Miami-Fort Lauderdale-West Palm Beach, FL	1.20	0.0100
Worcester, MA-CT	0.45	0.0100
Oshkosh-Neenah, WI	0.04	0.0100
State College, PA	0.05	0.0100
Minneapolis-St. Paul-Bloomington, MN-WI	1.05	0.0090
Tuscaloosa, AL	0.05	0.0090
Monroe, LA	0.03	0.0090
Syracuse, NY	0.28	0.0090

Year – Percent of Veteran STEM Workforce (Sorted by Trend for the 2012 to 2016 Time Period)		
Metropolitan Area, 2013 OMB Delineations	**Total**	**Trend**
Asheville, NC	0.15	0.0090
Wichita Falls, TX	0.06	0.0080
Visalia-Porterville, CA	0.05	0.0080
Lakeland-Winter Haven, FL	0.23	0.0080
Ogden-Clearfield, UT	0.31	0.0070
Jackson, MI	0.05	0.0070
St. Joseph, MO-KS	0.05	0.0070
Houma-Thibodaux, LA	0.03	0.0070
La Crosse-Onalaska, WI-MN	0.03	0.0070
Louisville/Jefferson County, KY-IN	0.51	0.0070
Tampa-St. Petersburg-Clearwater, FL	1.74	0.0070
Naples-Immokalee-Marco Island, FL	0.07	0.0060
Springfield, IL	0.10	0.0060
Monroe, MI	0.04	0.0060
Punta Gorda, FL	0.04	0.0060
Pensacola-Ferry Pass-Brent, FL	0.35	0.0060
Gulfport-Biloxi-Pascagoula, MS	0.21	0.0060
Michigan City-La Porte, IN	0.03	0.0051
Grand Rapids-Wyoming, MI	0.17	0.0050
Canton-Massillon, OH	0.11	0.0050
Lafayette-West Lafayette, IN	0.03	0.0050
Oxnard-Thousand Oaks-Ventura, CA	0.43	0.0050
Allentown-Bethlehem-Easton, PA-NJ	0.23	0.0040
Yuba City, CA	0.10	0.0040
Pittsfield, MA	0.06	0.0040
Bend-Redmond, OR	0.04	0.0040
Parkersburg-Vienna, WV	0.04	0.0040
Baltimore-Columbia-Towson, MD	2.20	0.0030
Gainesville, GA	0.05	0.0030
Mansfield, OH	0.02	0.0030
Milwaukee-Waukesha-West Allis, WI	0.32	0.0030
Colorado Springs, CO	1.11	0.0030
Mobile, AL	0.12	0.0020
Flagstaff, AZ	0.06	0.0020
Medford, OR	0.06	0.0020
Brownsville-Harlingen, TX	0.05	0.0020
Lebanon, PA	0.05	0.0020
Prescott, AZ	0.04	0.0020

Year – Percent of Veteran STEM Workforce (Sorted by Trend for the 2012 to 2016 Time Period)		
Metropolitan Area, 2013 OMB Delineations	**Total**	**Trend**
St. George, UT	0.03	0.0020
Albuquerque, NM	0.50	0.0020
Greenville-Anderson-Mauldin, SC	0.43	0.0010
Napa, CA	0.05	0.0010
Urban Honolulu, HI	0.71	0.0010
Columbus, OH	0.69	0.0010
Fort Wayne, IN	0.10	0.0010
Burlington-South Burlington, VT	0.06	0.0010
Decatur, AL	0.06	0.0010
Columbia, MO	0.04	0.0010
Clarksville, TN-KY	0.19	0.0010
Provo-Orem, UT	0.18	0.0010
Binghamton, NY	0.12	0.0010
Springfield, OH	0.08	0.0000
Redding, CA	0.04	0.0000
Lewiston-Auburn, ME	0.03	0.0000
El Centro, CA	0.01	0.0000
Joplin, MO	0.06	-0.0010
Janesville-Beloit, WI	0.05	-0.0010
Coeur D'alene, ID	0.03	-0.0010
Akron, OH	0.24	-0.0010
Houston-The Woodlands-Sugar Land, TX	2.14	-0.0010
Olympia-Tumwater, WA	0.20	-0.0020
Bloomington, IL	0.09	-0.0020
Waco, TX	0.08	-0.0020
Burlington, NC	0.07	-0.0020
Champaign-Urbana, IL	0.07	-0.0020
Yakima, WA	0.03	-0.0020
Eau Claire, WI	0.02	-0.0020
Bridgeport-Stamford-Norwalk, CT	0.20	-0.0020
Bellingham, WA	0.04	-0.0029
Elkhart-Goshen, IN	0.03	-0.0030
Lake Havasu City-Kingman, AZ	0.03	-0.0030
Johnstown, PA	0.04	-0.0030
Jackson, MS	0.14	-0.0030
Spartanburg, SC	0.07	-0.0040
Lincoln, NE	0.12	-0.0040
Wilmington, NC	0.08	-0.0040

Year – Percent of Veteran STEM Workforce (Sorted by Trend for the 2012 to 2016 Time Period)		
Metropolitan Area, 2013 OMB Delineations	**Total**	**Trend**
Springfield, MO	0.07	-0.0040
Morgantown, WV	0.04	-0.0040
San Angelo, TX	0.04	-0.0040
Mcallen-Edinburg-Mission, TX	0.04	-0.0040
East Stroudsburg, PA	0.03	-0.0046
Jackson, TN	0.03	-0.0049
Chattanooga, TN-GA	0.24	-0.0050
Roanoke, VA	0.08	-0.0050
Midland, TX	0.04	-0.0050
Youngstown-Warren-Boardman, OH-PA	0.11	-0.0050
Daphne-Fairhope-Foley, AL	0.07	-0.0050
Atlantic City-Hammonton, NJ	0.05	-0.0050
Lynchburg, VA	0.11	-0.0050
Madera, CA	0.02	-0.0050
Fayetteville, NC	0.23	-0.0050
Bismarck, ND	0.03	-0.0054
Trenton, NJ	0.10	-0.0060
Dover, DE	0.08	-0.0060
Auburn-Opelika, AL	0.03	-0.0060
Niles-Benton Harbor, MI	0.06	-0.0060
Odessa, TX	0.05	-0.0060
Wenatchee, WA	0.05	-0.0060
Chico, CA	0.04	-0.0060
Greenville, NC	0.04	-0.0060
Rocky Mount, NC	0.04	-0.0060
Beaumont-Port Arthur, TX	0.12	-0.0070
Hickory-Lenoir-Morganton, NC	0.08	-0.0070
Charleston, WV	0.07	-0.0070
Homosassa Springs, FL	0.04	-0.0070
Tyler, TX	0.04	-0.0070
Owensboro, KY	0.03	-0.0070
Modesto, CA	0.10	-0.0080
Sheboygan, WI	0.05	-0.0080
Scranton--Wilkes-Barre--Hazleton, PA	0.16	-0.0080
Ithaca, NY	0.04	-0.0080
Harrisonburg, VA	0.03	-0.0080
Muncie, IN	0.02	-0.0086
Saginaw, MI	0.05	-0.0089

Year – Percent of Veteran STEM Workforce (Sorted by Trend for the 2012 to 2016 Time Period)		
Metropolitan Area, 2013 OMB Delineations	**Total**	**Trend**
Atlanta-Sandy Springs-Roswell, GA	2.52	-0.0090
Utica-Rome, NY	0.09	-0.0090
Ocala, FL	0.08	-0.0090
Barnstable Town, MA	0.07	-0.0090
Vallejo-Fairfield, CA	0.17	-0.0090
Pueblo, CO	0.04	-0.0090
Huntsville, AL	0.57	-0.0090
Wausau, WI	0.04	-0.0094
Decatur, IL	0.05	-0.0100
Lawrence, KS	0.03	-0.0100
Iowa City, IA	0.01	-0.0100
Laredo, TX	0.01	-0.0100
College Station-Bryan, TX	0.07	-0.0100
Lima, OH	0.02	-0.0100
Myrtle Beach-Conway-North Myrtle Beach, SC	0.12	-0.0110
Rockford, IL	0.09	-0.0110
Racine, WI	0.04	-0.0110
Ann Arbor, MI	0.17	-0.0110
Fayetteville-Springdale-Rogers, AR-MO	0.12	-0.0120
Omaha-Council Bluffs, NE-IA	0.64	-0.0130
Montgomery, Al	0.29	-0.0130
Port St. Lucie, FL	0.12	-0.0130
Santa Fe, NM	0.10	-0.0130
Goldsboro, NC	0.06	-0.0130
Salinas, CA	0.14	-0.0140
Kalamazoo-Portage, MI	0.10	-0.0140
San Luis Obispo-Paso Robles-Arroyo Grande, CA	0.12	-0.0140
Amarillo, TX	0.10	-0.0150
Merced, CA	0.04	-0.0150
Grand Junction, CO	0.03	-0.0164
Gainesville, FL	0.11	-0.0180
Reading, PA	0.11	-0.0180
Florence, SC	0.07	-0.0180
Bangor, ME	0.05	-0.0180
Spokane-Spokane Valley, WA	0.27	-0.0180
San Francisco-Oakland-Hayward, CA	1.31	-0.0180
New Haven-Milford, CT	0.22	-0.0190

Year – Percent of Veteran STEM Workforce (Sorted by Trend for the 2012 to 2016 Time Period)		
Metropolitan Area, 2013 OMB Delineations	**Total**	**Trend**
Ocean City, NJ	0.06	-0.0190
Birmingham-Hoover, AL	0.34	-0.0200
Glens Falls, NY	0.06	-0.0200
Wichita, KS	0.26	-0.0210
Erie, PA	0.11	-0.0220
Richmond, VA	0.63	-0.0230
Lafayette, LA	0.10	-0.0230
Rochester, NY	0.42	-0.0240
Hartford-West Hartford-East Hartford, CT	0.50	-0.0250
Tucson, AZ	0.61	-0.0270
El Paso, TX	0.27	-0.0270
Winston-Salem, NC	0.25	-0.0270
Buffalo-Cheektowaga-Niagara Falls, NY	0.30	-0.0280
Indianapolis-Carmel-Anderson, IN	0.54	-0.0290
Boston-Cambridge-Newton, MA-NH	1.69	-0.0320
Santa Cruz-Watsonville, CA	0.09	-0.0330
Eugene, OR	0.18	-0.0340
Augusta-Richmond County, GA-SC	0.36	-0.0340
Kansas City, MO-KS	0.93	-0.0350
Pittsburgh, PA	0.81	-0.0380
Anchorage, AK	0.17	-0.0380
St. Louis, MO-IL	1.24	-0.0410
New York-Newark-Jersey City, NY-NJ-PA	2.68	-0.0410
Phoenix-Mesa-Scottsdale, AZ	2.32	-0.0420
Cleveland-Elyria, OH	0.64	-0.0440
Chicago-Naperville-Elgin, IL-IN-WI	1.89	-0.0460
Bakersfield, CA	0.25	-0.0470
Greensboro-High Point, NC	0.27	-0.0480
Philadelphia-Camden-Wilmington, PA-NJ-D	1.86	-0.0500
Gadsden, AL	0.02	-0.0500
Providence-Warwick, RI-MA	0.64	-0.0570
San Jose-Sunnyvale-Santa Clara, CA	0.75	-0.0840
Detroit-Warren-Dearborn, MI	1.12	-0.0950
Washington-Arlington-Alexandria, DC-VA-MD	8.82	-0.0970
San Diego-Carlsbad, CA	2.17	-0.1070
Los Angeles-Long Beach-Anaheim, CA	2.91	-0.1410

Table 10 presents the veteran and non-veteran STEM workforce distributions of the five STEM clusters over the 2012 to 2016 time period. In addition, for each cluster a trend value of the 2012 to 2016 time period is calculated, e.g., veterans in the Information Technology and Computer Science STEM cluster exhibited a positive trend (growth) of 0.8500 percentage points per year over the 2012 to 2016 time period. STEM clusters for veterans declined as a percentage of the STEM workforce for two of the five clusters: Engineering and Life and Physical Sciences. Non-veterans exhibited declines in three of the five STEM clusters over the 2012 to 2016 time period: Engineering, Life and Physical Sciences, and Mathematics.

An odds ratio was also calculated for veterans compared to non-veterans for each time period and each cluster. Two of the five clusters exhibited more than likely odds ratios for the 2012 to 2016 time period: Mathematics (1.4839) and Engineering (1.1976). For example, the Mathematics STEM cluster exhibited an overall (Total) odds ratio of 1.4839, indicating that veterans were 1.4839 times more likely to be in the Mathematics STEM cluster than non-veterans for the 2012 to 2016 time period.

Table 10. Distribution of the Five STEM Clusters for Veteran and Non-Veteran Workforces across the 2012 to 2016 Time Period

STEM Clusters - Veterans	2012	2013	2014	2015	2016	Total	Trend
Information Technology and Computer Science	41.78	42.39	43.22	44.31	45.07	43.33	0.8500
Mathematics	2.75	2.76	2.58	2.95	2.75	2.76	0.0190
Engineering	39.63	39.42	38.39	37.33	36.67	38.31	-0.8010
Life and Physical Sciences	7.01	7.07	7.24	6.57	6.59	6.90	-0.1340
Supervisor/Management	8.84	8.36	8.57	8.84	8.92	8.71	0.0640
STEM Clusters – Non-Veterans	2012	2013	2014	2015	2016	Total	Trend
Information Technology and Computer Science	42.77	43.63	45.10	45.30	46.13	44.65	0.8390
Mathematics	1.90	1.94	1.89	1.84	1.73	1.86	-0.0440
Engineering	33.32	32.96	31.71	31.25	30.97	31.99	-0.6410
Life and Physical Sciences	13.17	12.75	12.55	12.74	12.18	12.66	-0.1990
Supervisor/Management	8.83	8.72	8.75	8.87	9.00	8.84	0.0490
STEM Clusters – Odds Ratio (Veteran/Non-Veteran)	2012	2013	2014	2015	2016	Total	
Information Technology and Computer Science	0.9769	0.9716	0.9583	0.9781	0.9770	0.9704	
Mathematics	1.4474	1.4227	1.3651	1.6033	1.5896	1.4839	
Engineering	1.1894	1.1960	1.2107	1.1946	1.1840	1.1976	
Life and Physical Sciences	0.5323	0.5545	0.5769	0.5157	0.5411	0.5450	

Supervisor/Management	1.0011	0.9587	0.9794	0.9966	0.9911	0.9853	

Table 11 presents the distribution of the veteran STEM workforce for each of the five clusters across each state for the metropolitan/non-metropolitan areas within the state. The table only includes states which exhibited 1.8 percent or more of the veteran STEM workforce nationally; of which there were 18 states. Alabama, for example, exhibited 1.82 percent of the total veteran STEM workforce for the U.S. with 44.44 percent of the Life and Physical Science cluster workforce in the state of Alabama located in "not in identifiable area" (non-metropolitan). The next largest percentage for the Life and Physical Science cluster workforce in Alabama is reflected by Huntsville, AL at 13.33 percent of the Life and Physical Science cluster veteran workforce. Huntsville reflects the largest percentage of the STEM cluster workforce for one of the five clusters, the Information Technology and Computer Science STEM clusters.

In comparison, Arizona also exhibits a two dominant metropolitan area workforce across most clusters, Phoenix-Mesa-Scottsdale, AZ and Tucson, AZ, but the "not in identifiable area" (non-metropolitan) locations exhibit a much smaller percentage of the clusters for Arizona than Alabama, 7.6 percent compared to 29.28 percent (Total), respectively. Larger states, such as California, reflect a larger number of high percentage STEM workforces by and across STEM clusters by major metropolitan area (Los Angeles-Long Beach-Anaheim, CA at 24.44 percent Total, San Diego-Carlsbad, CA at 18.17, and San Francisco-Oakland-Hayward, CA at 11.01 percent Total). The "not in identifiable area" (non-metropolitan) locations for California only represent 1.85 percent of the total STEM workforce across the STEM clusters (Total).

Table 11. Distribution of Five STEM Clusters for Veteran Workforce within States (All States with 1.8 Percent or More of the Total STEM Veteran Workforce) Across the 2012 to 2016 Time Period

Alabama	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	21.28	43.75	31.79	44.44	36.96	29.28
Anniston-Oxford-Jacksonville, AL	1.06		2.98	4.44		1.98
Auburn-Opelika, AL	1.77	3.13	1.32			1.41
Birmingham-Hoover, AL	17.38	3.13	15.89	8.89	8.70	14.99
Daphne-Fairhope-Foley, AL	1.77		3.97	8.89	2.17	3.11
Decatur, AL	2.13		3.31	4.44	4.35	2.83
Gadsden, AL	1.06		0.33		2.17	0.71

Huntsville, AL	26.95	43.75	23.84	13.33	19.57	25.04
Mobile, AL	4.26		7.28	4.44	4.35	5.37
Montgomery, AL	19.86	6.25	6.95	6.67	21.74	13.01
Tuscaloosa, AL	2.48		2.32	4.44		2.26
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Veteran STEM Workforce	1.68	2.99	2.03	1.68	1.36	1.82
Arizona	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	9.43	14.29	5.73	4.00	7.55	7.60
Flagstaff, AZ	1.05	7.14	1.91	6.00	0.94	1.69
Lake Havasu City-Kingman, AZ	0.84		0.72	2.00	0.94	0.84
Phoenix-Mesa-Scottsdale, AZ	68.34	42.86	68.97	52.00	74.53	68.11
Prescott, AZ	1.05		1.43		0.94	1.13
Tucson, AZ	17.40	28.57	17.90	26.00	14.15	17.82
Yuma, AZ	1.89	7.14	3.34	10.00	0.94	2.81
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Veteran STEM Workforce	2.84	1.31	2.82	1.87	3.14	2.75
California	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	1.28		1.70	6.84	1.60	1.85
Bakersfield, CA	1.41	5.33	2.33	3.42	1.92	2.06
Chico, CA	0.34		0.19	0.38	0.64	0.29
El Centro, CA			0.13	0.38		0.08
Fresno, CA	1.88	4.00	1.82	1.14	1.28	1.80
Hanford-Corcoran, CA	0.54		0.19	0.38	0.64	0.38
Los Angeles-Long Beach-Anaheim, CA	22.01	17.33	27.59	17.49	27.48	24.44
Madera, CA	0.20		0.13	0.38		0.16
Merced, CA	0.20		0.25	1.14	0.64	0.32
Modesto, CA	0.94	1.33	0.82	0.38	0.96	0.86
Napa, CA	0.47		0.31	0.76	0.32	0.40

Oxnard-Thousand Oaks-Ventura, CA	2.48	2.67	5.15	2.66	1.60	3.56
Redding, CA	0.13		0.57	0.76		0.35
Riverside-San Bernardino-Ontario, CA	11.01	5.33	9.43	7.22	11.50	9.99
Sacramento--Roseville--Arden-Arcade, CA	10.40	21.33	5.66	9.51	7.35	8.28
Salinas, CA	1.21	1.33	1.01	1.52	1.28	1.15
San Diego-Carlsbad, CA	19.46	21.33	18.16	14.83	14.06	18.17
San Francisco-Oakland-Hayward, CA	11.34	4.00	9.55	17.11	13.42	11.01
San Jose-Sunnyvale-Santa Clara, CA	6.64	2.67	6.47	3.42	7.35	6.32
San Luis Obispo -Paso Robles-Arroyo Grande, CA	0.81		0.94	1.90	1.28	0.96
Santa Cruz-Watsonville, CA	0.94		0.63	0.76	0.64	0.75
Santa Maria-Santa Barbara, CA	1.61	5.33	1.70	1.14	1.60	1.69
Santa Rosa, CA	0.87		1.51	1.90	0.96	1.21
Stockton-Lodi, CA	1.21	1.33	1.38	0.76	1.28	1.26
Vallejo-Fairfield, CA	1.48	2.67	1.26	1.52	1.60	1.42
Visalia-Porterville, CA	0.13		0.75	0.76		0.43
Yuba City, CA	1.01	4.00	0.38	1.52	0.64	0.80
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Veteran STEM Workforce	8.87	7.02	10.71	9.83	9.27	9.63
Colorado	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	11.47	4.17	16.19	23.81	15.09	13.83
Colorado Springs, CO	30.70	45.83	24.52	15.87	24.53	27.66
Denver-Aurora-Lakewood, CO	52.25	41.67	49.76	44.44	54.72	51.03
Fort Collins, CO	4.34	8.33	7.38	9.52	4.72	5.72
Grand Junction, CO	0.47		0.48	6.35	0.94	0.79
Pueblo, CO	0.78		1.67			0.95

Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Veteran STEM Workforce	3.84	2.25	2.83	2.36	3.14	3.25
Florida	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	13.69	22.39	13.87	14.08	8.85	13.64
Cape Coral-Fort Myers, FL	1.96		0.94	4.93	1.56	1.66
Deltona-Daytona Beach-Ormond Beach, FL	1.87	1.49	3.13	3.52	3.13	2.52
Gainesville, FL	1.19	1.49	1.25	4.23	1.04	1.38
Homosassa Springs, FL	0.34	1.49	0.42	0.70	1.04	0.47
Jacksonville, FL	12.33	4.48	10.95	9.86	10.94	11.36
Lakeland-Winter Haven, FL	2.04	2.99	3.75	4.93	1.04	2.80
Miami-Fort Lauderdale-West Palm Beach, FL	14.46	16.42	14.81	17.61	15.10	14.87
Naples-Immokalee-Marco Island, FL	1.19	1.49	0.31	0.70	1.04	0.83
North Port-Sarasota-Bradenton, FL	2.98		3.55	2.11	3.13	3.08
Ocala, FL	0.85	1.49	1.15		1.04	0.95
Orlando-Kissimmee-Sanford, FL	10.54	4.48	9.80	9.15	11.98	10.13
Palm Bay-Melbourne-Titusville, FL	4.51	4.48	12.51	8.45	6.25	7.89
Pensacola-Ferry Pass-Brent, FL	4.76	8.96	3.44	4.23	4.69	4.34
Port St. Lucie, FL	0.94		2.19	2.11	2.08	1.54
Punta Gorda, FL	0.60		0.63	0.70		0.55
Sebastian-Vero Beach, FL	0.77		0.52		0.52	0.59
Tampa-St. Petersburg-Clearwater, FL	25.00	28.36	16.79	12.68	26.56	21.41
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Veteran STEM Workforce	7.00	6.27	6.46	5.31	5.69	6.54

Georgia	Information Technology and Computer Science	Mathematics	Engineering	Life and Physical Sciences	Supervisor/ Management	Total
not in identifiable area	28.20	33.33	38.17	50.00	28.24	33.38
Atlanta-Sandy Springs-Roswell, GA	63.44	46.67	53.94	45.65	64.89	58.59
Augusta-Richmond County, GA-SC	5.90	16.67	4.98		5.34	5.35
Chattanooga, TN-GA	1.15	3.33	1.45	3.26	1.53	1.49
Gainesville, GA	1.31		1.45	1.09		1.19
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Veteran STEM Workforce	3.63	2.81	3.25	3.44	3.88	3.47
Illinois	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	19.88	16.67	31.28	31.88	19.80	24.70
Bloomington, IL	3.65	4.17	1.54		2.97	2.60
Champaign-Urbana, IL	1.83		2.31		3.96	2.04
Chicago-Naperville-Elgin, IL	51.93	41.67	48.21	42.03	56.44	50.14
Decatur, IL	1.01		2.82	1.45		1.58
Kankakee, IL			1.03	1.45		0.46
Rockford, IL	2.03		3.59	2.90	2.97	2.69
St. Louis, MO-IL	15.82	33.33	7.69	15.94	11.88	12.91
Springfield, IL	3.85	4.17	1.54	4.35	1.98	2.88
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Veteran STEM Workforce	2.94	2.25	2.63	2.58	2.99	2.78
Maryland	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	9.12	10.53	19.76	9.65	11.56	12.13
Baltimore-Columbia-Towson, MD	43.74	48.25	42.44	35.96	31.29	42.07

Philadelphia-Camden-Wilmington, PA-NJ-MD	1.29		2.20	3.51	0.68	1.52
Salisbury, MD-DE	0.82	0.88	1.71	2.63		1.10
Washington-Arlington-Alexandria, DC-VA-MD	45.03	40.35	33.90	48.25	56.46	43.17
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Veteran STEM Workforce	5.09	10.66	2.76	4.26	4.36	4.23
Massachusetts	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	2.04		3.11	6.00	1.43	2.67
Barnstable Town, MA	3.40		2.42	4.00	4.29	3.09
Boston-Cambridge-Newton, MA-NH	60.20	62.50	52.25	62.00	67.14	57.81
Pittsfield, MA	2.04		3.81	2.00	2.86	2.81
Providence-Warwick, RI_MA	9.18	12.50	9.69		10.00	8.86
Springfield, MA	5.78		9.69	6.00	4.29	7.17
Worcester, MA-CT	17.35	25.00	19.03	20.00	10.00	17.58
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Veteran STEM Workforce	1.75	0.75	1.95	1.87	2.07	1.83
Michigan	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	26.44	28.57	33.33	37.74	28.57	30.82
Ann Arbor, MI	7.12	21.43	3.60	9.43	10.00	5.94
Detroit-Warren-Dearborn, MI	41.69	21.43	41.44	24.53	40.00	40.07
Grand Rapids-Wyoming, MI	7.12	7.14	6.08	1.89	5.71	6.16
Jackson, MI	1.36		2.48	1.89		1.83
Kalamazoo-Portage, MI	3.05		4.05	3.77	1.43	3.42

Lansing-East Lansing, MI	7.46	14.29	2.70	5.66	8.57	5.14
Monroe, MI	0.34	7.14	1.58	1.89	1.43	1.26
Muskegon, MI	1.69		0.90	5.66		1.37
Niles-Benton Harbor, MI	2.71		1.80	5.66		2.17
Saginaw, MI	1.02		2.03	1.89	4.29	1.83
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Veteran STEM Workforce	1.76	1.31	2.99	1.98	2.07	2.26
New York	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	16.59	9.52	21.79	25.30	16.16	19.32
Albany-Schenectady-Troy, NY	8.52	19.05	10.51	3.61	7.07	9.11
Binghamton, NY	2.84		3.50	3.61	2.02	3.06
Buffalo-Cheektowaga-Niagara Falls, NY	5.68	14.29	9.34	10.84	8.08	8.00
Glens Falls, NY	0.87		2.53	1.20		1.53
Ithaca, NY	0.66	4.76	0.58	2.41	2.02	0.94
New York-Newark-Jersey City, NY-NJ-PA	41.92	38.10	33.07	30.12	40.40	37.02
Rochester, NY	11.14	14.29	10.12	14.46	13.13	11.15
Syracuse, NY	8.95		6.42	8.43	7.07	7.49
Utica-Rome, NY	2.84		2.14		4.04	2.38
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Veteran STEM Workforce	2.73	1.96	3.46	3.1	2.93	3.03
North Carolina	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	32.70	40.00	25.88	40.21	25.97	30.35
Asheville, NC	2.71		4.61	1.03	5.19	3.45
Burlington, NC	1.75	3.33	1.32	1.03	1.95	1.61
Charlotte-Concord-Gastonia, NC	17.86	3.33	22.81	12.37	22.08	19.28
Fayetteville, NC	6.22	20.00	4.39	3.09	3.25	5.35

Goldsboro, NC	0.96		1.32	3.09	3.25	1.47
Greensboro-High Point, NC	5.58	3.33	7.02	6.19	6.49	6.16
Greenville, NC	0.64		0.66	1.03	1.95	0.81
Hickory-Lenoir-Morganton, NC	1.12		3.29	1.03	1.95	1.91
Myrtle Beach-Conway-North Myrtle Beach, NC	0.64	6.67	1.54		2.60	1.25
Raleigh, NC	22.01	16.67	17.54	18.56	20.13	19.94
Rocky Mount, NC	0.48		1.75	2.06		0.95
Wilmington, NC	1.28	3.33	1.54	7.22	1.30	1.83
Winston-Salem, NC	6.06	3.33	6.36	3.09	3.90	5.65
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Veteran STEM Workforce	3.73	2.81	3.07	3.63	4.56	3.52
Ohio	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	16.02		22.98	22.62	16.00	19.08
Akron, OH	6.95		6.05	2.38	6.00	6.09
Canton-Massillon, OH	2.32		3.23	2.38	3.00	2.71
Cincinnati, OH-KY-IN	14.48	5.56	13.51	13.10	10.00	13.49
Cleveland-Elyria, OH	16.41	11.11	17.94	10.71	14.00	16.37
Columbus, OH	21.24	16.67	12.10	23.81	24.00	17.85
Dayton, OH	15.06	50.00	12.90	16.67	19.00	15.13
Lima, OH	0.58		0.60			0.49
Mansfield, OH	0.19		1.01	1.19		0.58
Springfield, OH	1.16	16.67	2.22	1.19	3.00	1.97
Toledo, OH	3.86		5.24	3.57	4.00	4.36
Youngstown-Warren-Boardman, OH-PA	1.74		2.22	2.38	1.00	1.89
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Veteran STEM Workforce	3.08	1.68	3.34	3.14	2.96	3.14
Pennsylvania	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**

not in identifiable area	18.78	13.33	23.12	24.49	20.00	21.21
Allentown-Bethlehem-Easton, PA-NJ	3.59		5.56	4.08	2.11	4.35
East Stroudsburg, PA	0.42		1.25		1.05	0.81
Erie, PA	1.90	6.67	3.05	3.06	3.16	2.66
Harrisburg-Carlisle, PA	10.97	6.67	5.02	4.08	6.32	7.34
Johnstown, PA	0.84	6.67	1.25	2.04		1.13
Lancaster, PA	3.16	13.33	2.33	2.04		2.58
Lebanon, PA	1.27		1.43	2.04		1.29
Philadelphia-Camden-Wilmington, PA-NJ-DE	26.58	33.33	21.51	24.49	38.95	25.16
Pittsburgh, PA	19.20	6.67	22.04	23.47	15.79	20.40
Reading, PA	2.95		2.69	2.04	2.11	2.66
Scranton--Wilkes-Barre-Hazleton, PA	3.59	6.67	4.30	3.06	5.26	4.03
State College, PA	1.48		1.25	1.02	1.05	1.29
York-Hanover, PA	4.22	6.67	4.30	3.06	4.21	4.19
Youngstown-Warren-Boardman, OH-PA	1.05		0.90	1.02		0.89
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Veteran STEM Workforce	2.82	1.40	3.76	3.66	2.81	3.20
Tennessee	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	22.76		31.31	22.22	18.92	25.37
Chattanooga, TN-GA	5.77	16.67	10.10	5.56	4.05	7.48
Clarksville, TN-KY	8.65	16.67	3.03	9.26	4.05	6.14
Jackson, TN	0.32		1.68	1.85	1.35	1.07
Knoxville, TN	14.42		17.17	29.63	16.22	16.56
Memphis, TN-MS-AR	19.55	33.33	9.43	14.81	17.57	15.22
Nashville-Davidson-Murfreesboro--Frank	28.53	33.33	27.27	16.67	37.84	28.17
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Veteran STEM Workforce	1.86	1.12	2.00	2.02	2.19	1.93

Texas	Information Technology and Computer Science	Mathematics	Engineering	Life and Physical Sciences	Supervisor/ Management	Total
not in identifiable area	11.15	13.33	15.13	15.94	10.88	13.05
Amarillo, TX	0.46		1.43	1.20	0.60	0.89
Austin-Round Rock, TX	13.49	13.33	9.03	5.98	9.06	10.82
Beaumont-Port Arthur, TX	0.59		1.29	2.39	1.21	1.03
Brownsville-Harlingen, TX	0.33		0.43	0.40	1.21	0.45
College Station-Bryan, TX	0.85		0.43	0.80		0.59
Corpus Christi, TX	0.78	1.33	1.72	4.38	0.60	1.39
Dallas-Fort Worth-Arlington, TX	35.27	22.67	30.11	16.73	37.46	31.90
El Paso, TX	2.02	5.33	2.72	1.99	1.51	2.31
Houston-The Woodlands-Sugar Land, TX	12.78	5.33	23.73	30.68	18.43	18.66
Laredo, TX	0.07			0.40	0.30	0.08
Lubbock, TX	0.91		0.43	0.40	0.60	0.64
McAllen-Edinburg-Mission, TX	0.33	1.33	0.43	0.40		0.36
Midland, TX	0.13		0.50	0.80	0.30	0.33
Odessa, TX	0.13	1.33	0.79	1.20		0.47
San Angelo, TX	0.46		0.14	0.80	0.60	0.36
San Antonio-New Braunfels, TX	19.17	34.67	9.75	13.15	15.71	15.09
Tyler, TX	0.26	1.33	0.43	0.40	0.30	0.36
Waco, TX	0.39		0.86	1.20	0.91	0.67
Wichita Falls, TX	0.46		0.65	0.80	0.30	0.53
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Veteran STEM Workforce	9.13	7.02	9.39	9.38	9.81	9.25
Virginia	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	6.18	4.73	8.45	11.20	5.36	6.74

Blacksburg-Christiansburg-Radford, VA	0.60		0.73	4.00	0.30	0.68
Harrisonburg, VA	0.24		0.49	0.80	0.30	0.31
Lynchburg, VA	0.96	0.73	1.84	0.80	0.30	1.09
Richmond, VA	5.70	2.91	7.59	9.60	5.65	6.09
Roanoke, VA	0.42		1.47	3.20	0.60	0.78
Virginia Beach-Norfolk-Newport News, VA	21.37	18.55	31.09	25.60	19.94	23.61
Washington-Arlington-Alexandria, VA	64.53	73.09	48.35	44.80	67.56	60.70
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Veteran STEM Workforce	9.92	25.72	5.50	4.67	9.96	8.30
Washington	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	12.55	23.81	16.67	36.59	18.10	16.57
Bellingham, WA	0.80		1.10	2.44	1.72	1.10
Bremerton-Silverdale, WA	7.77	9.52	12.09	7.32	8.62	9.71
Olympia-Tumwater, WA	5.98	4.76	4.03	4.88	5.17	4.97
Portland-Vancouver-Hillsboro, WA	4.78	4.76	6.04	3.66	5.17	5.29
Seattle-Tacoma-Bellevue, WA	59.76	52.38	51.47	26.83	55.17	53.51
Spokane-Spokane Valley, WA	7.57		5.49	13.41	5.17	6.71
Wenatchee, WA	0.40		2.20	3.66		1.34
Yakima, WA	0.40	4.76	0.92	1.22	0.86	0.79
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Veteran STEM Workforce	2.99	1.96	3.68	3.07	3.44	3.27

For comparison purposes with the above table, Table 12 below presents the distribution of the non-veteran STEM workforce for each of the five clusters across each state for the metropolitan/non-metropolitan areas within the state. Each state exhibits 1.8 percent or more of the veteran STEM workforce nationally. Arizona, which exhibited 1.97 percent of the total STEM non-veteran workforce for the U.S., has 81.31 percent of the Mathematics cluster non-veteran workforce in the state of Arizona located in the Phoenix-Mesa-Scottsdale, AZ metropolitan area. The next largest percentage for the Mathematics cluster non-veteran workforce is reflected by Tucson, AZ at 11.21 percent. The Phoenix-Mesa-Scottsdale, AZ metropolitan area reflects the largest percentage of the STEM cluster workforce for all five of the clusters, followed by the Tucson, AZ metropolitan area, which exhibits the second largest percentage of the STEM cluster workforce for all five clusters.

California has two metropolitan area workforces which exhibit double digit STEM cluster workforces for all five STEM clusters: Los Angeles-Long Beach-Anaheim, CA and San Francisco-Oakland-Hayward, CA. The San Jose-Sunnyvale-Santa Clara, CA metropolitan area exhibits double digit STEM cluster workforces for three of the five STEM clusters. California represents 14.76 percent of the total STEM workforce for the U.S., the largest percentage for any state in the U.S. California is followed by Texas (8.08 percent) and New York (5.53 percent). The "not in identifiable area" (non-metropolitan) locations for California only represent two (2) percent of the total non-veteran STEM workforce across the STEM clusters (Total). Georgia exhibits the highest percentage of their non-veteran STEM workforce which resides in "not in identifiable area" (non-metropolitan) locations, 39.09 percent, followed Alabama (38.81 percent) and Michigan (36.14 percent).

Table 12. Distribution of Five STEM Clusters for Non-Veteran Workforce within States (All States with 1.8 Percent or More of the Total STEM Veteran Workforce) Across the 2012 to 2016 Time Period

Alabama	Information Technology and Computer Science	Mathematics	Engineering	Life and Physical Sciences	Supervisor/ Management	Total
not in identifiable area	19.43	22.03	27.32	34.33	19.75	38.81
Anniston-Oxford-Jacksonville, AL	0.80	3.39	1.37	1.50	1.59	2.11
Auburn-Opelika, AL	3.16		2.63	4.08	2.87	2.48
Birmingham-Hoover, AL	28.65	28.81	20.85	22.53	29.62	22.70
Daphne-Fairhope-Foley, AL	2.23		2.98	3.22	3.18	2.86
Decatur, AL	2.97	3.39	4.41	2.36	2.23	2.92

Gadsden, AL	0.80	1.69	1.26	1.29	0.96	1.97
Huntsville, AL	23.70	23.73	24.91	9.66	21.02	7.63
Mobile, AL	6.00	6.78	6.76	7.30	7.32	7.39
Montgomery, AL	8.97	8.47	4.41	8.58	7.64	6.88
Tuscaloosa, AL	3.28	1.69	3.09	5.15	3.82	4.26
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Non-Veteran STEM Workforce	0.92	0.81	1.38	0.93	0.90	1.07
Arizona	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	2.39	3.74	3.60	8.88	3.02	7.54
Flagstaff, AZ	1.40	1.87	2.34	6.70	1.10	2.87
Lake Havasu City-Kingman, AZ	0.65	0.93	0.89	1.16	0.96	2.45
Phoenix-Mesa-Scottsdale, AZ	79.75	81.31	72.40	52.11	78.60	66.97
Prescott, AZ	1.32		1.49	1.75	0.82	2.34
Tucson, AZ	13.76	11.21	17.76	27.80	14.40	15.11
Yuma, AZ	0.73	0.93	1.52	1.60	1.10	2.72
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Non-Veteran STEM Workforce	2.02	1.46	2.13	1.38	2.09	1.97
California	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	0.78	1.12	1.12	2.55	0.95	2.00
Bakersfield, CA	0.52	0.92	1.03	0.96	0.76	1.63
Chico, CA	0.40		0.30	0.52	0.31	0.54
El Centro, CA	0.06	0.41	0.12	0.14	0.10	0.32
Fresno, CA	0.84	1.33	0.79	1.28	0.56	2.16
Hanford-Corcoran, CA	0.07	0.10	0.11	0.16	0.04	0.30
Los Angeles-Long Beach-Anaheim, CA	27.23	25.05	31.90	23.35	28.66	37.02
Madera, CA	0.07		0.07	0.18	0.06	0.26

Merced, CA	0.13		0.14	0.38	0.08	0.54
Modesto, CA	0.45	0.31	0.48	0.75	0.43	1.17
Napa, CA	0.20	0.20	0.30	0.37	0.37	0.48
Oxnard-Thousand Oaks-Ventura, CA	1.82	2.45	2.39	2.51	2.39	2.29
Redding, CA	0.20	0.10	0.31	0.42	0.19	0.45
Riverside-San Bernardino-Ontario, CA	4.32	6.34	5.63	4.16	4.34	9.71
Sacramento--Roseville--Arden-Arcade, CA	5.99	25.87	5.73	7.05	5.55	5.57
Salinas, CA	0.58	1.02	0.57	0.83	0.51	1.24
San Diego-Carlsbad, CA	8.17	7.26	9.83	13.15	7.39	7.85
San Francisco-Oakland-Hayward, CA	24.98	16.46	16.92	26.06	25.30	13.05
San Jose-Sunnyvale-Santa Clara, CA	18.41	5.83	16.17	8.54	17.12	5.52
San Luis Obispo -Paso Robles-Arroyo Grande, CA	0.42	0.51	0.67	0.52	0.53	0.63
Santa Cruz-Watsonville, CA	0.83	0.20	0.79	0.90	0.95	0.70
Santa Maria-Santa Barbara, CA	0.89	0.61	1.13	1.48	0.97	1.11
Santa Rosa, CA	0.88	1.02	1.35	1.26	0.97	1.34
Stockton-Lodi, CA	0.72	0.41	0.94	0.68	0.45	1.62
Vallejo-Fairfield, CA	0.68	1.12	0.73	1.03	0.80	1.06
Visalia-Porterville, CA	0.19	0.41	0.27	0.55	0.12	1.02
Yuba City, CA	0.16	0.92	0.21	0.21	0.10	0.41
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Non-Veteran STEM Workforce	15.05	13.36	14.89	14.20	13.94	14.76
Colorado	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	15.77	12.38	18.74	28.80	18.20	25.55
Colorado Springs, CO	10.53	4.76	8.12	4.36	8.73	10.55
Denver-Aurora-Lakewood, CO	66.08	77.14	62.42	51.71	64.46	53.55

Fort Collins, CO	5.84	4.76	8.28	12.82	7.36	5.96
Grand Junction, CO	0.88		0.84	1.45	0.62	1.80
Pueblo, CO	0.90	0.95	1.59	0.85	0.62	2.59
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Non-Veteran STEM Workforce	2.65	1.43	2.44	2.34	2.30	2.49
Florida	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	7.43	15.26	7.80	13.61	7.03	9.06
Cape Coral-Fort Myers, FL	2.21	1.62	2.18	2.35	1.82	3.28
Deltona-Daytona Beach-Ormond Beach, FL	2.26	1.62	2.78	1.72	1.95	2.83
Gainesville, FL	1.75	1.62	1.75	8.56	1.63	1.39
Homosassa Springs, FL	0.17		0.16	0.57	0.13	0.46
Jacksonville, FL	7.18	9.42	6.69	5.40	9.11	6.41
Lakeland-Winter Haven, FL	2.27	1.62	2.38	2.24	2.99	3.25
Miami-Fort Lauderdale-West Palm Beach, FL	27.86	24.68	29.79	24.99	27.46	31.91
Naples-Immokalee-Marco Island, FL	0.76	0.65	0.89	0.57	0.78	1.50
North Port-Sarasota-Bradenton, FL	2.99	3.90	2.84	4.60	2.60	3.56
Ocala, FL	0.52	0.32	0.55	0.52	0.52	1.12
Orlando-Kissimmee-Sanford, FL	14.36	11.69	13.20	9.71	13.66	10.80
Palm Bay-Melbourne-Titusville, FL	3.83	1.62	7.58	2.64	3.25	2.48
Pensacola-Ferry Pass-Brent, FL	2.00	1.62	1.93	2.58	1.69	2.19
Port St. Lucie, FL	0.87	1.95	1.60	1.95	1.43	1.66
Punta Gorda, FL	0.38	0.32	0.45	0.29	0.26	0.62
Sebastian-Vero Beach, FL	0.34	0.65	0.47	1.15	0.33	0.54
Tampa-St. Petersburg-Clearwater, FL	22.86	21.43	16.93	16.54	23.36	16.95
Total	100.00	100.00	100.00	100.00	100.00	100.00

Percent of Total Non-Veteran STEM Workforce	4.81	4.21	4.36	3.49	4.41	4.45
Georgia	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	16.60	19.05	28.18	31.32	16.82	39.09
Atlanta-Sandy Springs-Roswell, GA	78.72	77.06	64.66	63.67	79.35	54.33
Augusta-Richmond County, GA-SC	2.20	3.03	4.10	2.94	1.96	2.81
Chattanooga, TN-GA	1.18	0.43	1.43	0.79	0.56	1.72
Gainesville, GA	1.30	0.43	1.62	1.27	1.31	2.04
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Non-Veteran STEM Workforce	3.07	3.16	2.49	2.52	3.07	2.82
Illinois	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	11.15	7.69	21.68	17.88	10.86	24.93
Bloomington, IL	3.30	7.08	1.11	1.26	2.71	1.59
Champaign-Urbana, IL	2.20	2.15	1.61	8.01	1.42	1.62
Chicago-Naperville-Elgin, IL	75.68	73.85	65.19	63.96	78.22	61.12
Decatur, IL	0.63	0.92	1.11	1.54	0.19	0.94
Kankakee, IL	0.30	0.31	0.50	0.55	0.37	0.95
Rockford, IL	1.29	0.62	3.37	1.32	1.36	2.31
St. Louis, MO-IL	3.74	3.38	3.71	3.62	3.70	4.88
Springfield, IL	1.70	4.00	1.71	1.87	1.17	1.67
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Non-Veteran STEM Workforce	4.35	4.44	3.93	3.65	4.65	4.16
Maryland	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	5.82	4.13	10.14	4.62	7.18	10.46

Baltimore-Columbia-Towson, MD	43.77	45.60	47.57	36.87	43.19	43.85
Philadelphia-Camden-Wilmington, PA-NJ-MD	0.75	0.72	1.56	1.43	0.47	1.46
Salisbury, MD-DE	0.66	0.18	1.49	0.95	0.76	2.74
Washington-Arlington-Alexandria, DC-VA-MD	49.00	49.37	39.25	56.12	48.39	41.48
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Non-Veteran STEM Workforce	3.46	7.61	2.34	4.20	3.03	3.24
Massachusetts	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	1.60	0.43	1.84	1.77	1.31	3.27
Barnstable Town, MA	1.18	1.71	1.59	2.24	2.05	3.31
Boston-Cambridge-Newton, MA-NH	76.37	77.78	69.08	80.53	72.80	63.69
Pittsfield, MA	1.15	0.43	1.66	1.66	1.48	2.62
Providence-Warwick, RI-MA	4.43	5.56	6.01	2.57	4.77	7.65
Springfield, MA	4.54	5.13	5.56	2.28	5.09	7.80
Worcester, MA-CT	10.74	8.97	14.25	8.94	12.49	11.67
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Non-Veteran STEM Workforce	3.66	3.20	3.19	5.53	3.49	3.73
Michigan	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	18.21	17.28	21.66	29.79	18.40	36.14
Ann Arbor, MI	8.06	3.14	5.09	17.45	6.65	3.61
Detroit-Warren-Dearborn, MI	49.21	37.70	52.38	25.02	53.82	36.10
Grand Rapids-Wyoming, MI	8.88	6.28	6.98	5.45	6.75	7.50
Jackson, MI	1.01	1.05	1.20	0.77	1.76	1.38
Kalamazoo-Portage, MI	3.30	3.14	2.93	6.55	2.05	3.74

Lansing-East Lansing, MI	7.33	25.65	3.18	10.81	5.48	5.00
Monroe, MI	0.68	2.62	1.24	0.94	0.68	1.36
Muskegon, MI	0.80	1.05	1.55	1.36	1.27	1.54
Niles-Benton Harbor, MI	1.20	1.05	2.18	1.19	1.86	1.76
Saginaw, MI	1.32	1.05	1.60	0.68	1.27	1.87
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Non-Veteran STEM Workforce	2.41	2.61	4.36	2.35	2.93	3.08
New York	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	6.76	5.75	12.84	11.74	7.61	13.25
Albany-Schenectady-Troy, NY	5.91	7.00	8.82	8.40	6.35	4.36
Binghamton, NY	1.74	1.75	2.41	1.06	1.51	1.30
Buffalo-Cheektowaga-Niagara Falls, NY	5.10	4.25	6.09	4.67	3.78	5.48
Glens Falls, NY	0.53	0.25	0.86	0.87	0.40	0.82
Ithaca, NY	0.75		0.59	3.57	0.86	0.54
New York-Newark-Jersey City, NY-NJ-PA	66.65	71.75	51.66	56.42	68.45	62.29
Rochester, NY	7.71	6.50	9.96	7.33	7.16	6.25
Syracuse, NY	3.59	2.00	5.45	4.71	3.23	4.13
Utica-Rome, NY	1.26	0.75	1.32	1.22	0.66	1.59
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Non-Veteran STEM Workforce	5.89	5.46	5.09	5.27	5.69	5.53
North Carolina	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	18.09	16.36	22.52	37.10	19.78	30.30
Asheville, NC	2.90	1.82	4.67	3.24	2.69	4.63
Burlington, NC	1.57	0.61	1.77	1.97	1.52	1.91
Charlotte-Concord-Gastonia, NC	28.19	30.30	23.22	12.01	27.61	22.03
Fayetteville, NC	1.35	2.42	1.53	0.83	0.84	3.29

Goldsboro, NC	0.39		0.58	0.32		1.00
Greensboro-High Point, NC	5.91	6.67	7.09	4.89	7.24	7.87
Greenville, NC	0.77	1.21	1.16	2.10	1.09	1.47
Hickory-Lenoir-Morganton, NC	1.76	1.21	3.27	1.65	1.43	3.78
Myrtle Beach-Conway-North Myrtle Beach, NC	0.69	0.61	1.19	0.70	0.84	1.08
Raleigh, NC	30.83	27.88	23.31	26.75	29.21	12.35
Rocky Mount, NC	0.56	0.61	0.98	0.83	0.76	1.36
Wilmington, NC	1.44	3.03	3.15	2.41	1.60	2.49
Winston-Salem, NC	5.54	7.27	5.56	5.21	5.39	6.44
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Non-Veteran STEM Workforce	3.03	2.25	2.59	3.15	3.41	2.93
Ohio	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	11.17	6.11	19.36	15.56	12.33	25.35
Akron, OH	6.60	8.33	6.05	5.70	7.50	5.70
Canton-Massillon, OH	2.62	2.22	3.20	1.60	1.98	3.38
Cincinnati, OH-KY-IN	17.47	12.22	17.57	22.09	19.66	13.05
Cleveland-Elyria, OH	21.41	26.11	19.45	20.29	21.98	18.72
Columbus, OH	24.75	30.00	15.34	21.13	22.59	15.07
Dayton, OH	8.10	8.33	8.41	6.34	5.78	6.27
Lima, OH	0.49	1.11	0.72	0.45	0.17	0.98
Mansfield, OH	0.38		0.67	0.45	0.60	0.87
Springfield, OH	0.98	1.11	1.07	0.77	0.78	1.27
Toledo, OH	3.94	3.89	5.69	3.39	4.40	5.74
Youngstown-Warren-Boardman, OH-PA	2.10	0.56	2.47	2.24	2.24	3.60
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Non-Veteran STEM Workforce	3.14	2.46	3.76	3.13	3.33	3.34
Pennsylvania	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**

not in identifiable area	12.54	10.38	20.69	14.53	12.77	25.45
Allentown-Bethlehem-Easton, PA-NJ	4.83	3.11	5.70	3.87	5.45	4.67
East Stroudsburg, PA	0.54	0.35	0.38	0.58	0.45	0.71
Erie, PA	1.20	2.42	2.26	1.03	1.64	2.08
Harrisburg-Carlisle, PA	5.95	8.30	3.65	3.24	3.06	4.26
Johnstown, PA	0.95	1.04	1.27	0.67	0.45	1.63
Lancaster, PA	2.28	0.69	2.99	2.25	2.24	3.28
Lebanon, PA	0.67		0.54	0.63	0.75	0.95
Philadelphia-Camden-Wilmington, PA-NJ-DE	38.12	44.29	28.02	43.45	40.55	25.95
Pittsburgh, PA	22.39	21.11	22.51	20.06	23.15	18.40
Reading, PA	2.68	1.04	2.99	2.07	2.76	3.11
Scranton--Wilkes-Barre-Hazleton, PA	2.90	3.11	2.94	1.71	2.17	4.08
State College, PA	1.57	0.35	1.57	3.15	1.19	1.19
York-Hanover, PA	2.87	3.46	3.61	2.20	2.84	3.04
Youngstown-Warren-Boardman, OH-PA	0.52	0.35	0.88	0.54	0.52	1.20
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Non-Veteran STEM Workforce	3.59	3.95	3.80	4.45	3.84	3.79
Tennessee	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	13.34	11.11	28.10	22.20	13.85	29.73
Chattanooga, TN-GA	6.51	9.52	8.40	4.58	8.27	5.41
Clarksville, TN-KY	1.11	1.59	1.63	1.09	0.58	2.52
Jackson, TN	0.74		1.68	1.33	0.77	1.83
Knoxville, TN	15.84	11.11	19.90	25.69	16.54	14.26
Memphis, TN-MS-AR	18.87	22.22	10.52	16.89	14.23	15.27
Nashville-Davidson-Murfreesboro—Franklin, TN	43.59	44.44	29.78	28.23	45.77	30.97
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Veteran STEM Workforce	1.39	0.86	1.60	1.66	1.49	1.49

Texas	Information Technology and Computer Science	Mathematics	Engineering	Life and Physical Sciences	Supervisor/ Management	Total
not in identifiable area	5.74	3.77	9.42	11.88	5.69	18.76
Amarillo, TX	0.60	0.75	0.85	1.06	0.58	1.11
Austin-Round Rock, TX	17.10	18.59	11.76	10.24	15.34	8.14
Beaumont-Port Arthur, TX	0.44	0.25	1.58	1.39	0.61	1.41
Brownsville-Harlingen, TX	0.30	0.25	0.33	0.42	0.58	1.28
College Station-Bryan, TX	0.76	0.25	0.65	2.98	0.68	0.79
Corpus Christi, TX	0.58	0.25	1.36	1.50	0.58	1.80
Dallas-Fort Worth-Arlington, TX	42.58	36.18	29.79	18.12	39.15	27.61
El Paso, TX	1.41	1.51	1.29	1.50	1.15	2.73
Houston-The Woodlands-Sugar Land, TX	20.25	21.61	33.41	38.63	28.38	20.72
Laredo, TX	0.18	0.25	0.30	0.11	0.20	0.96
Lubbock, TX	0.66	0.75	0.58	1.56	0.41	1.18
McAllen-Edinburg-Mission, TX	0.60	0.25	0.64	0.78	0.64	1.98
Midland, TX	0.19	0.25	0.76	1.11	0.30	0.50
Odessa, TX	0.12		0.28	0.31	0.14	0.50
San Angelo, TX	0.24		0.19	0.28	0.14	0.43
San Antonio-New Braunfels, TX	6.98	13.32	5.21	6.71	4.54	7.77
Tyler, TX	0.39	0.25	0.59	0.61	0.30	0.76
Waco, TX	0.58	1.51	0.60	0.50	0.47	1.02
Wichita Falls, TX	0.30		0.42	0.31	0.14	0.56
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Non-Veteran STEM Workforce	7.88	5.44	8.77	7.20	8.47	8.08
Virginia	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	6.37	4.37	10.69	15.40	6.33	17.56

Blacksburg-Christiansburg-Radford, VA	1.16		2.15	4.05	1.07	1.88
Harrisonburg, VA	0.64	0.14	0.99	1.62	0.87	1.89
Lynchburg, VA	1.06	0.82	2.89	2.65	1.47	2.83
Richmond, VA	11.16	9.70	10.71	14.74	11.86	15.02
Roanoke, VA	1.74	0.68	2.84	2.28	1.87	3.64
Virginia Beach-Norfolk-Newport News, VA	9.38	5.60	19.36	12.90	10.93	18.60
Washington-Arlington-Alexandria, VA	68.48	78.69	50.37	46.35	65.62	38.58
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Non-Veteran STEM Workforce	4.50	10.00	2.88	2.72	4.31	3.84
Washington	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
not in identifiable area	6.82	7.06	12.48	25.73	9.40	18.73
Bellingham, WA	1.28	1.76	1.93	2.35	1.00	2.62
Bremerton-Silverdale, WA	2.23	4.12	4.69	3.20	1.64	3.74
Olympia-Tumwater, WA	2.57	7.06	1.96	4.26	2.28	3.14
Portland-Vancouver-Hillsboro, WA	4.21	4.71	6.50	3.55	4.93	6.48
Seattle-Tacoma-Bellevue, WA	78.42	72.94	66.80	50.46	77.01	52.91
Spokane-Spokane Valley, WA	3.75	2.35	4.26	6.33	3.01	7.90
Wenatchee, WA	0.29		0.44	1.78	0.18	1.43
Yakima, WA	0.44		0.93	2.35	0.55	3.05
Total	100.00	100.00	100.00	100.00	100.00	100.00
Percent of Total Non-Veteran STEM Workforce	3.36	2.32	3.07	2.82	3.14	3.16

Veteran STEM Regions

Table 13 presents the percent of each occupational cluster STEM workforce by veterans and non-veterans over the nine Census regions for the 2012 to 2016 time period, i.e., 4.18 percent of the veteran STEM workforce for the information technology and computer science occupational cluster resides in the New England region of the U.S. (all columns sum to 100 percent). The largest percentage of the veteran STEM workforce for the information technology and computer science occupational cluster resides in the South Atlantic region of the U.S. (32.13 percent). It should be noted that the largest percentage of the veteran STEM workforce for the each of the five occupational clusters resides in the South Atlantic region of the U.S. (see table below for states within the South Atlantic region). This is not true for non-veterans in the STEM occupational workforce where the South Atlantic region competes with the Pacific region for the largest percentage of non-veteran workforce members.

States by Nine Census Regions

Region	States
New England	Vermont, Rhode Island, Maine, New Hampshire, Connecticut, Massachusetts
Middle Atlantic	New Jersey, Pennsylvania, New York
East North Central	Wisconsin, Indiana, Michigan, Ohio, Illinois
West North Central	North Dakota, South Dakota, Nebraska, Kansas, Iowa, Minnesota, Missouri
South Atlantic	District Of Columbia, Delaware, West Virginia, South Carolina, Maryland, Virginia, Georgia, North Carolina, Florida
East South Central	Mississippi, Kentucky, Alabama, Tennessee
West South Central	Arkansas, Oklahoma, Louisiana, Texas
Mountain	Wyoming, Montana, Idaho, New Mexico, Nevada, Utah, Colorado, Arizona
Pacific	Alaska, Hawaii, Oregon, Washington, California

Table 13. Distribution of the Veteran and Non-Veteran STEM Workforce by Occupational Cluster (5) across Census Regions (9) for the 2012 to 2016 Time Period

Region - Veterans	Information Technology and Computer Science	Mathematics	Engineering	Life and Physical Sciences	Supervisor/ Management	Total
New England Region	4.18	2.53	5.18	4.41	5.16	4.62
Middle Atlantic Region	7.28	4.40	8.85	8.97	7.94	7.98
East North Central Region	10.34	6.27	12.21	10.62	10.34	10.96

Region - Veterans	Information Technology and Computer Science	Mathematics	Engineering	Life and Physical Sciences	Supervisor/ Management	Total
West North Central Region	5.79	4.68	5.10	6.80	4.50	5.45
South Atlantic Region	32.13	51.45	23.78	24.97	30.96	28.87
East South Central Region	4.95	4.96	5.78	5.68	5.36	5.36
West South Central Region	11.28	7.95	12.47	13.12	11.76	11.81
Mountain Region	10.07	5.89	9.41	9.53	8.86	9.56
Pacific Region	14.00	11.88	17.21	15.89	15.11	15.40
Total	100.00	100.00	100.00	100.00	100.00	100.00

Region - Non-Veterans	Information Technology and Computer Science	Mathematics	Engineering	Life and Physical Sciences	Supervisor/ Management	Total
New England Region	6.46	6.53	6.28	8.35	6.94	6.68
Middle Atlantic Region	13.87	13.41	11.71	13.16	14.66	13.15
East North Central Region	12.68	11.76	15.98	12.73	13.82	13.83
West North Central Region	5.56	4.63	5.58	6.31	5.42	5.64
South Atlantic Region	20.83	31.66	16.86	18.86	20.14	19.45
East South Central Region	3.53	2.95	4.52	3.96	3.64	3.90
West South Central Region	9.58	6.87	11.35	9.76	10.08	10.16
Mountain Region	7.33	4.71	7.62	7.62	6.43	7.33
Pacific Region	20.17	17.47	20.09	19.26	18.86	19.86
Total	100.00	100.00	100.00	100.00	100.00	100.00

Figure 3. Percent of the Veteran and Non-Veteran STEM Workforce across Census Regions (9) for the 2012 to 2016 Time Period

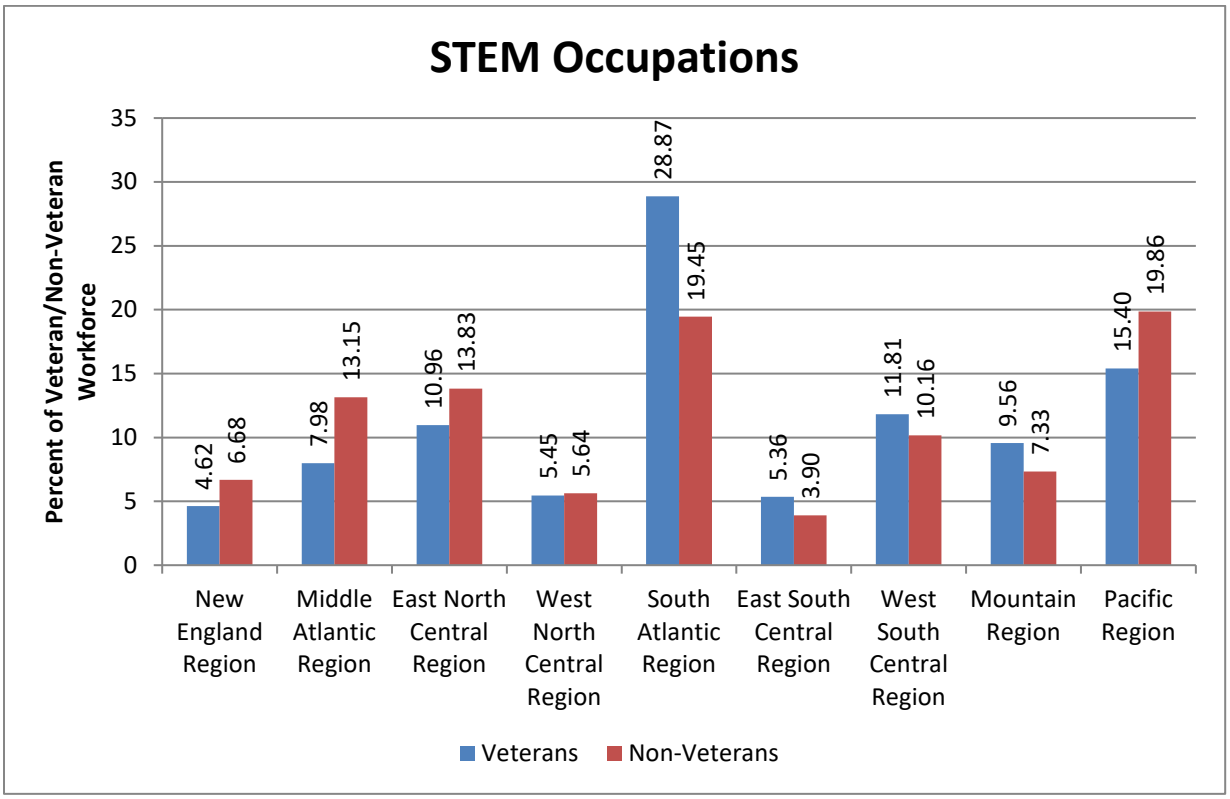


Figure 4. Percent of the Veteran and Non-Veteran STEM Workforce in the Information Technology and Computer Science Occupational STEM Cluster across Census Regions (9) for the 2012 to 2016 Time Period

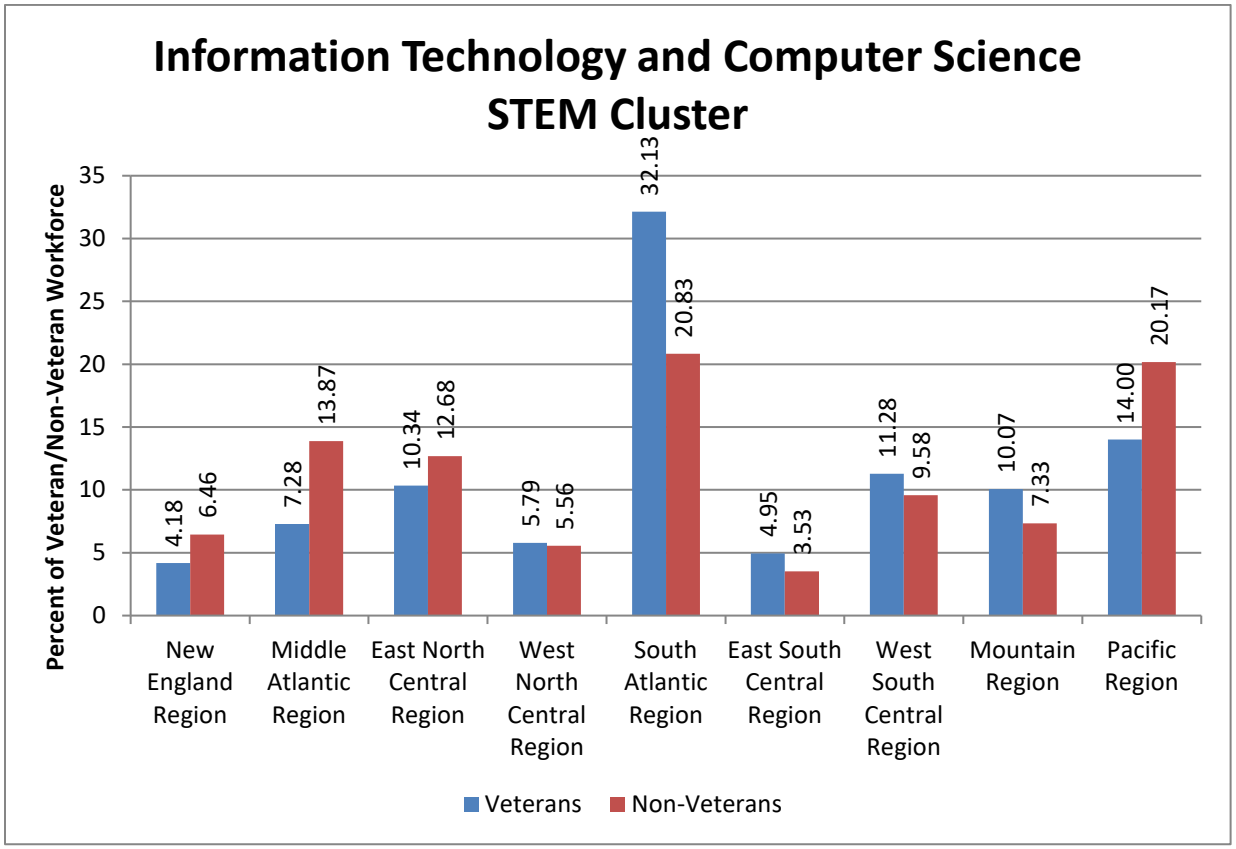


Figure 5. Percent of the Veteran and Non-Veteran STEM Workforce in the Mathematics Occupational STEM Cluster across Census Regions (9) for the 2012 to 2016 Time Period

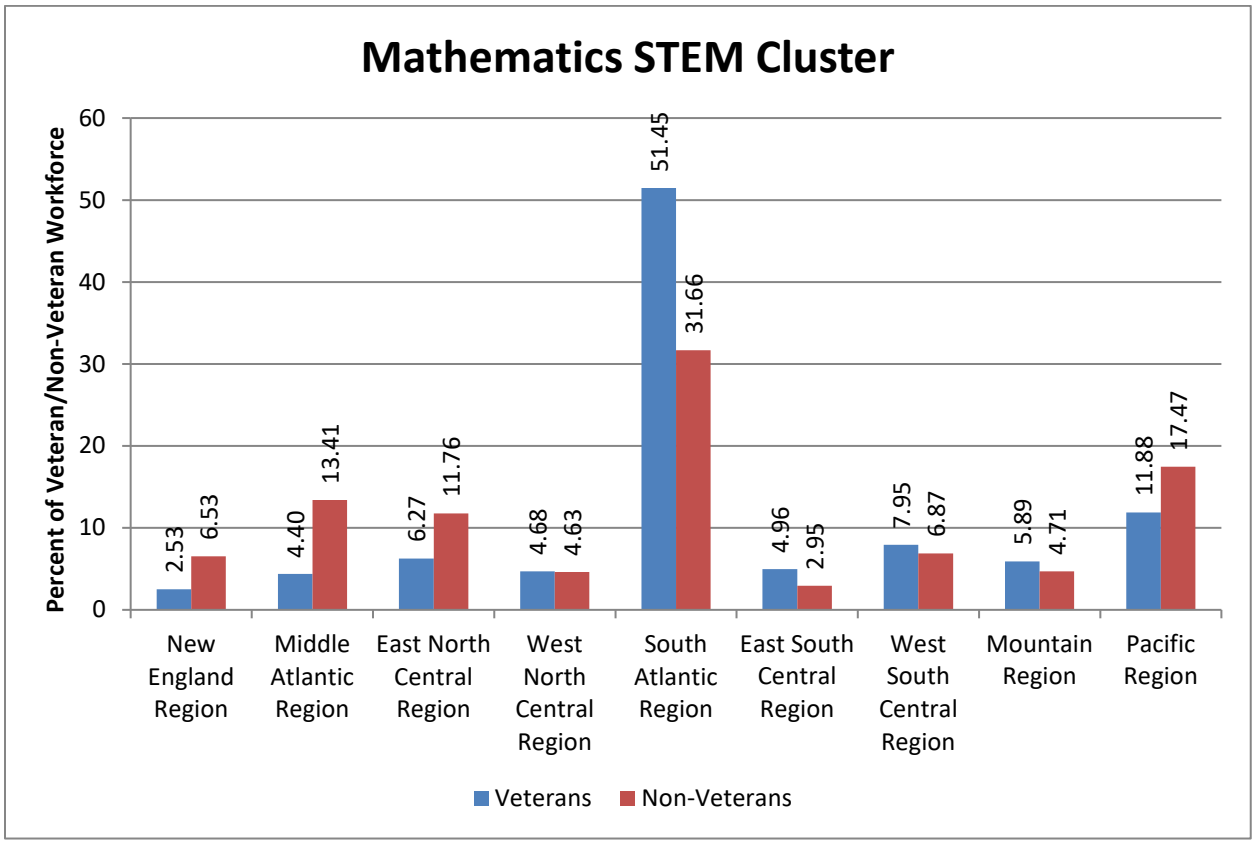


Figure 6. Percent of the Veteran and Non-Veteran STEM Workforce in the Engineering Occupational STEM Cluster across Census Regions (9) for the 2012 to 2016 Time Period

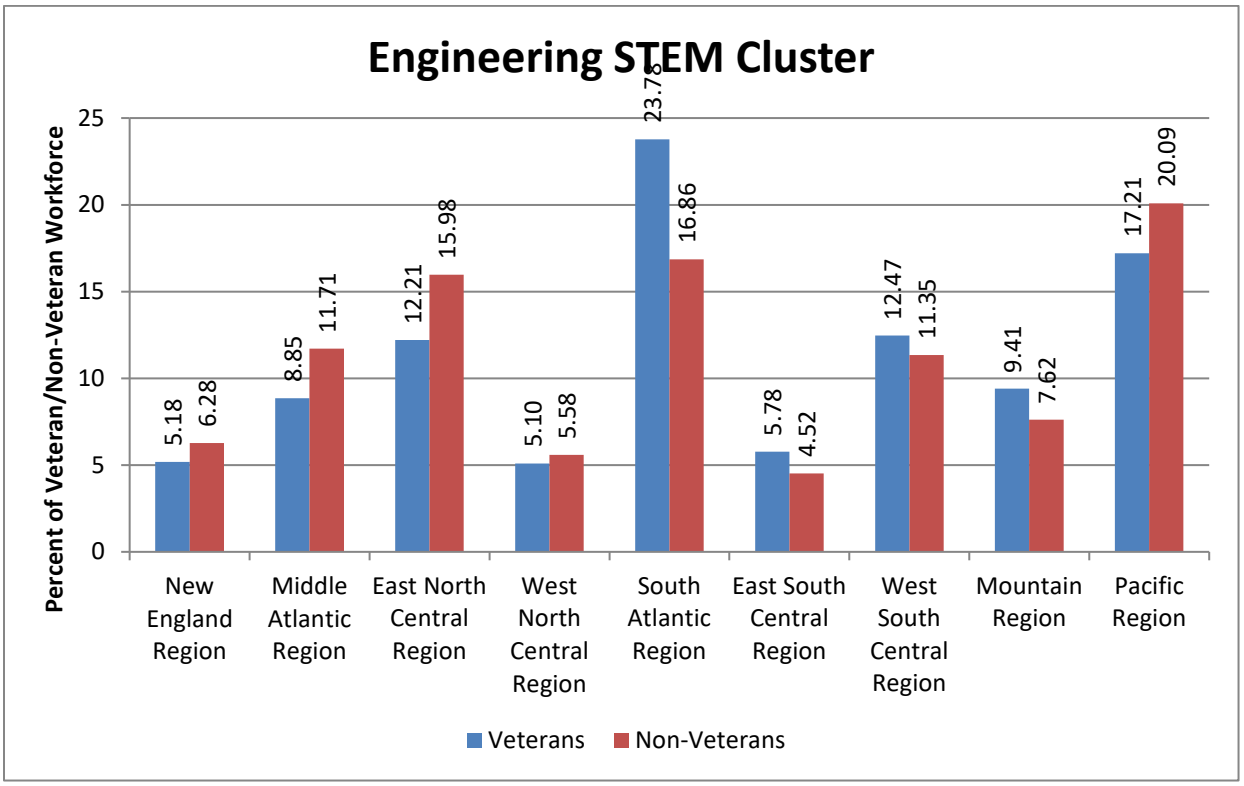


Figure 7. Percent of the Veteran and Non-Veteran STEM Workforce in the Life and Physical Sciences Occupational STEM Cluster across Census Regions (9) for the 2012 to 2016Time Period

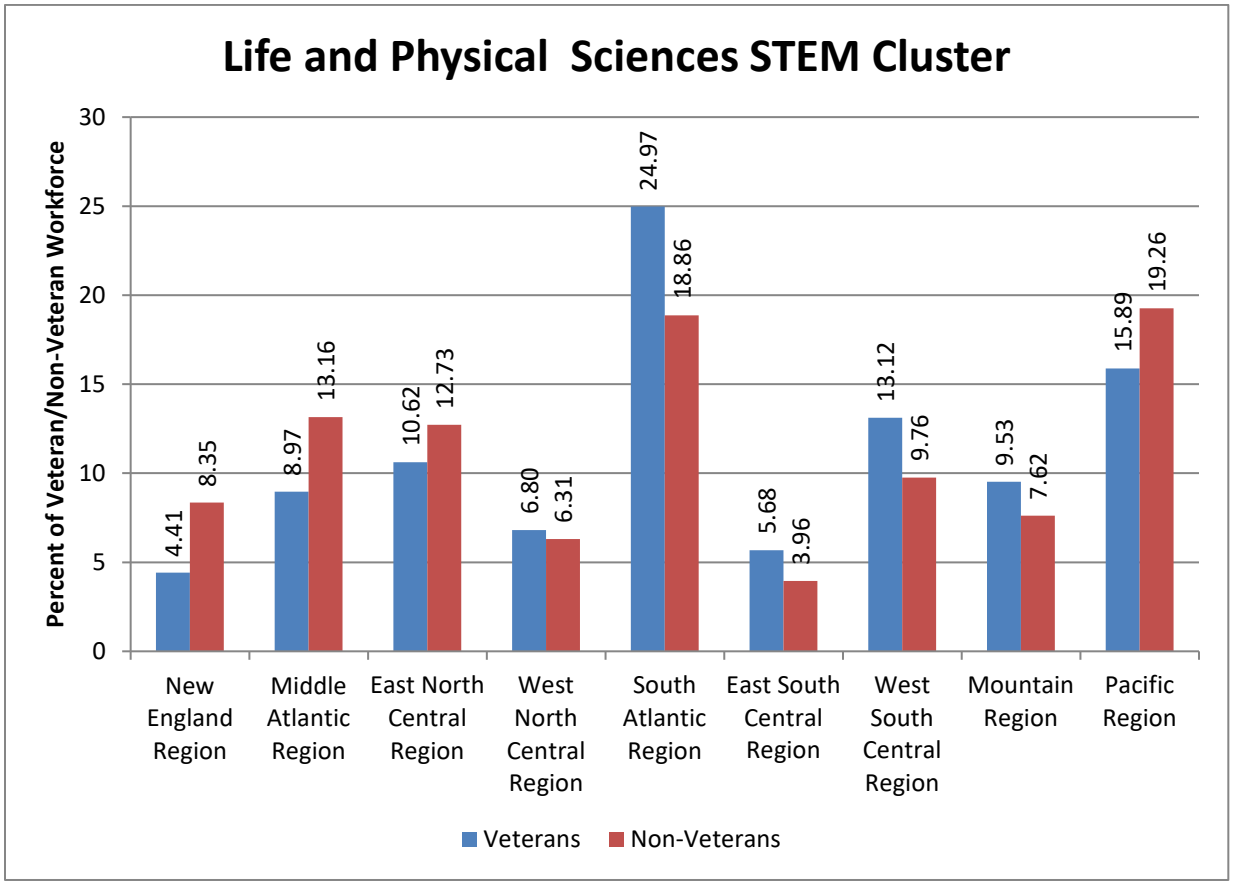


Figure 8. Percent of the Veteran and Non-Veteran STEM Workforce in the Supervisor/Management Occupational STEM Cluster across Census Regions (9) for the 2012 to 2016 Time Period

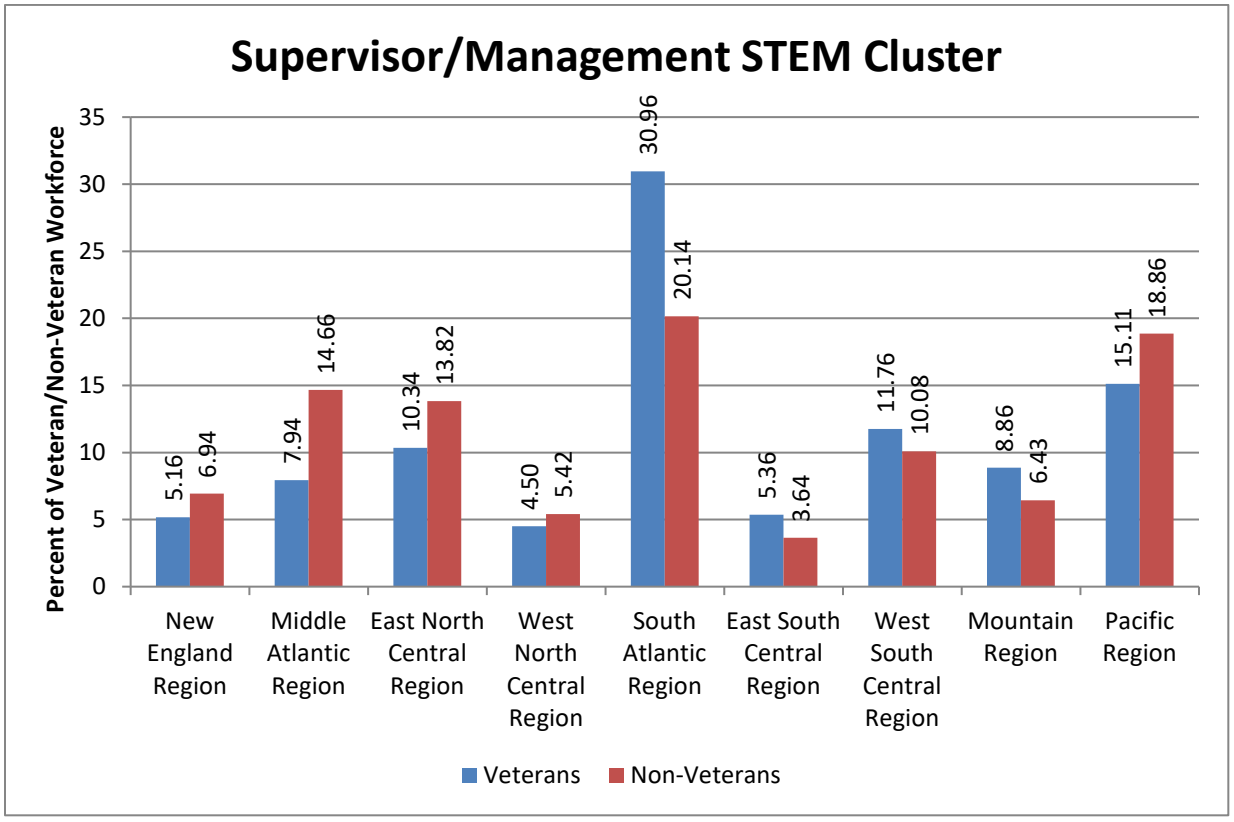


Table 14 presents the percent of each occupational cluster workforce within a specific Census region by veterans and non-veterans for the 2012 to 2016 time period, i.e., 42.99 percent of the veteran STEM workforce in the New England region is in the engineering occupational cluster (all rows sum to 100 percent). The largest percentage of the veteran STEM workforce by region is in the information technology and computer science and engineering occupational clusters. This is also true for non-veteran STEM workforces by region.

Table 14. Percent of the Veteran and Non-Veteran STEM Workforce by Occupational STEM Cluster (5) by Census Region (9) for the 2012 to 2016Time Period

Region - Veterans	Information Technology and Computer Science	Mathematics	Engineering	Life and Physical Sciences	Supervisor/ Management	Total
New England Region	39.20	1.51	42.99	6.59	9.72	100.00
Middle Atlantic Region	39.52	1.52	42.53	7.76	8.67	100.00
East North Central Region	40.86	1.58	42.67	6.68	8.21	100.00
West North Central Region	46.00	2.37	35.83	8.61	7.19	100.00
South Atlantic Region	48.22	4.91	31.56	5.97	9.34	100.00
East South Central Region	40.06	2.55	41.36	7.32	8.71	100.00
West South Central Region	41.36	1.86	40.45	7.67	8.67	100.00
Mountain Region	45.63	1.70	37.72	6.88	8.07	100.00
Pacific Region	39.39	2.13	42.82	7.12	8.54	100.00
Total	43.33	2.76	38.31	6.90	8.71	100.00
Region - Non-Veterans	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
New England Region	43.14	1.81	30.05	15.81	9.18	100.00
Middle Atlantic Region	47.09	1.89	28.49	12.67	9.86	100.00
East North Central Region	40.95	1.58	36.98	11.66	8.84	100.00
West North Central Region	44.09	1.53	31.70	14.18	8.51	100.00
South Atlantic Region	47.82	3.02	27.73	12.27	9.15	100.00
East South Central Region	40.40	1.40	37.09	12.85	8.26	100.00
West South Central Region	42.08	1.25	35.74	12.15	8.77	100.00
Mountain Region	44.64	1.19	33.26	13.16	7.75	100.00
Pacific Region	45.35	1.63	32.36	12.27	8.39	100.00
Total	44.65	1.86	31.99	12.66	8.84	100.00

Figure 9. Percent of the Veteran and Non-Veteran STEM Workforce by Occupational STEM Cluster across All Regions (9) for the 2012 to 2016 Time Period

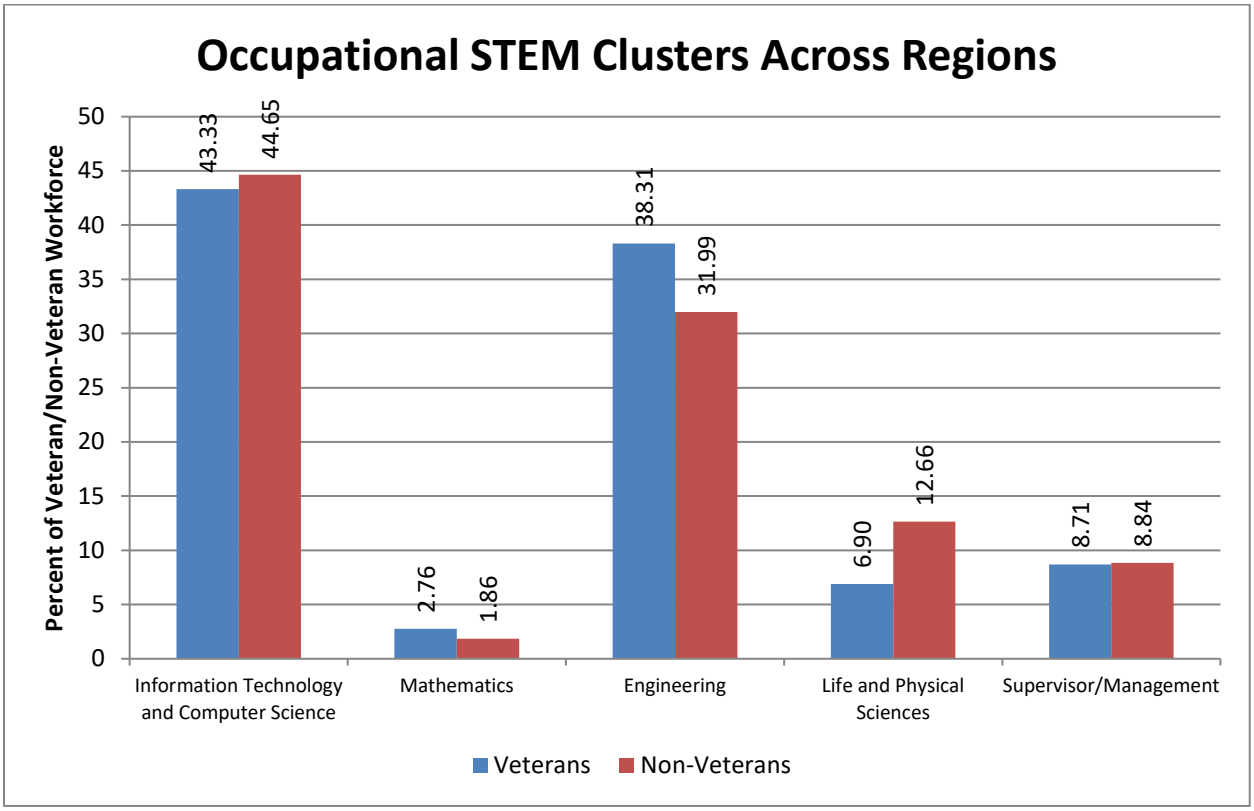


Table 15 presents the percent of each workforce in an occupational cluster within a specific Census region by veterans and non-veterans for the 2012 to 2016 time period, i.e., 1.81 percent of the veteran U.S. STEM workforce is in the information technology and computer science occupational cluster in the New England region (all cells sum to 100 percent). The largest percentage of the veteran U.S. STEM workforce is in the information technology and computer science occupational cluster in the South Atlantic region, 13.92 percent. This is also true of the non-veteran U.S. STEM workforce (9.30 percent). The South Atlantic region is closely followed by the Pacific region (6.06 percent for veterans and 9.01 percent for non-veterans).

The table also presents the odds ratio of veterans compared to non-veterans by occupational STEM cluster and region. For example, veterans are 0.6285 times less likely to be in the information technology and computer science occupational STEM cluster than non-veterans in the New England region. Conversely, veterans are 2.8000 times more likely than non-veterans to be in the mathematics occupational STEM cluster in the East South Central region. The largest odds ratio is for the mathematics occupational STEM cluster in the East South Central region, while the smallest odds ratio is 0.2830 for the life and physical sciences occupational STEM cluster in the New England region.

Table 15. Percent of the Veteran and Non-Veteran by Occupational STEM Workforce by Occupational STEM Cluster (5) and Census Region (9) for the 2012 to 2016 Time Period

Region - Veterans	Information Technology and Computer Science	Mathematics	Engineering	Life and Physical Sciences	Supervisor/ Management	Total
New England Region	1.81	0.07	1.99	0.30	0.45	4.62
Middle Atlantic Region	3.15	0.12	3.39	0.62	0.69	7.98
East North Central Region	4.48	0.17	4.68	0.73	0.90	10.96
West North Central Region	2.51	0.13	1.95	0.47	0.39	5.45
South Atlantic Region	13.92	1.42	9.11	1.72	2.70	28.87
East South Central Region	2.15	0.14	2.22	0.39	0.47	5.36
West South Central Region	4.89	0.22	4.78	0.91	1.02	11.81
Mountain Region	4.36	0.16	3.61	0.66	0.77	9.56
Pacific Region	6.06	0.33	6.59	1.10	1.32	15.40
Total	43.33	2.76	38.31	6.90	8.71	100.00

Region - Non-Veterans	Information Technology and Computer Science	Mathematics	Engineering	Life and Physical Sciences	Supervisor/ Management	Total
New England Region	2.88	0.12	2.01	1.06	0.61	6.68
Middle Atlantic Region	6.19	0.25	3.75	1.67	1.30	13.15
East North Central Region	5.66	0.22	5.11	1.61	1.22	13.83
West North Central Region	2.48	0.09	1.79	0.80	0.48	5.64
South Atlantic Region	9.30	0.59	5.39	2.39	1.78	19.45
East South Central Region	1.58	0.05	1.45	0.50	0.32	3.90
West South Central Region	4.28	0.13	3.63	1.24	0.89	10.16
Mountain Region	3.27	0.09	2.44	0.96	0.57	7.33
Pacific Region	9.01	0.32	6.43	2.44	1.67	19.86

Total	44.65	1.86	31.99	12.66	8.84	100.00
Region – Odds Ratio of Veterans/Non-Veterans	**Information Technology and Computer Science**	**Mathematics**	**Engineering**	**Life and Physical Sciences**	**Supervisor/ Management**	**Total**
New England Region	0.6285	0.5833	0.9900	0.2830	0.7377	0.6916
Middle Atlantic Region	0.5089	0.4800	0.9040	0.3713	0.5308	0.6068
East North Central Region	0.7915	0.7727	0.9159	0.4534	0.7377	0.7925
West North Central Region	1.0121	1.4444	1.0894	0.5875	0.8125	0.9663
South Atlantic Region	1.4968	2.4068	1.6902	0.7197	1.5169	1.4843
East South Central Region	1.3608	2.8000	1.5310	0.7800	1.4688	1.3744
West South Central Region	1.1425	1.6923	1.3168	0.7339	1.1461	1.1624
Mountain Region	1.3333	1.7778	1.4795	0.6875	1.3509	1.3042
Pacific Region	0.6726	1.0313	1.0249	0.4508	0.7904	0.7754
Total	0.9704	1.4839	1.1976	0.5450	0.9853	

Veteran STEM States

Table 16 presents the percent of the veteran workforce in occupational clusters within a specific state for the 2012 to 2016 time period, i.e., 1.68 percent of the veteran U.S. STEM workforce is in the information technology and computer science occupational cluster in Alabama (all cells across states and occupational STEM clusters sum to 100 percent). The largest percentage of the veteran U.S. STEM workforce exhibited by a state is California (total of 9.63 percent), followed by Texas (total of 9.25 percent), Virginia (total of 8.30 percent), and Florida (total of 6.54 percent). The largest percentage of the veteran U.S. STEM workforce exhibited by a state and an occupational STEM cluster is Virginia for mathematics (25.72), California for engineering (10.71), Maryland for mathematics (10.66), Virginia for supervisor/management (9.96), Virginia for information technology and computer science (9.92), California for life and physical sciences (9.83), and Texas for supervisor/management (9.81).

Table 16. Percent of the Veteran STEM Workforce by Occupational STEM Cluster (5) and State (51 Including District of Columbia) for the 2012 to 2016 Time Period

State - Veterans	Information Technology and Computer Science	Mathematics	Engineering	Life and Physical Sciences	Supervisor/ Management	Total
Alabama	1.68	2.99	2.03	1.68	1.36	1.82
Alaska	0.17	0.37	0.24	0.52	0.27	0.24
Arizona	2.84	1.31	2.82	1.87	3.14	2.75
Arkansas	0.57	0.19	0.61	0.86	0.33	0.57
California	8.87	7.02	10.71	9.83	9.27	9.63
Colorado	3.84	2.25	2.83	2.36	3.14	3.25
Connecticut	0.88	0.56	1.35	0.97	1.51	1.11
Delaware	0.32	0.19	0.24	0.67	0.33	0.31
District of Columbia	0.28	1.12	0.18	0.22	0.21	0.25
Florida	7.00	6.27	6.46	5.31	5.69	6.54
Georgia	3.63	2.81	3.25	3.44	3.88	3.47
Hawaii	0.64	1.96	0.59	0.64	0.62	0.66
Idaho	0.42	0.19	0.61	1.16	0.44	0.54
Illinois	2.94	2.25	2.63	2.58	2.99	2.78
Indiana	1.22	0.65	1.79	1.42	1.39	1.45
Iowa	0.59	0.09	0.72	1.12	0.27	0.63
Kansas	0.85	1.40	0.78	0.75	0.59	0.81
Kentucky	0.93	0.75	1.04	0.97	1.04	0.98
Louisiana	0.74	0.47	1.25	1.38	0.86	0.99
Maine	0.29	0.28	0.42	0.64	0.30	0.36

State - Veterans	Information Technology and Computer Science	Mathematics	Engineering	Life and Physical Sciences	Supervisor/ Management	Total
Maryland	5.09	10.66	2.76	4.26	4.36	4.23
Massachusetts	1.75	0.75	1.95	1.87	2.07	1.83
Michigan	1.76	1.31	2.99	1.98	2.07	2.26
Minnesota	1.46	0.65	1.35	1.98	1.04	1.40
Mississippi	0.49	0.09	0.71	1.01	0.77	0.62
Missouri	1.73	1.59	1.43	1.53	1.69	1.59
Montana	0.24	0.19	0.29	0.30	0.24	0.26
Nebraska	0.88	0.84	0.46	0.90	0.65	0.70
Nevada	1.05	0.84	0.98	0.75	0.65	0.96
New Hampshire	0.76	0.37	0.91	0.45	0.77	0.78
New Jersey	1.73	1.03	1.64	2.21	2.19	1.75
New Mexico	0.55	0.56	0.99	1.72	0.59	0.80
New York	2.73	1.96	3.46	3.10	2.93	3.03
North Carolina	3.73	2.81	3.07	3.63	4.56	3.52
North Dakota	0.12	0.09	0.18	0.30	0.12	0.15
Ohio	3.08	1.68	3.34	3.14	2.96	3.14
Oklahoma	0.83	0.28	1.22	1.50	0.77	1.00
Oregon	1.32	0.56	1.99	1.83	1.51	1.61
Pennsylvania	2.82	1.40	3.76	3.66	2.81	3.20
Rhode Island	0.35	0.37	0.38	0.30	0.33	0.36
South Carolina	1.70	1.22	1.90	1.98	1.30	1.75
South Dakota	0.16		0.17	0.22	0.15	0.16
Tennessee	1.86	1.12	2.00	2.02	2.19	1.93
Texas	9.13	7.02	9.39	9.38	9.81	9.25
Utah	0.98	0.56	0.75	0.71	0.53	0.82
Vermont	0.15	0.19	0.19	0.19	0.18	0.17
Virginia	9.92	25.72	5.50	4.67	9.96	8.30
Washington	2.99	1.96	3.68	3.07	3.44	3.27
West Virginia	0.45	0.65	0.43	0.79	0.68	0.49
Wisconsin	1.34	0.37	1.46	1.50	0.92	1.33
Wyoming	0.14		0.15	0.67	0.12	0.18
Total	43.33	2.76	38.31	6.90	8.71	100.00

Table 17 presents the percent of the non-veteran workforce in an occupational cluster within a specific state for the 2012 to 2016 time period, i.e., 1.38 percent of the non-veteran U.S. STEM

workforce is in the engineering occupational cluster in Alabama (all cells across states and occupational STEM clusters sum to 100 percent). The largest percentage of the non-veteran U.S. STEM workforce exhibited by a state is California (total of 14.76 percent), followed by Texas (total of 8.08 percent) and New York (total of 5.53 percent). The largest percentage of the non-veteran U.S. STEM workforce exhibited by a state and an occupational STEM cluster is California for information technology and computer science (15.05 percent), followed by California for engineering (14.89 percent), and California for life and physical science (14.20 percent).

Table 17. Percent of the Non-Veteran STEM Workforce by Occupational STEM Cluster (5) and State (51 Including District of Columbia) for the 2012 to 2016 Time Period

State - Non-Veterans	Information Technology and Computer	Mathematics	Engineering	Life and Physical Sciences	Supervisor/ Management	Total
Alabama	0.92	0.81	1.38	0.93	0.90	1.07
Alaska	0.09	0.11	0.21	0.30	0.09	0.15
Arizona	2.02	1.46	2.13	1.38	2.09	1.97
Arkansas	0.51	0.25	0.47	0.58	0.36	0.49
California	15.05	13.36	14.89	14.20	13.94	14.76
Colorado	2.65	1.43	2.44	2.34	2.30	2.49
Connecticut	1.44	2.20	1.51	1.36	1.92	1.51
Delaware	0.31	0.26	0.27	0.54	0.34	0.33
District of Columbia	0.41	2.92	0.20	0.66	0.38	0.42
Florida	4.81	4.21	4.36	3.49	4.41	4.45
Georgia	3.07	3.16	2.49	2.52	3.07	2.82
Hawaii	0.29	0.53	0.39	0.37	0.26	0.34
Idaho	0.31	0.19	0.46	0.68	0.21	0.39
Illinois	4.35	4.44	3.93	3.65	4.65	4.16
Indiana	1.30	1.26	2.04	1.78	1.43	1.61
Iowa	0.72	0.60	0.78	0.96	0.68	0.76
Kansas	0.76	0.44	0.86	0.70	0.72	0.77
Kentucky	0.90	0.96	1.02	0.79	0.96	0.93
Louisiana	0.61	0.63	1.37	1.29	0.68	0.95
Maine	0.26	0.26	0.32	0.42	0.30	0.30
Maryland	3.46	7.61	2.34	4.20	3.03	3.24
Massachusetts	3.66	3.20	3.19	5.53	3.49	3.73
Michigan	2.41	2.61	4.36	2.35	2.93	3.08
Minnesota	1.77	1.35	1.79	1.85	1.86	1.79
Mississippi	0.32	0.33	0.51	0.58	0.29	0.41
Missouri	1.60	1.57	1.42	1.70	1.50	1.55

State - Non-Veterans	Information Technology and Computer	Mathematics	Engineering	Life and Physical Sciences	Supervisor/ Management	Total
Montana	0.16	0.11	0.24	0.53	0.11	0.23
Nebraska	0.45	0.53	0.39	0.58	0.46	0.45
Nevada	0.54	0.42	0.51	0.55	0.33	0.51
New Hampshire	0.59	0.40	0.69	0.42	0.69	0.61
New Jersey	4.39	4.00	2.82	3.44	5.13	3.83
New Mexico	0.38	0.25	0.64	0.96	0.31	0.53
New York	5.89	5.46	5.09	5.27	5.69	5.53
North Carolina	3.03	2.25	2.59	3.15	3.41	2.93
North Dakota	0.11	0.04	0.18	0.27	0.11	0.15
Ohio	3.14	2.46	3.76	3.13	3.33	3.34
Oklahoma	0.57	0.56	0.74	0.69	0.57	0.64
Oregon	1.38	1.15	1.53	1.57	1.41	1.45
Pennsylvania	3.59	3.95	3.80	4.45	3.84	3.79
Rhode Island	0.33	0.30	0.35	0.36	0.34	0.34
South Carolina	0.94	0.82	1.37	1.10	0.99	1.10
South Dakota	0.15	0.10	0.17	0.25	0.09	0.16
Tennessee	1.39	0.86	1.60	1.66	1.49	1.49
Texas	7.88	5.44	8.77	7.20	8.47	8.08
Utah	1.22	0.79	1.02	0.96	1.00	1.10
Vermont	0.18	0.18	0.23	0.25	0.21	0.21
Virginia	4.50	10.00	2.88	2.72	4.31	3.84
Washington	3.36	2.32	3.07	2.82	3.14	3.16
West Virginia	0.29	0.44	0.35	0.47	0.21	0.33
Wisconsin	1.48	1.00	1.89	1.82	1.48	1.64
Wyoming	0.06	0.05	0.18	0.23	0.07	0.12
Total	44.65	1.86	31.99	12.66	8.84	100.00

Table 18 presents the odds ratio of veterans compared to non-veterans by occupational STEM cluster and state for the 2012 to 2016 time period. For example, veterans are 1.8261 times more likely to be in the information technology and computer science occupational STEM cluster than non-veterans in Alabama. In comparison, veterans are 0.5894 times less likely to be in the information technology and computer science occupational STEM cluster than non-veterans in California. For the remaining analyses, percentages will only be considered if the veterans comprising the percentage are greater than 20 respondents.

If STEM occupations, in general, are considered, the state with the highest odds ratio is Virginia, i.e., veterans are 2.1615 times more likely to be in a STEM occupation in Virginia than non-

veterans. Virginia is followed by Hawaii at 1.9412 and Nevada at 1.8824. Conversely, the state with the lowest odds ratio is New Jersey, i.e., veterans are 0.4569 times less likely to be in a STEM occupation in New Jersey than non-veterans. New Jersey is preceded by Massachusetts at 0.4906 and New York at 0.5479.

When considering the five clusters across all states, two clusters exhibit more than likely odds ratios: mathematics (1.4839) and engineering (1.1976). Mathematics exhibits the largest likelihood ratio, 1.4839, i.e., veterans are 1.4839 times more likely than non-veterans to be in the mathematics STEM cluster. The lowest likelihood ratio is exhibited by life and physical sciences, 0.5450, i.e., veterans are 0.5450 times less likely to be in the life and physical sciences STEM cluster than non-veterans.

Wyoming exhibits the highest likelihood ratio for the information technology and computer science STEM cluster, 2.3333. Hawaii exhibits the highest likelihood ratio for the mathematics STEM cluster, 3.6981. Nevada exhibits the highest likelihood ratio for the engineering STEM cluster, 1.9216. Oklahoma exhibits the highest likelihood ratio for the life and physical sciences STEM cluster, 2.1739. West Virginia exhibits the highest likelihood ratio for the supervisor/management STEM cluster, 3.2381.

New Jersey exhibits the lowest likelihood ratio for the information technology and computer science STEM cluster, 0.3941. New York exhibits the lowest likelihood ratio for the mathematics STEM cluster (with more than 20 observations), 0.3590. New Jersey exhibits the lowest likelihood ratio for the engineering STEM cluster (with more than 20 observations), 0.5816. Massachusetts exhibits the lowest likelihood ratio for the life and physical sciences STEM cluster (with more than 20 observations), .3382. New Jersey exhibits the lowest likelihood ratio for the supervisor/management STEM cluster (with more than 20 observations), 0.4269.

Table 18. Odds Ratio (Veteran Compared to Non-Veteran) of STEM Workforce by Occupational STEM Cluster (5) and State (51 Including District of Columbia) for the 2012 to 2016 Time Period

State - Odds Ratio Veteran/Non-Veteran	Information Technology and Computer Science	Mathematics	Engineering	Life and Physical Sciences	Supervisor/ Management	Total
Alabama	1.8261	3.6914	1.4710	1.8065	1.5111	1.7009
Alaska	1.8889	3.3636*	1.1429	1.7333*	3.0000*	1.6000
Arizona	1.4059	0.8973	1.3239	1.3551	1.5024	1.3959
Arkansas	1.1176	0.7600*	1.2979	1.4828	0.9167*	1.1633
California	0.5894	0.5254	0.7193	0.6923	0.6650	0.6524
Colorado	1.4491	1.5734	1.1598	1.0085	1.3652	1.3052
Connecticut	0.6111	0.2545*	0.8940	0.7132	0.7865	0.7351

State - Odds Ratio Veteran/Non-Veteran	Information Technology and Computer Science	Mathematics	Engineering	Life and Physical Sciences	Supervisor/ Management	Total
Delaware	1.0323	0.7308*	0.8889	1.2407	0.9706*	0.9394
District of Columbia	0.6829	0.3836*	0.9000	0.3333*	0.5526*	0.5952
Florida	1.4553	1.4893	1.4817	1.5215	1.2902	1.4697
Georgia	1.1824	0.8892	1.3052	1.3651	1.2638	1.2305
Hawaii	2.2069	3.6981	1.5128	1.7297*	2.3846	1.9412
Idaho	1.3548	1.0000*	1.3261	1.7059	2.0952*	1.3846
Illinois	0.6759	0.5068	0.6692	0.7068	0.6430	0.6683
Indiana	0.9385	0.5159*	0.8775	0.7978	0.9720	0.9006
Iowa	0.8194	0.1500*	0.9231	1.1667	0.3971*	0.8289
Kansas	1.1184	3.1818*	0.9070	1.0714	0.8194	1.0519
Kentucky	1.0333	0.7813*	1.0196	1.2278	1.0833	1.0538
Louisiana	1.2131	0.7460*	0.9124	1.0698	1.2647	1.0421
Maine	1.1154	1.0769*	1.3125	1.5238*	1.0000*	1.2000
Maryland	1.4711	1.4008	1.1795	1.0143	1.4389	1.3056
Massachusetts	0.4781	0.2344*	0.6113	0.3382	0.5931	0.4906
Michigan	0.7303	0.5019*	0.6858	0.8426	0.7065	0.7338
Minnesota	0.8249	0.4815*	0.7542	1.0703	0.5591	0.7821
Mississippi	1.5313	0.2727*	1.3922	1.7414	2.6552	1.5122
Missouri	1.0813	1.0127*	1.0070	0.9000	1.1267	1.0258
Montana	1.5000	1.7273*	1.2083	0.5660*	2.1818*	1.1304
Nebraska	1.9556	1.5849*	1.1795	1.5517	1.4130	1.5556
Nevada	1.9444	2.0000*	1.9216	1.3636	1.9697	1.8824
New Hampshire	1.2881	0.9250*	1.3188	1.0714*	1.1159	1.2787
New Jersey	0.3941	0.2575*	0.5816	0.6424	0.4269	0.4569
New Mexico	1.4474	2.2400*	1.5469	1.7917	1.9032	1.5094
New York	0.4635	0.3590	0.6798	0.5882	0.5149	0.5479
North Carolina	1.2310	1.2489	1.1853	1.1524	1.3372	1.2014
North Dakota	1.0909	2.2500*	1.0000	1.1111*	1.0909*	1.0000
Ohio	0.9809	0.6829*	0.8883	1.0032	0.8889	0.9401
Oklahoma	1.4561	0.5000*	1.6486	2.1739	1.3509	1.5625
Oregon	0.9565	0.4870*	1.3007	1.1656	1.0709	1.1103
Pennsylvania	0.7855	0.3544*	0.9895	0.8225	0.7318	0.8443
Rhode Island	1.0606	1.2333*	1.0857	0.8333*	0.9706*	1.0588
South Carolina	1.8085	1.4878*	1.3869	1.8000	1.3131	1.5909

State - Odds Ratio Veteran/Non-Veteran	Information Technology and Computer Science	Mathematics	Engineering	Life and Physical Sciences	Supervisor/ Management	Total
South Dakota	1.0667	0.0000*	1.0000	0.8800*	1.6667*	1.0000
Tennessee	1.3381	1.3023*	1.2500	1.2169	1.4698	1.2953
Texas	1.1586	1.2904	1.0707	1.3028	1.1582	1.1448
Utah	0.8033	0.7089*	0.7353	0.7396*	0.5300*	0.7455
Vermont	0.8333	1.0556*	0.8261	0.7600*	0.8571*	0.8095
Virginia	2.2044	2.5720	1.9097	1.7169	2.3109	2.1615
Washington	0.8899	0.8448	1.1987	1.0887	1.0955	1.0348
West Virginia	1.5517	1.4773*	1.2286	1.6809	3.2381	1.4848
Wisconsin	0.9054	0.3700*	0.7725	0.8242	0.6216	0.8110
Wyoming	2.3333	0.0000*	0.8333	2.9130*	1.7143*	1.5000
Total	0.9704	1.4839	1.1976	0.5450	0.9853	

* reflects very small number of observations for veterans (less than 20 observations).

A larger percent of veterans are in STEM occupations than non-veterans (8.11 percent compared to 5.58 percent) over the 2012 to 2016 time period, i.e., veterans are 1.4534 times more likely to be in a STEM occupation than non-veterans. Both veterans and non-veterans reflect a positive growth trend (in terms of the percent of the workforce in STEM occupations) for the 2012 to 2016 time period, 0.232 and 0.183, respectively.

Table 19. Percent of Veteran and Non-Veteran Workforce Which Is STEM for the 2012 to 2016 Time Period

Percent of Workforce in STEM Occupations				
Year	Non-Veterans	Veterans	Total	Odds Ratio – Veteran/Non-Veteran
2012	5.15	7.60	5.33	1.4757
2013	5.48	8.03	5.64	1.4653
2014	5.57	8.10	5.73	1.4542
2015	5.73	8.27	5.89	1.4433
2016	5.94	8.64	6.10	1.4545
2012 to 2016	5.58	8.11	5.74	1.4534
Trend	0.1830	0.2320	0.1790	

Figure 10. Percent of the Veteran and Non-Veteran Workforce Which Is STEM over the 2012 to 2016 Time Period

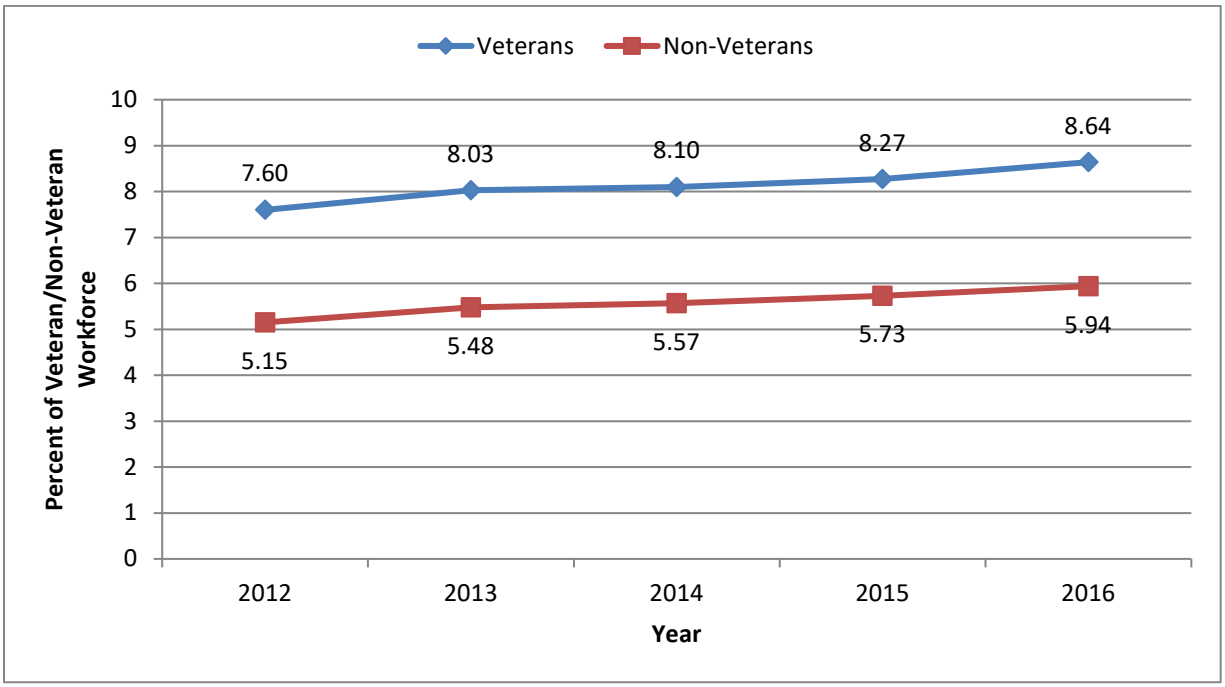


Table 20 presents the distribution of two workforces, (1) non-veteran and veteran and (2) veteran, by STEM, Non-STEM, and Total. In addition, the states are ranked for STEM, Non-STEM, and Total distributions. For example, the state of California ranks as the top percent of the workforce, regardless of STEM, Non-STEM, or Total, for non-veteran and veteran but ranks second for veteran, Non-STEM and Total (Texas ranks top percent for Non-STEM and Total for veterans). Texas exhibits a similar ranking across workforces by state as the second ranked state for non-veteran and veterans. The percentage distributions across states are highly correlated when comparing non-veteran and veteran to veteran (only): 0.9474 (Non-STEM), 0.8897 (STEM), and 0.9438 (Total).

Table 20. Percent of STEM, Non-STEM, and Total Workforce by State (51 Including District of Columbia) for Veteran and Total Workforce for the 2012 to 2016 Time Period

	Total (Veterans and Non-Veterans)						Veterans					
	Percent of Total U.S. Workforce by State			Rank of Total U.S. Workforce by State			Percent of Veteran U.S. Workforce by State			Rank of Veteran U.S. Workforce by State		
States	Non-STEM	STEM	Total	Rank for Non-STEM	Rank for STEM	Rank for Total	Non-STEM	STEM	Total	Rank for Non-STEM	Rank for STEM	Rank for Total
Alabama	1.39	1.13	1.38	24	26	24	1.75	1.82	1.76	23	18	22
Alaska	0.22	0.16	0.22	50	49	50	0.33	0.24	0.32	46	47	47
Arizona	1.94	2.04	1.95	20	17	19	2.25	2.75	2.29	14	14	15
Arkansas	0.86	0.50	0.84	34	36	34	1.01	0.57	0.98	32	39	33
California	11.82	14.30	11.96	1	1	1	8.27	9.63	8.38	2	1	2
Colorado	1.77	2.56	1.81	22	16	22	2.05	3.25	2.15	18	9	16
Connecticut	1.23	1.47	1.24	28	23	28	0.98	1.11	0.99	33	26	32
Delaware	0.28	0.33	0.29	46	44	45	0.34	0.31	0.34	45	44	44
District of Columbia	0.24	0.41	0.25	48	40	48	0.15	0.25	0.16	51	46	51
Florida	5.97	4.64	5.89	4	4	4	6.80	6.54	6.78	3	4	3
Georgia	3.02	2.87	3.01	10	15	10	3.63	3.47	3.62	8	7	9
Hawaii	0.48	0.36	0.48	39	41	40	0.58	0.66	0.59	39	36	38
Idaho	0.47	0.41	0.47	40	39	41	0.54	0.54	0.54	42	40	41
Illinois	4.22	4.03	4.21	5	6	5	3.41	2.78	3.36	10	13	10
Indiana	2.14	1.59	2.11	15	20	15	2.20	1.45	2.14	15	23	17
Iowa	1.08	0.75	1.06	30	31	30	1.14	0.63	1.10	29	37	29
Kansas	0.95	0.78	0.94	31	30	31	1.05	0.81	1.03	31	32	31
Kentucky	1.35	0.93	1.33	25	29	26	1.42	0.98	1.39	26	29	26
Louisiana	1.35	0.95	1.33	26	28	25	1.44	0.99	1.41	25	28	25
Maine	0.42	0.31	0.42	42	45	42	0.55	0.36	0.54	41	42	42
Maryland	1.97	3.33	2.05	18	10	16	2.18	4.23	2.35	16	5	13
Massachusetts	2.33	3.56	2.40	13	9	13	1.69	1.83	1.70	24	17	24
Michigan	3.03	3.00	3.03	9	13	9	2.80	2.26	2.75	12	15	12
Minnesota	1.88	1.75	1.88	21	18	21	1.79	1.40	1.76	22	24	23
Mississippi	0.85	0.43	0.83	35	38	35	0.90	0.62	0.88	34	38	34
Missouri	1.95	1.55	1.93	19	21	20	2.18	1.59	2.13	17	22	18
Montana	0.32	0.23	0.32	44	46	44	0.44	0.26	0.43	43	45	43
Nebraska	0.66	0.47	0.65	36	37	36	0.76	0.70	0.75	35	35	35

	Total (Veterans and Non-Veterans)						Veterans					
	Percent of Total U.S. Workforce by State			Rank of Total U.S. Workforce by State			Percent of Veteran U.S. Workforce by State			Rank of Veteran U.S. Workforce by State		
States	Non-STEM	STEM	Total	Rank for Non-STEM	Rank for STEM	Rank for Total	Non-STEM	STEM	Total	Rank for Non-STEM	Rank for STEM	Rank for Total
Nevada	0.89	0.55	0.87	32	34	33	1.10	0.96	1.09	30	30	30
New Hampshire	0.47	0.62	0.48	41	33	39	0.57	0.78	0.58	40	34	40
New Jersey	2.94	3.64	2.98	11	8	11	1.86	1.75	1.85	21	20	21
New Mexico	0.56	0.55	0.56	37	35	37	0.66	0.80	0.67	36	33	37
New York	6.45	5.31	6.38	3	3	3	4.12	3.03	4.03	6	12	6
North Carolina	3.07	2.98	3.07	8	14	8	3.63	3.52	3.62	9	6	8
North Dakota	0.26	0.15	0.26	47	50	47	0.32	0.15	0.31	47	51	48
Ohio	3.78	3.32	3.75	7	11	7	3.94	3.14	3.87	7	11	7
Oklahoma	1.12	0.67	1.09	29	32	29	1.33	1.00	1.31	28	27	28
Oregon	1.24	1.46	1.25	27	24	27	1.36	1.61	1.38	27	21	27
Pennsylvania	4.16	3.74	4.14	6	7	6	4.17	3.20	4.09	4	10	5
Rhode Island	0.37	0.34	0.37	43	43	43	0.32	0.36	0.32	48	43	46
South Carolina	1.48	1.16	1.46	23	25	23	1.95	1.75	1.93	19	19	19
South Dakota	0.29	0.16	0.29	45	48	46	0.36	0.16	0.34	44	50	45
Tennessee	2.02	1.53	1.99	16	22	17	2.33	1.93	2.30	13	16	14
Texas	7.97	8.19	7.98	2	2	2	8.56	9.25	8.62	1	2	1
Utah	0.87	1.07	0.89	33	27	32	0.65	0.82	0.67	37	31	36
Vermont	0.23	0.20	0.22	49	47	49	0.23	0.17	0.23	50	49	50
Virginia	2.70	4.24	2.79	12	5	12	4.17	8.30	4.51	5	3	4
Washington	2.22	3.17	2.27	14	12	14	2.90	3.27	2.93	11	8	11
West Virginia	0.52	0.34	0.51	38	42	38	0.60	0.49	0.59	38	41	39
Wisconsin	1.99	1.62	1.96	17	19	18	1.94	1.33	1.89	20	25	20
Wyoming	0.20	0.12	0.19	51	51	51	0.28	0.18	0.27	49	48	49

Figure 11 provides the top 15 states sorted and based upon their percentage of the veteran STEM workforce. The figure provides the percentage of the respective veteran workforces; Non-STEM, STEM and total. The state with the largest percentage of the STEM workforce is California at 9.63 percent of the veteran STEM workforce, followed closely by Texas at 9.25 percent. Virginia and Florida follow at 8.30 and 6.54, respectively, with the next state, Maryland at 4.23 percent.

Figure 11. Veteran, STEM and Non-STEM Workforce, Top 15 States Sorted by STEM

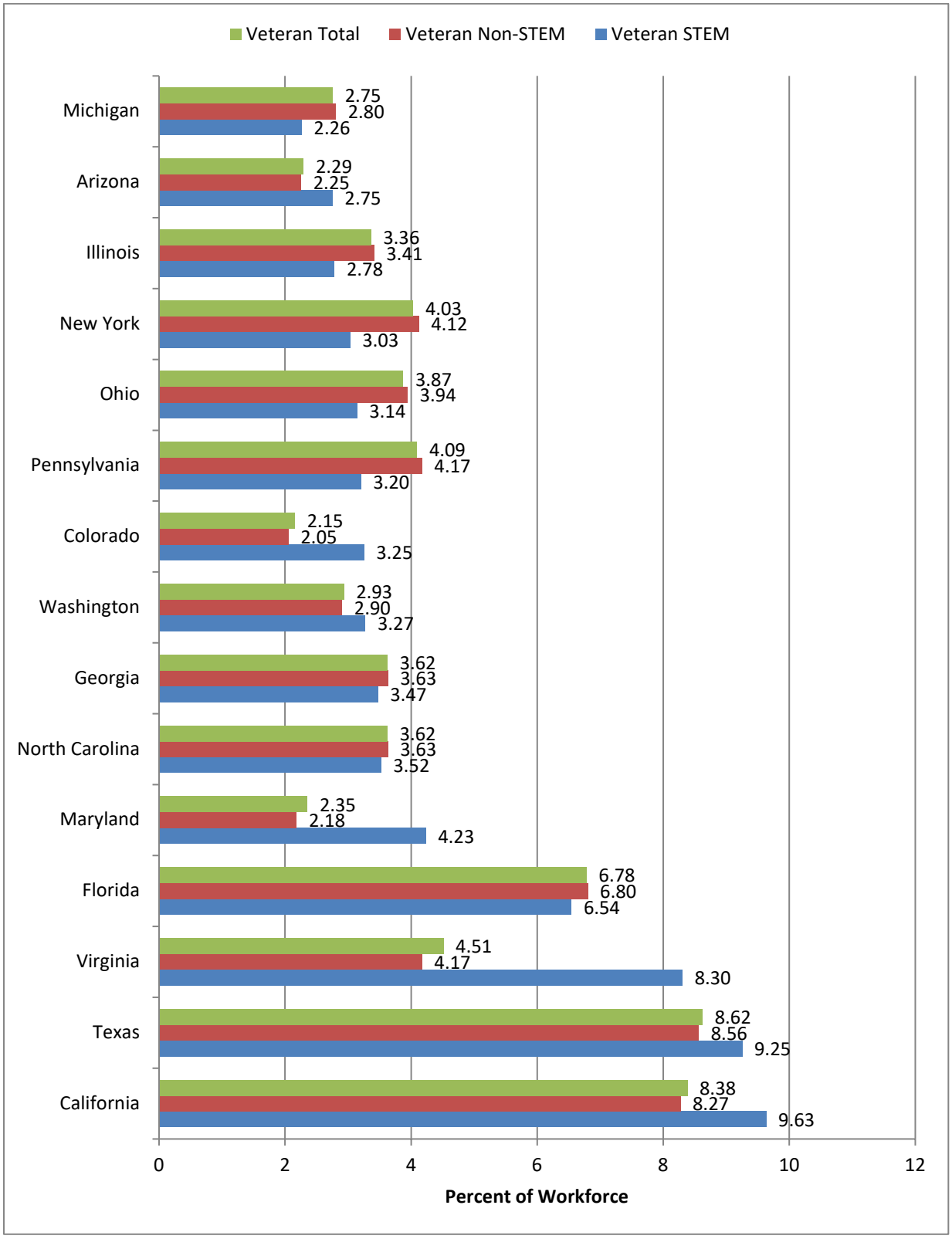
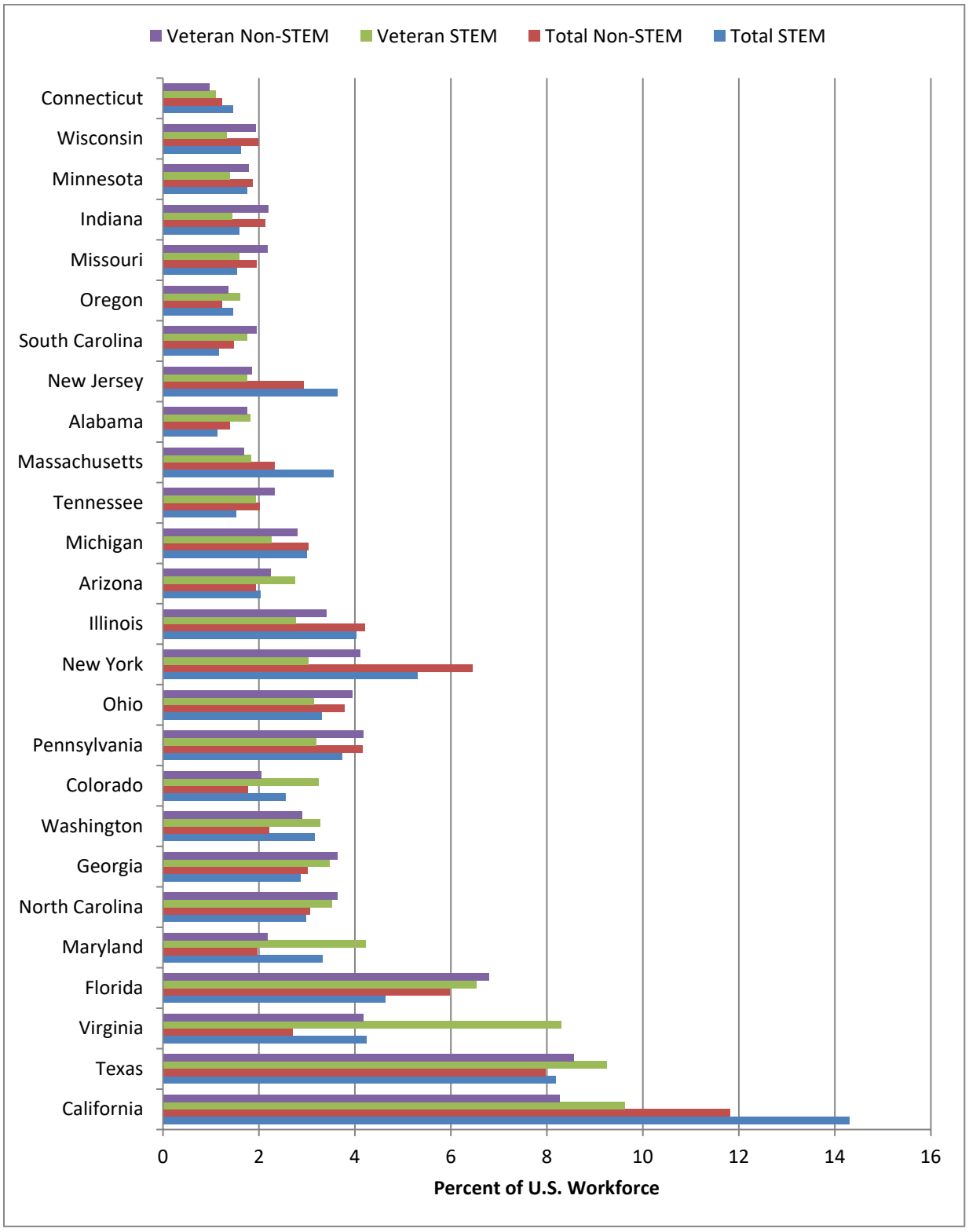


Figure 12. Veteran and Total, STEM and Non-STEM, Workforces, Top 26 States (Based on Veteran STEM)



Veteran STEM by Education Attainment

Table 21 presents the percent of non-veterans, veterans, and total in the STEM workforce for 2012 to 2016 time period that have educational attainment of a college degree or more and less than a college degree. The non-veteran STEM workforce exhibits higher levels of a college degree or more, i.e., non-veteran respondents display a percentage of 70.36 percent for the non-veteran STEM workforce that have a college degree or more compared to 51.58 percent of veterans. Though the percentage difference between non-veteran and veteran members of the STEM workforce with a college degree or more level of educational attainment over the 2012 to 2016 time period, non-veterans continue to display the higher percentage. This may be a reflection of the size of the enlisted component of the active duty workforce compared to the officer component, i.e., enlisted personnel are only required (strongly desired qualification) to have a high school degree or GED.

Table 21. Percent of Veteran, Non-Veteran, and Total STEM Workforces by Educational Attainment by Year for the 2012 to 2016 Time Period

STEM Workforce	Year						
Veteran	2012	2013	2014	2015	2016	Total	Trend
Less Than a College Degree	47.94	49.71	49.60	47.31	47.53	48.42	-0.3220
College Degree or More	52.06	50.29	50.40	52.69	52.47	51.58	0.3220
Total	100.00	100.00	100.00	100.00	100.00	100.00	
	Year						
Non-Veteran	2012	2013	2014	2015	2016	Total	Trend
Less Than a College Degree	30.07	30.08	30.26	29.43	28.52	29.64	-0.3750
College Degree or More	69.93	69.92	69.74	70.57	71.48	70.36	0.3750
Total	100.00	100.00	100.00	100.00	100.00	100.00	
	Year						
Total	2012	2013	2014	2015	2016	Total	Trend
Less Than a College Degree	31.90	31.89	31.96	30.94	30.09	31.32	-0.4570
College Degree or More	68.10	68.11	68.04	69.06	69.91	68.68	0.4570
Total	100.00	100.00	100.00	100.00	100.00	100.00	

Figure 13. Percent of Veteran and Non-Veteran STEM Workforces by Educational Attainment Over by Year for the 2012 to 2016 Time Period

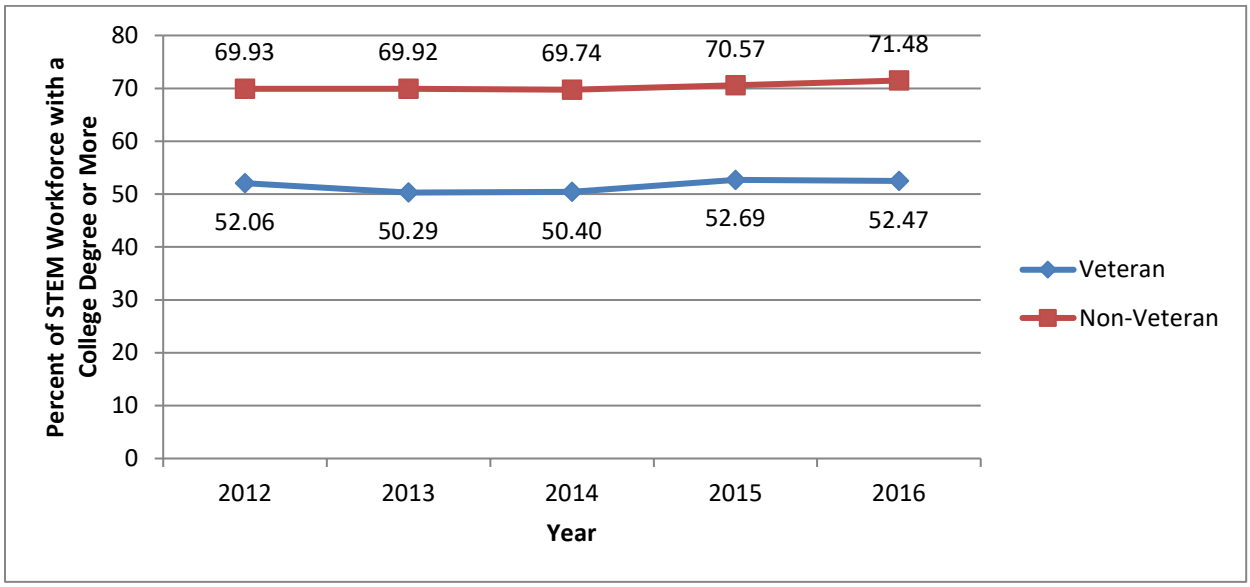


Table 22. Percent of Veteran and Non-Veteran STEM Occupational Cluster Workforce by Educational Attainment Over by Year for the 2012 to 2016 Time Period

Veterans	Year - Percent of STEM Cluster with a College Degree or More						
STEM Clusters	2012	2013	2014	2015	2016	Total	Trend
Information Technology and Computer Science	49.96	47.94	47.23	50.34	50.13	49.14	0.2740
Mathematics	72.77	70.97	72.96	74.32	76.19	73.43	1.0190
Engineering	49.41	47.09	47.91	50.23	48.41	48.60	0.1140
Life and Physical Sciences	58.60	59.28	60.07	60.00	63.29	60.19	1.0100
Supervisor/Management	62.31	62.80	62.58	62.16	65.69	63.11	0.6120
Non-Veterans	Year - Percent of STEM Cluster with a College Degree or More						
STEM Clusters	2012	2013	2014	2015	2016	Total	Trend
Information Technology and Computer Science	67.98	67.52	67.52	68.11	68.91	68.03	0.2450
Mathematics	76.77	77.65	76.46	76.95	80.46	77.67	0.6680
Engineering	67.81	68.21	67.66	68.93	69.78	68.5	0.4660
Life and Physical Sciences	76.12	76.68	77.71	77.96	79.88	77.71	0.8800
Supervisor/Management	76.62	76.74	75.81	77.02	77.38	76.74	0.1800

Figure 14. Percent of Veteran and Non-Veteran STEM Occupational Clusters Workforce with a Bachelor's Degree or More for the 2012 to 2016 Time Period

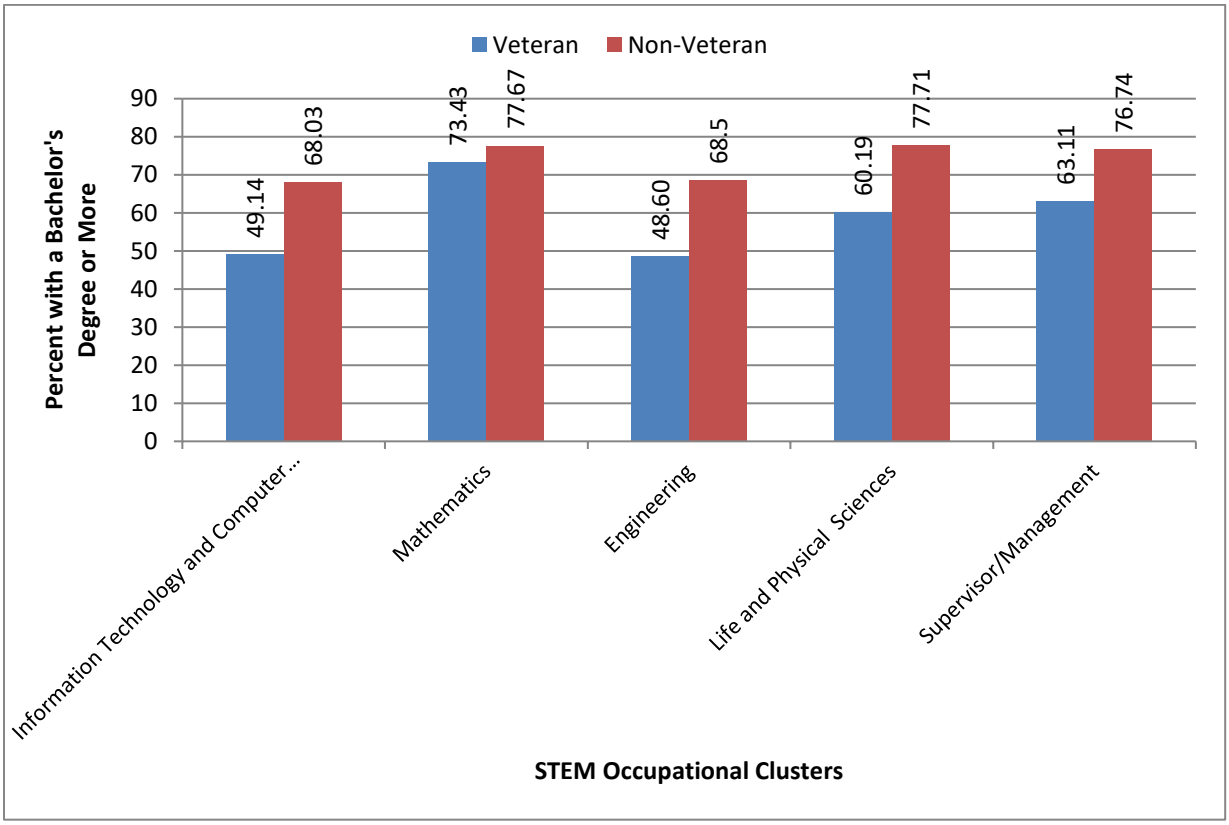
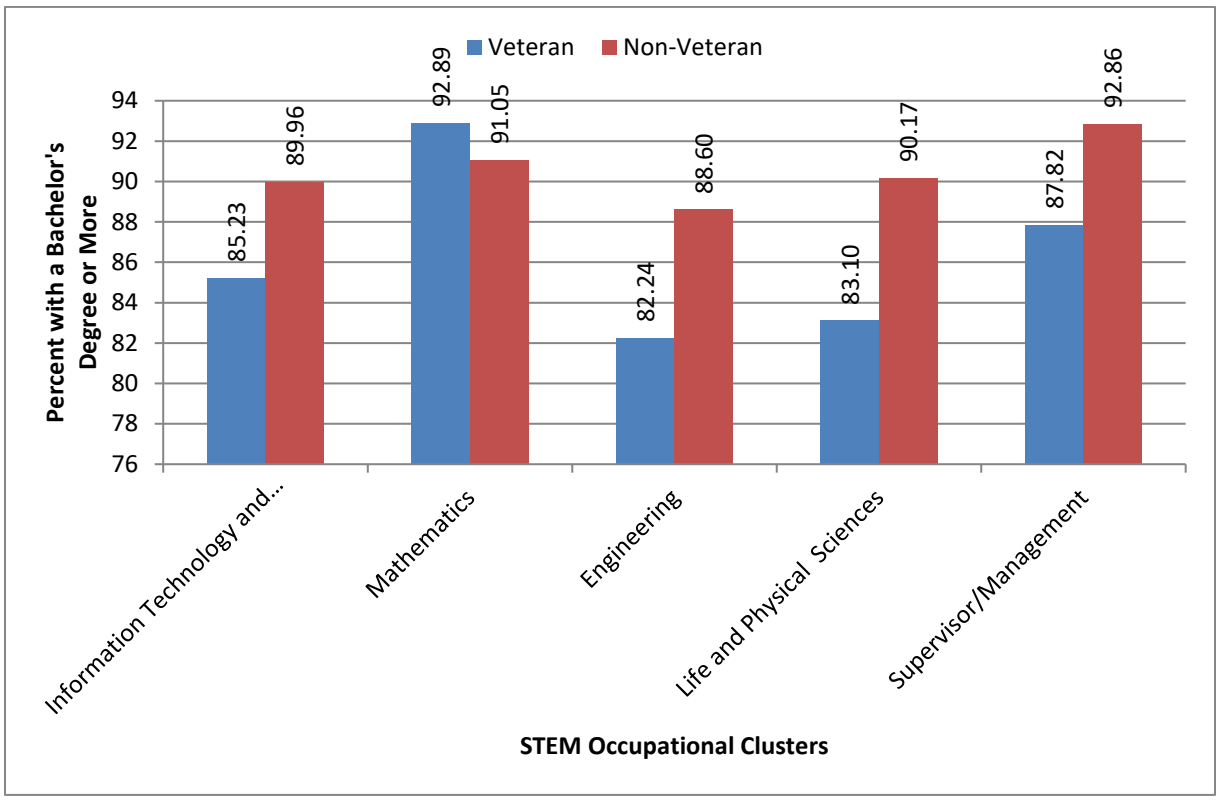


Table 23. Percent of Veteran and Non-Veteran STEM Occupational Cluster Workforce with Some College or More by Year over the 2012 to 2016 Time Period

Veterans	Year - Percent of STEM Cluster with Some College or More						
STEM Clusters	2012	2013	2014	2015	2016	Total	Trend
Information Technology and Computer Science	85.70	85.09	84.43	85.83	85.08	85.23	-0.0500
Mathematics	95.09	90.78	92.35	93.24	92.86	92.89	-0.2000
Engineering	82.29	82.90	81.03	82.46	82.48	82.24	-0.0060
Life and Physical Sciences	84.74	82.16	81.49	83.23	83.93	83.10	-0.0550
Supervisor/Management	87.62	87.50	88.34	87.84	87.83	87.82	0.0760
Non-Veterans	Year - Percent of STEM Cluster with Some College or More						
STEM Clusters	2012	2013	2014	2015	2016	Total	Trend
Information Technology and Computer Science	90.22	90.01	89.68	89.67	90.23	89.96	-0.0320

Mathematics	90.41	91.25	90.41	89.98	93.19	91.05	0.4290
Engineering	88.82	88.24	87.96	89.08	88.92	88.60	0.1040
Life and Physical Sciences	89.85	90.16	89.83	90.04	90.91	90.17	0.2000
Supervisor/Management	93.52	92.36	92.86	92.43	93.16	92.86	-0.0650

Figure 15. Percent of Veteran and Non-Veteran STEM Occupational Cluster Workforce with Some College or More for the 2012 to 2016 Time Period



The following two tables provide two distributions each of the STEM occupational clusters by educational attainment for the 2012 to 2016 time period: the first distribution contains the STEM workforce for each occupational cluster by educational attainment and the second distribution contains the STEM workforce for each educational attainment by occupational cluster. The first table is for veterans and the second table is for non-veterans. These two sets of tables (veterans and non-veterans) are highly correlated with each other, simple correlations of 0.8457 and 0.9693 for veterans compared to non-veteran distributions for each table. This would suggest that the distribution of veteran and non-veterans are distributed across STEM occupational clusters more from a market demand for skilled services than skill or experience advantages of

veterans compared to non-veterans, especially the distributions of STEM occupational clusters across educational attainment levels where the simple correlation is 0.9693.

Table 24. Percent of Veteran STEM Workforce by Occupational Cluster by Educational Attainment over the 2012 to 2016 Time Period

STEM Occupational Clusters - Veterans	Less Than HSG or GED	HSG or GED	More than HSG or GED but Less than a Bachelor's Degree	Bachelor's Degree	More than a Bachelor's Degree	Total
Information Technology and Computer Science	0.42	7.43	43.01	32.64	16.49	100.00
Mathematics	0.37	3.37	22.83	35.55	37.89	100.00
Engineering	0.60	10.03	40.77	31.85	16.75	100.00
Life and Physical Sciences	0.93	10.84	28.04	32.41	27.78	100.00
Supervisor/Management	0.47	6.28	30.13	35.35	27.76	100.00
Total	0.53	8.45	39.44	32.64	18.94	100.00

STEM Occupational Clusters - Veterans	Less Than HSG or GED	HSG or GED	More than HSG or GED but Less than a Bachelor's Degree	Bachelor's Degree	More than a Bachelor's Degree	Total
Information Technology and Computer Science	34.63	38.10	47.25	43.33	37.73	43.33
Mathematics	1.95	1.10	1.60	3.00	5.52	2.76
Engineering	43.41	45.48	39.60	37.39	33.87	38.31
Life and Physical Sciences	12.20	8.85	4.91	6.85	10.12	6.90
Supervisor/Management	7.80	6.47	6.65	9.43	12.76	8.71
Total	100.00	100.00	100.00	100.00	100.00	100.00

Table 25. Percent of Non-Veteran STEM Workforce by Occupational Cluster by Educational Attainment over the 2012 to 2016 Time Period

STEM Occupational Clusters - Non-Veterans	Less Than HSG or GED	HSG or GED	More than HSG or GED but Less than a Bachelor's Degree	Bachelor's Degree	More than a Bachelor's Degree	Total
Information Technology and Computer Science	0.68	5.52	25.77	45.71	22.32	100.00
Mathematics	0.51	4.90	16.92	45.62	32.04	100.00
Engineering	1.02	6.91	23.57	44.22	24.28	100.00
Life and Physical Sciences	1.19	6.29	14.81	34.23	43.48	100.00
Supervisor/Management	0.44	3.81	19.02	46.42	30.32	100.00
Total	0.83	5.90	22.92	43.84	26.51	100.00
STEM Occupational Clusters - Non-Veterans	**Less Than HSG or GED**	**HSG or GED**	**More than HSG or GED but Less than a Bachelor's Degree**	**Bachelor's Degree**	**More than a Bachelor's Degree**	**Total**
Information Technology and Computer Science	36.58	41.78	50.21	46.56	37.59	44.65
Mathematics	1.14	1.54	1.37	1.93	2.24	1.86
Engineering	39.37	37.48	32.91	32.27	29.30	31.99
Life and Physical Sciences	18.20	13.50	8.18	9.88	20.76	12.66
Supervisor/Management	4.73	5.70	7.33	9.36	10.11	8.84
Total	100.00	100.00	100.00	100.00	100.00	100.00

Table 26 provides the odds ratio for veterans compared to non-veterans for each of the two previous two tables of distributions for the 2012 to 2016 time period. When considering STEM workforce by STEM occupational cluster, educational attainment levels for HSG or GED (four of five) and More than HSG or GED but Less than a Bachelor's Degree (five of five) exhibit more than likely odds ratios for veterans compared to non-veterans, i.e., veterans with More than HSG or GED but Less than a Bachelor's Degree are more likely to be in one of the five occupational STEM clusters than their non-veteran counterparts (e.g., information technology and computer science odds ratio of 1.6690 for More than HSG or GED but Less than a Bachelor's Degree).

It should be noted that the More than HSG or GED but Less than a Bachelor's Degree should encompass two year associate degrees as well as trade schools and certification programs. This can be especially important for the information technology and computer science STEM cluster where individuals are able to become certified in the use and maintenance of various specialized

IT systems and programs. In addition, veterans with more than HSG or GED but less than a Bachelor's Degree are 1.7208 times more likely than non-veterans to be in one of the five STEM occupational clusters. Veterans with a HSG or GED are 1.4322 times more likely than non-veterans to be in one of the five STEM occupational clusters. These two odds ratios suggest the strong potential for job opportunities in the STEM occupations for veterans (who were possibly enlisted personnel while in military service and because of the type of STEM type training and job experience they received while in military service). In addition, the less than one value for the odds ratios for "bachelor's degree" and "more than a bachelor's degree" levels of educational attainment, regardless of STEM occupational cluster, may be reflective of the small proportion of veterans with bachelor's degrees or more compared to non-veterans in the STEM workforce.

When considering STEM workforce by educational attainment, STEM occupational cluster levels for information technology and computer science (five of five) exhibits less than likely odds ratios for veterans compared to non-veterans, i.e., veterans in the information technology and computer science occupational STEM cluster are less likely to have attained one of the five educational attainment levels than their non-veteran counterparts (e.g., information technology and computer science odds ratio of 0.9410 for More than HSG or GED but Less than a Bachelor's Degree).

Table 26. Odds Ratio of Veteran Compared to Non-Veteran STEM Workforce by Occupational Cluster by Educational Attainment over the 2012 to 2016 Time Period

STEM Occupational Clusters – Veterans Compared to Non-Veterans	Less Than HSG or GED	HSG or GED	More than HSG or GED but Less than a Bachelor's Degree	Bachelor's Degree	More than a Bachelor's Degree	
Information Technology and Computer Science	0.6176	1.3460	1.6690	0.7141	0.7388	
Mathematics	0.7255	0.6878	1.3493	0.7793	1.1826	
Engineering	0.5882	1.4515	1.7297	0.7203	0.6899	
Life and Physical Sciences	0.7815	1.7234	1.8933	0.9468	0.6389	
Supervisor/Management	1.0682	1.6483	1.5841	0.7615	0.9156	
Total	0.6386	1.4322	1.7208	0.7445	0.7144	
STEM Occupational Clusters - Veterans Compared to Non-Veterans	**Less Than HSG or GED**	**HSG or GED**	**More than HSG or GED but Less than a Bachelor's Degree**	**Bachelor's Degree**	**More than a Bachelor's Degree**	**Total**
Information Technology and Computer Science	0.9467	0.9119	0.9410	0.9306	1.0037	0.9704
Mathematics	1.7105	0.7143	1.1679	1.5544	2.4643	1.4839

Engineering	1.1026	1.2134	1.2033	1.1587	1.1560	1.1976
Life and Physical Sciences	0.6703	0.6556	0.6002	0.6933	0.4875	0.5450
Supervisor/Management	1.6490	1.1351	0.9072	1.0075	1.2621	0.9853

Veteran STEM across States and within States

Table 27 provides the percentage of the workforce for STEM and Non-STEM workforces across states and within states. For example, there is 1.13 percent of the total U.S. STEM workforce within the state of Alabama, while the STEM workforce comprises 4.72 percent of the total Alabama workforce. The state with the largest percentage of the STEM workforce across states is California (14.30 percent of the STEM workforce) followed by Texas (8.19 percent of the STEM workforce) and New York (5.31 percent of the STEM workforce). The state in which the STEM workforce comprises the largest percent of the state's workforce is Maryland (9.31 percent of the state's workforce) followed by District of Columbia (9.30 percent of the state's workforce) and Virginia (8.72 percent of the state's workforce). The simple correlation between the two STEM distributions is only 0.3620 indicating a significant difference between how well the STEM workforce ranks across states versus within states. For example, California possesses 14.30 percent of the country's total STEM workforce, but the California STEM workforce only comprises 6.86 percent of the state's total workforce. Maryland provides an even larger contrast with the STEM workforce comprising 9.31 percent of the state's workforce but only 3.33 percent of the country's STEM workforce.

Table 27. STEM Workforce by State and within State over the 2012 to 2016 Time Period

	Workforce Across States			Workforce Within States		
State (FIPS Code)	Non-STEM	STEM	Total	Non-STEM	STEM	Total
Alabama	1.39	1.13	1.38	95.28	4.72	100.00
Alaska	0.22	0.16	0.22	95.70	4.30	100.00
Arizona	1.94	2.04	1.95	93.98	6.02	100.00
Arkansas	0.86	0.50	0.84	96.60	3.40	100.00
California	11.82	14.30	11.96	93.14	6.86	100.00
Colorado	1.77	2.56	1.81	91.90	8.10	100.00
Connecticut	1.23	1.47	1.24	93.20	6.80	100.00
Delaware	0.28	0.33	0.29	93.47	6.53	100.00
District of Columbia	0.24	0.41	0.25	90.70	9.30	100.00
Florida	5.97	4.64	5.89	95.48	4.52	100.00
Georgia	3.02	2.87	3.01	94.52	5.48	100.00
Hawaii	0.48	0.36	0.48	95.61	4.39	100.00
Idaho	0.47	0.41	0.47	95.02	4.98	100.00
Illinois	4.22	4.03	4.21	94.50	5.50	100.00
Indiana	2.14	1.59	2.11	95.66	4.34	100.00

	Workforce Across States			Workforce Within States		
State (FIPS Code)	Non-STEM	STEM	Total	Non-STEM	STEM	Total
Iowa	1.08	0.75	1.06	95.92	4.08	100.00
Kansas	0.95	0.78	0.94	95.27	4.73	100.00
Kentucky	1.35	0.93	1.33	95.97	4.03	100.00
Louisiana	1.35	0.95	1.33	95.91	4.09	100.00
Maine	0.42	0.31	0.42	95.78	4.22	100.00
Maryland	1.97	3.33	2.05	90.69	9.31	100.00
Massachusetts	2.33	3.56	2.40	91.51	8.49	100.00
Michigan	3.03	3.00	3.03	94.31	5.69	100.00
Minnesota	1.88	1.75	1.88	94.64	5.36	100.00
Mississippi	0.85	0.43	0.83	97.00	3.00	100.00
Missouri	1.95	1.55	1.93	95.38	4.62	100.00
Montana	0.32	0.23	0.32	95.84	4.16	100.00
Nebraska	0.66	0.47	0.65	95.80	4.20	100.00
Nevada	0.89	0.55	0.87	96.36	3.64	100.00
New Hampshire	0.47	0.62	0.48	92.56	7.44	100.00
New Jersey	2.94	3.64	2.98	92.98	7.02	100.00
New Mexico	0.56	0.55	0.56	94.37	5.63	100.00
New York	6.45	5.31	6.38	95.23	4.77	100.00
North Carolina	3.07	2.98	3.07	94.43	5.57	100.00
North Dakota	0.26	0.15	0.26	96.57	3.43	100.00
Ohio	3.78	3.32	3.75	94.91	5.09	100.00
Oklahoma	1.12	0.67	1.09	96.46	3.54	100.00
Oregon	1.24	1.46	1.25	93.28	6.72	100.00
Pennsylvania	4.16	3.74	4.14	94.82	5.18	100.00
Rhode Island	0.37	0.34	0.37	94.67	5.33	100.00
South Carolina	1.48	1.16	1.46	95.44	4.56	100.00
South Dakota	0.29	0.16	0.29	96.78	3.22	100.00
Tennessee	2.02	1.53	1.99	95.60	4.40	100.00
Texas	7.97	8.19	7.98	94.12	5.88	100.00
Utah	0.87	1.07	0.89	93.06	6.94	100.00
Vermont	0.23	0.20	0.22	94.80	5.20	100.00
Virginia	2.70	4.24	2.79	91.28	8.72	100.00
Washington	2.22	3.17	2.27	91.99	8.01	100.00
West Virginia	0.52	0.34	0.51	96.12	3.88	100.00
Wisconsin	1.99	1.62	1.96	95.28	4.72	100.00
Wyoming	0.20	0.12	0.19	96.30	3.70	100.00
Total	100.00	100.00	100.00	94.26	5.74	100.00

Table 28 provides the percentage of the workforce for STEM and Non-STEM workforces by veterans and non-veterans across states for the 2012 to 2016 time period. For example, there is 1.82 percent of the total veteran U.S. STEM workforce within the state of Alabama. The state with the largest percentage of the veteran STEM workforce across states is California (9.63 percent of the U.S. veteran STEM workforce) followed by Texas (9.25 percent of the U.S. veteran STEM workforce) and Virginia (8.30 percent of the U.S. veteran STEM workforce). The state with the largest percentage of the veteran Non-STEM workforce across states is Texas (8.56 percent of the U.S. veteran Non-STEM workforce) followed by California (8.27 percent of the U.S. veteran Non-STEM workforce) and Florida (6.8 percent of the U.S. veteran Non-STEM workforce).

The state exhibiting the highest "Total" odds ratio (veteran/non-veteran) is Virginia (1.6828, i.e., veterans are 1.6828 times more likely to be in the Virginia workforce than non-veterans) followed by Alaska (1.5238) and Wyoming (1.4211). The state exhibiting the lowest "Total" odds ratio (veteran/non-veteran) is New Jersey (0.6066, i.e., veterans are 0.6066 times less likely to be in the New Jersey workforce than non-veterans) preceded by District of Columbia (0.6154) and New York (0.6162). It should be noted that though California exhibits one of the highest percentages of veterans in the U.S. veteran workforce over all states (8.38 percent) it is significantly smaller percentage than the percent of the U.S. non-veteran workforce that is in California (12.21 percent), a 45.7 percent difference. A similar analysis can be drawn for Texas, where 8.62 percent of the U.S. veteran workforce resides compared to 7.94 percent of the U.S. non-veteran workforce; the odds ratio for Texas (veteran/non-veteran) is 1.08566, nearly equally likely. Thus, more than likely or less than likely odds ratios for a particular state may not be a good indicator for job opportunities or the depth of the labor market opportunities, STEM or Non-STEM, while the percent of the veteran or non-veteran U.S. workforce in a particular state could be a good indicator for job opportunities or the depth of the labor market opportunities.

Table 28. Percent of STEM, Non-STEM, and Total Workforce by Veteran and Non-Veteran across States over the 2012 to 2016 Time Period

	Percent of U.S. STEM, Non-STEM, and Total Workforce by Veteran and Non-Veteran Across States								
	Veteran			Non-Veteran			Odds Ratio (Veteran/Non-Veteran)		
State	Non-STEM	STEM	Total	Non-STEM	STEM	Total	Non-STEM	STEM	Total
Alabama	1.75	1.82	1.76	1.37	1.07	1.35	1.2774	1.7009	1.3037
Alaska	0.33	0.24	0.32	0.21	0.15	0.21	1.5714	1.6000	1.5238
Arizona	2.25	2.75	2.29	1.92	1.97	1.92	1.1719	1.3959	1.1927
Arkansas	1.01	0.57	0.98	0.85	0.49	0.83	1.1882	1.1633	1.1807
California	8.27	9.63	8.38	12.06	14.76	12.21	0.6857	0.6524	0.6863
Colorado	2.05	3.25	2.15	1.75	2.49	1.79	1.1714	1.3052	1.2011
Connecticut	0.98	1.11	0.99	1.24	1.51	1.26	0.7903	0.7351	0.7857

	Percent of U.S. STEM, Non-STEM, and Total Workforce by Veteran and Non-Veteran Across States								
	Veteran			Non-Veteran			Odds Ratio (Veteran/Non-Veteran)		
State	Non-STEM	STEM	Total	Non-STEM	STEM	Total	Non-STEM	STEM	Total
Delaware	0.34	0.31	0.34	0.28	0.33	0.28	1.2143	0.9394	1.2143
District of Columbia	0.15	0.25	0.16	0.25	0.42	0.26	0.6000	0.5952	0.6154
Florida	6.80	6.54	6.78	5.91	4.45	5.83	1.1506	1.4697	1.1630
Georgia	3.63	3.47	3.62	2.98	2.82	2.97	1.2181	1.2305	1.2189
Hawaii	0.58	0.66	0.59	0.48	0.34	0.47	1.2083	1.9412	1.2553
Idaho	0.54	0.54	0.54	0.47	0.39	0.46	1.1489	1.3846	1.1739
Illinois	3.41	2.78	3.36	4.27	4.16	4.27	0.7986	0.6683	0.7869
Indiana	2.20	1.45	2.14	2.13	1.61	2.10	1.0329	0.9006	1.0190
Iowa	1.14	0.63	1.10	1.07	0.76	1.06	1.0654	0.8289	1.0377
Kansas	1.05	0.81	1.03	0.94	0.77	0.93	1.1170	1.0519	1.1075
Kentucky	1.42	0.98	1.39	1.35	0.93	1.33	1.0519	1.0538	1.0451
Louisiana	1.44	0.99	1.41	1.35	0.95	1.33	1.0667	1.0421	1.0602
Maine	0.55	0.36	0.54	0.41	0.30	0.41	1.3415	1.2000	1.3171
Maryland	2.18	4.23	2.35	1.96	3.24	2.03	1.1122	1.3056	1.1576
Massachusetts	1.69	1.83	1.70	2.38	3.73	2.45	0.7101	0.4906	0.6939
Michigan	2.80	2.26	2.75	3.04	3.08	3.05	0.9211	0.7338	0.9016
Minnesota	1.79	1.40	1.76	1.89	1.79	1.89	0.9471	0.7821	0.9312
Mississippi	0.90	0.62	0.88	0.85	0.41	0.82	1.0588	1.5122	1.0732
Missouri	2.18	1.59	2.13	1.94	1.55	1.91	1.1237	1.0258	1.1152
Montana	0.44	0.26	0.43	0.32	0.23	0.31	1.3750	1.1304	1.3871
Nebraska	0.76	0.70	0.75	0.65	0.45	0.64	1.1692	1.5556	1.1719
Nevada	1.10	0.96	1.09	0.87	0.51	0.85	1.2644	1.8824	1.2824
New Hampshire	0.57	0.78	0.58	0.46	0.61	0.47	1.2391	1.2787	1.2340
New Jersey	1.86	1.75	1.85	3.01	3.83	3.05	0.6179	0.4569	0.6066
New Mexico	0.66	0.80	0.67	0.55	0.53	0.55	1.2000	1.5094	1.2182
New York	4.12	3.03	4.03	6.60	5.53	6.54	0.6242	0.5479	0.6162
North Carolina	3.63	3.52	3.62	3.04	2.93	3.03	1.1941	1.2014	1.1947
North Dakota	0.32	0.15	0.31	0.26	0.15	0.25	1.2308	1.0000	1.2400
Ohio	3.94	3.14	3.87	3.76	3.34	3.74	1.0479	0.9401	1.0348
Oklahoma	1.33	1.00	1.31	1.11	0.64	1.08	1.1982	1.5625	1.2130
Oregon	1.36	1.61	1.38	1.23	1.45	1.24	1.1057	1.1103	1.1129
Pennsylvania	4.17	3.20	4.09	4.16	3.79	4.14	1.0024	0.8443	0.9879
Rhode Island	0.32	0.36	0.32	0.37	0.34	0.37	0.8649	1.0588	0.8649
South Carolina	1.95	1.75	1.93	1.45	1.10	1.43	1.3448	1.5909	1.3497
South Dakota	0.36	0.16	0.34	0.29	0.16	0.28	1.2414	1.0000	1.2143

	Percent of U.S. STEM, Non-STEM, and Total Workforce by Veteran and Non-Veteran Across States								
	Veteran			Non-Veteran			Odds Ratio (Veteran/Non-Veteran)		
State	Non-STEM	STEM	Total	Non-STEM	STEM	Total	Non-STEM	STEM	Total
Tennessee	2.33	1.93	2.30	2.00	1.49	1.97	1.1650	1.2953	1.1675
Texas	8.56	9.25	8.62	7.93	8.08	7.94	1.0794	1.1448	1.0856
Utah	0.65	0.82	0.67	0.89	1.10	0.90	0.7303	0.7455	0.7444
Vermont	0.23	0.17	0.23	0.23	0.21	0.22	1.0000	0.8095	1.0455
Virginia	4.17	8.30	4.51	2.61	3.84	2.68	1.5977	2.1615	1.6828
Washington	2.90	3.27	2.93	2.17	3.16	2.23	1.3364	1.0348	1.3139
West Virginia	0.60	0.49	0.59	0.51	0.33	0.50	1.1765	1.4848	1.1800
Wisconsin	1.94	1.33	1.89	1.99	1.64	1.97	0.9749	0.8110	0.9594
Wyoming	0.28	0.18	0.27	0.19	0.12	0.19	1.4737	1.5000	1.4211

Veteran STEM by State across Metropolitan Area

Table 29 provides the distribution of the STEM and Non-STEM workforces by state across metropolitan areas for the 2012 to 2016 time period. For example, 25.12 percent of the STEM workforce in Alabama is located in the areas of Alabama that are in non-metropolitan areas. The largest percentage of the STEM workforce in Alabama, which is located in a metropolitan area, is 23.39 percent in the Birmingham-Hoover metropolitan area. Using a previous table as a guide, California, who exhibits the largest STEM workforce within a state (14.3 percent of the California workforce is in STEM jobs), the table below indicates that the majority of the California STEM workforce resides in four Metropolitan areas: the Los Angeles-Long Beach metropolitan area (28.11 percent of the California's STEM workforce), San Diego-Carlsbad metropolitan area (9.77 percent of the California's STEM workforce), San Francisco-Oakland metropolitan area (21.71 percent of the California's STEM workforce), and San Jose-Sunnyvale-Santa Clara, CA metropolitan area (15.57 percent of the California's STEM workforce). Conversely, 25.12 percent of the STEM workforce in Alabama resides in a non-identifiable area (non-metropolitan), though 22.82 percent of the Alabama STEM workforce does reside in the Huntsville metropolitan area. Another good example of this non-metropolitan/metropolitan mix for STEM jobs is provided by Georgia, where 71.5 percent of the STEM workforce resides in the Atlanta-Sandy Springs-Roswell metropolitan area while 22.89 percent resides in the non-metropolitan areas of Georgia. No doubt, STEM workforces tend to reside more in large metropolitan areas, regardless of state. Thus the best opportunities for STEM jobs would be expected to be found in those metropolitan areas, regardless of state.

Table 29. Percent of STEM, Non-STEM, and Total Workforce within States by Metropolitan Area over the 2012 to 2016 Time Period

Metropolitan Area, 2013 OMB Delineations	**Distribution of STEM Workforce within States**		
Alabama	Non-STEM	STEM	Total
not in identifiable area	39.61	25.12	38.93
Anniston-Oxford-Jacksonville, Al	2.17	1.32	2.13
Auburn-Opelika, Al	2.44	2.75	2.46
Birmingham-Hoover, Al	22.25	23.39	22.31
Daphne-Fairhope-Foley, Al	2.90	2.75	2.90
Decatur, Al	2.87	3.36	2.89
Gadsden, Al	2.00	1.02	1.95
Huntsville, Al	7.09	22.82	7.83
Mobile, Al	7.44	6.40	7.39
Montgomery, Al	7.01	7.80	7.05
Tuscaloosa, Al	4.21	3.26	4.16
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	1.39	1.13	1.38

Alaska	Non-STEM	STEM	Total
not in identifiable area	57.13	45.80	56.64
Anchorage, AK	42.87	54.20	43.36
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	0.22	0.16	0.22

Arizona	Non-STEM	STEM	Total
not in identifiable area	7.87	3.96	7.64
Flagstaff, AZ	2.85	2.11	2.80
Lake Havasu City-Kingman, AZ	2.59	0.81	2.49
Phoenix-Mesa-Scottsdale, AZ	66.18	73.89	66.65
Prescott, AZ	2.45	1.32	2.38
Tucson, AZ	15.22	16.58	15.31
Yuma, AZ	2.83	1.32	2.74
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	1.94	2.04	1.95

Arkansas	Non-STEM	STEM	Total
not in identifiable area	63.97	42.26	63.24
Fayetteville-Springdale-Rogers, AR-MO	14.96	26.65	15.36
Little Rock-North Little Rock-Conway, AR	21.06	31.09	21.41
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	0.86	0.50	0.84

California	Non-STEM	STEM	Total
not in identifiable area	2.12	1.17	2.06
Bakersfield, CA	1.71	0.84	1.65
Chico, CA	0.57	0.36	0.55
El Centro, CA	0.34	0.10	0.32
Fresno, CA	2.26	0.92	2.17
Hanford-Corcoran, Ca	0.33	0.11	0.32
Los Angeles-Long Beach-Anaheim, CA	37.11	28.11	36.49
Madera, CA	0.27	0.09	0.26
Merced, CA	0.57	0.17	0.54
Modesto, CA	1.22	0.51	1.17
Napa, CA	0.50	0.28	0.48

Oxnard-Thousand Oaks-Ventura, CA	2.32	2.23	2.32
Redding, CA	0.48	0.27	0.46
Riverside-San Bernardino-Ontario, CA	10.19	5.07	9.84
Sacramento--Roseville--Arden-Arcade, CA	5.60	6.45	5.66
Salinas, CA	1.29	0.65	1.25
San Diego-Carlsbad, CA	8.02	9.77	8.14
San Francisco-Oakland-Hayward, CA	12.25	21.71	12.90
San Jose-Sunnyvale-Santa Clara, CA	4.68	15.57	5.43
San Luis Obispo -Paso Robles-Arroyo Grande, CA	0.64	0.55	0.64
Santa Cruz-Watsonville, CA	0.69	0.82	0.70
Santa Maria-Santa Barbara, CA	1.12	1.08	1.12
Santa Rosa, CA	1.37	1.09	1.35
Stockton-Lodi, CA	1.70	0.79	1.63
Vallejo-Fairfield, CA	1.14	0.80	1.12
Visalia-Porterville, CA	1.07	0.27	1.01
Yuba City, CA	0.44	0.23	0.43
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	11.82	14.30	11.96
Colorado	Non-STEM	STEM	Total
not in identifiable area	25.96	17.9	25.31
Colorado Springs, CO	11.47	10.97	11.43
Denver-Aurora-Lakewood, CO	52.14	61.82	52.93
Fort Collins, CO	5.75	7.34	5.88
Grand Junction, CO	1.91	0.89	1.83
Pueblo, CO	2.77	1.07	2.63
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	1.77	2.56	1.81
Connecticut	Non-STEM	STEM	Total
not in identifiable area	6.51	5.29	6.43
Bridgeport-Stamford-Norwalk, CT	26.15	23.95	26.00
Hartford-West Hartford-East Hartford, CT	33.77	38.35	34.08
New Haven-Milford, CT	21.81	19.51	21.66
Norwich-New London, CT	8.22	10.37	8.37
Worcester, Ma-CT	3.54	2.54	3.47
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	1.23	1.47	1.24

Delaware	Non-STEM	STEM	Total
Dover, DE	17.60	10.17	17.11
Philadelphia-Camden-Wilmington, PA-NJ-DE	57.25	77.33	58.56
Salisbury, MD-DE	25.15	12.50	24.32
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	0.28	0.33	0.29
District of Columbia	Non-STEM	STEM	Total
Washington-Arlington-Alexandria, DC-VA-MD	100.00	100.00	100.00
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	0.24	0.41	0.25
Florida	Non-STEM	STEM	Total
not in identifiable area	9.39	8.94	9.37
Cape Coral-Fort Myers, FL	3.34	2.11	3.28
Deltona-Daytona Beach-Ormond Beach, FL	2.91	2.35	2.88
Gainesville, FL	1.35	2.28	1.39
Homosassa Springs, FL	0.48	0.23	0.47
Jacksonville, FL	6.69	7.60	6.73
Lakeland-Winter Haven, FL	3.30	2.41	3.26
Miami-Fort Lauderdale-West Palm Beach, FL	30.97	26.42	30.76
Naples-Immokalee-Marco Island, FL	1.51	0.79	1.48
North Port-Sarasota-Bradenton, FL	3.61	3.08	3.59
Ocala, FL	1.17	0.58	1.14
Orlando-Kissimmee-Sanford, FL	10.61	13.01	10.72
Palm Bay-Melbourne-Titusville, FL	2.48	5.19	2.60
Pensacola-Ferry Pass-Brent, FL	2.35	2.29	2.35
Port St. Lucie, FL	1.68	1.31	1.66
Punta Gorda, FL	0.65	0.40	0.64
Sebastian-Vero Beach, FL	0.54	0.48	0.54
Tampa-St. Petersburg-Clearwater, FL	16.96	20.52	17.12
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	5.97	4.64	5.89
Georgia	Non-STEM	STEM	Total
not in identifiable area	40.51	22.89	39.54
Atlanta-Sandy Springs-Roswell, GA	52.72	71.50	53.75

Augusta-Richmond County, GA-SC	2.99	3.09	3.00
Chattanooga, TN-GA	1.73	1.17	1.70
Gainesville, GA	2.05	1.35	2.01
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	3.02	2.87	3.01
Hawaii	Non-STEM	STEM	Total
not in identifiable area	28.02	19.00	27.62
Urban Honolulu, HI	71.98	81.00	72.38
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	0.48	0.36	0.48
Idaho	Non-STEM	STEM	Total
in identifiable a	61.00	49.35	60.42
Boise City, ID	32.12	45.48	32.78
Coeur D'alene, ID	6.88	5.17	6.80
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	0.47	0.41	0.47
Illinois	Non-STEM	STEM	Total
not in identifiable area	26.03	15.59	25.46
Bloomington, IL	1.56	2.44	1.61
Champaign-Urbana, IL	1.56	2.56	1.62
Chicago-Naperville-Elgin, IL	59.68	70.11	60.25
Decatur, IL	0.98	0.88	0.97
Kankakee, IL	1.00	0.40	0.96
Rockford, IL	2.36	1.96	2.34
St. Louis, MO-IL	5.13	4.28	5.08
Springfield, IL	1.71	1.79	1.71
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	4.22	4.03	4.21
Indiana	Non-STEM	STEM	Total
not in identifiable area	45.53	36.73	45.15
Bloomington, IN	1.87	2.87	1.92
Chicago-Naperville-Elgin, IN	8.56	7.20	8.50
Elkhart-Goshen, IN	2.54	1.84	2.51

Fort Wayne, IN	5.67	6.63	5.71
Indianapolis-Carmel-Anderson, IN	25.68	34.78	26.07
Lafayette-West Lafayette, IN	2.54	4.34	2.62
Louisville/Jefferson County, IN	3.95	3.62	3.94
Michigan City-La Porte, IN	1.87	1.09	1.84
Muncie, IN	1.79	0.91	1.75
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	2.14	1.59	2.11
Iowa	Non-STEM	STEM	Total
not in identifiable area	74.08	65.25	73.72
Des Moines-West Des Moines, IA	15.88	23.93	16.21
Iowa City, IA	3.13	5.46	3.22
Omaha-Council Bluffs, IA	6.91	5.37	6.85
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	1.08	0.75	1.06
Kansas	Non-STEM	STEM	Total
not in identifiable area	47.68	24.89	46.60
Kansas City, MO-KS	24.83	42.69	25.68
Lawrence, KS	2.86	3.36	2.88
Topeka, KS	7.79	7.50	7.78
Wichita, KS	16.84	21.55	17.06
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	0.95	0.78	0.94
Kentucky	Non-STEM	STEM	Total
not in identifiable area	58.58	47.64	58.14
Cincinnati, Oh-KY-In	10.24	13.29	10.36
Clarksville, TN-KY	2.56	1.61	2.52
Louisville/Jefferson County, KY	26.11	35.68	26.50
Owensboro, KY	2.51	1.78	2.48
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	1.35	0.93	1.33
Louisiana	Non-STEM	STEM	Total
not in identifiable area	27.74	17.14	27.31

Baton Rouge, LA	14.75	20.47	14.99
Houma-Thibodaux, LA	4.46	3.21	4.41
Lafayette, LA	10.43	9.70	10.40
Monroe, LA	3.14	2.60	3.12
New Orleans-Metairie, LA	31.36	39.58	31.70
Shreveport-Bossier City, LA	8.11	7.29	8.08
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	1.35	0.95	1.33
Maine	Non-STEM	STEM	Total
not in identifiable area	51.95	38.34	51.37
Bangor, ME	11.56	11.55	11.56
Lewiston-Auburn, ME	6.28	6.19	6.28
Portland-South Portland, ME	30.21	43.92	30.78
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	0.42	0.31	0.42
Maryland	Non-STEM	STEM	Total
not in identifiable area	11.03	7.29	10.68
Baltimore-Columbia-Towson, MD	43.87	43.38	43.82
Philadelphia-Camden-Wilmington, PA-NJ-MD	1.52	1.08	1.48
Salisbury, MD-DE	2.91	0.91	2.73
Washington-Arlington-Alexandria, DC-VA-MD	40.67	47.34	41.29
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	1.97	3.33	2.05
Massachusetts	Non-STEM	STEM	Total
not in identifiable area	3.45	1.70	3.30
Barnstable Town, MA	3.58	1.64	3.41
Boston-Cambridge-Newton, MA-NH	62.14	74.09	63.15
Pittsfield, MA	2.78	1.47	2.67
Providence-Warwick, RI_MA	8.01	4.76	7.73
Springfield, MA	8.22	4.58	7.91
Worcester, MA-CT	11.83	11.76	11.82
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	2.33	3.56	2.40

Michigan	Non-STEM	STEM	Total
not in identifiable area	37.47	21.57	36.57
Ann Arbor, MI	3.32	7.33	3.55
Detroit-Warren-Dearborn, MI	35.05	47.94	35.78
Grand Rapids-Wyoming, MI	7.42	7.38	7.42
Jackson, MI	1.39	1.18	1.38
Kalamazoo-Portage, MI	3.78	3.34	3.76
Lansing-East Lansing, MI	4.91	5.87	4.97
Monroe, MI	1.39	1.01	1.37
Muskegon, MI	1.58	1.25	1.56
Niles-Benton Harbor, MI	1.78	1.73	1.78
Saginaw, MI	1.90	1.41	1.88
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	3.03	3.00	3.03
Minnesota	Non-STEM	STEM	Total
not in identifiable area	57.36	35.57	56.19
Minneapolis-St. Paul-Bloomington, MN	42.64	64.43	43.81
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	1.88	1.75	1.88
Mississippi	Non-STEM	STEM	Total
not in identifiable area	62.34	49.97	61.97
Gulfport-Biloxi-Pascagoula, MS	10.30	13.68	10.40
Jackson, MS	21.06	27.85	21.26
Memphis, TN-MS-AR	6.30	8.50	6.37
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	0.85	0.43	0.83
Missouri	Non-STEM	STEM	Total
not in identifiable area	31.03	13.61	30.23
Columbia, MO	2.21	3.51	2.27
Jefferson City, MO	2.58	2.69	2.58
Joplin, MO	2.96	1.92	2.91
Kansas City, MO-KS	20.63	24.07	20.79
St. Joseph, MO-KS	2.31	1.65	2.28
St. Louis, MO-IL	32.38	48.18	33.11

Springfield, MO	5.90	4.36	5.83
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	1.95	1.55	1.93
Montana	Non-STEM	STEM	Total
not in identifiable area	100.00	100.00	100.00
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	0.32	0.23	0.32
Nebraska	Non-STEM	STEM	Total
not in identifiable area	53.95	27.31	52.83
Lincoln, NE	12.05	19.30	12.35
Omaha-Council Bluffs, NE-IA	34.00	53.40	34.82
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	0.66	0.47	0.65
Nevada	Non-STEM	STEM	Total
not in identifiable area	11.50	14.08	11.59
Las Vegas-Henderson-Paradise, NV	72.31	62.11	71.94
Reno, NV	16.19	23.81	16.47
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	0.89	0.55	0.87
New Hampshire	Non-STEM	STEM	Total
not in identifiable area	43.06	30.43	42.12
Boston-Cambridge-Newton, MA-NH	33.52	38.13	33.86
Manchester-Nashua, NH	23.42	31.44	24.02
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	0.47	0.62	0.48
New Jersey	Non-STEM	STEM	Total
not in identifiable area	1.15	0.37	1.09
Allentown-Bethlehem-Easton, PA-NJ	1.62	1.30	1.59
Atlantic City-Hammonton, NJ	3.01	1.44	2.90
New York-Newark-Jersey-Jersey City, NY-NJ-PA	71.89	77.33	72.27
Ocean City, NJ	1.54	0.76	1.48
Philadelphia-Camden-Wilmington, PA-NJ-DE	17.27	13.83	17.03

Trenton, NJ	3.52	4.98	3.62
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	2.94	3.64	2.98
New Mexico	Non-STEM	STEM	Total
Not In Identifiable Area	42.70	29.35	41.95
Albuquerque, NM	39.24	50.27	39.86
Las Cruces, NM	7.47	6.12	7.40
Santa Fe, NM	10.58	14.26	10.79
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	0.56	0.55	0.56
New York	Non-STEM	STEM	Total
not in identifiable area	13.92	9.73	13.72
Albany-Schenectady-Troy, NY	4.31	7.23	4.45
Binghamton, NY	1.29	1.90	1.32
Buffalo-Cheektowaga-Niagara Falls, NY	5.57	5.35	5.56
Glens Falls, NY	0.86	0.70	0.85
Ithaca, NY	0.51	1.04	0.54
New York-Newark-Jersey City, NY-NJ-PA	61.41	60.02	61.35
Rochester, NY	6.24	8.40	6.35
Syracuse, NY	4.21	4.38	4.22
Utica-Rome, NY	1.67	1.27	1.65
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	6.45	5.31	6.38
North Carolina	Non-STEM	STEM	Total
not in identifiable area	30.97	22.96	30.52
Asheville, NC	4.69	3.42	4.62
Burlington, NC	1.91	1.66	1.90
Charlotte-Concord-Gastonia, NC	21.62	23.99	21.76
Fayetteville, NC	3.75	1.72	3.64
Goldsboro, NC	1.08	0.50	1.05
Greensboro-High Point, NC	7.86	6.24	7.77
Greenville, NC	1.48	1.07	1.45
Hickory-Lenoir-Morganton, NC	3.84	2.11	3.74
Myrtle Beach-Conway-North Myrtle Beach, NC	1.13	0.89	1.12
Raleigh, NC	11.34	27.09	12.22

Rocky Mount, NC	1.38	0.76	1.35
Wilmington, NC	2.51	2.07	2.48
Winston-Salem, NC	6.44	5.52	6.39
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	3.07	2.98	3.07
North Dakota	Non-STEM	STEM	Total
identifiable a	85.29	83.13	85.22
Bismarck, ND	14.71	16.87	14.78
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	0.26	0.15	0.26
Ohio	Non-STEM	STEM	Total
not in identifiable area	26.02	15.05	25.47
Akron, OH	5.64	6.37	5.68
Canton-Massillon, OH	3.43	2.65	3.39
Cincinnati, OH-KY-IN	12.73	17.78	12.98
Cleveland-Elyria, OH	18.47	20.32	18.56
Columbus, OH	14.71	20.56	15.01
Dayton, OH	6.31	8.42	6.42
Lima, OH	1.01	0.54	0.98
Mansfield, OH	0.90	0.51	0.88
Springfield, OH	1.32	1.06	1.31
Toledo, OH	5.78	4.53	5.72
Youngstown-Warren-Boardman, OH-PA	3.68	2.21	3.60
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	3.78	3.32	3.75
Oklahoma	Non-STEM	STEM	Total
not in identifiable area	71.18	59.72	70.78
Oklahoma City, OK	28.82	40.28	29.22
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	1.12	0.67	1.09
Oregon	Non-STEM	STEM	Total
not in identifiable area	34.02	21.87	33.2
Bend-Redmond, OR	2.92	2.04	2.86

Eugene, OR	9.66	6.99	9.48
Medford, OR	4.37	2.51	4.24
Portland-Vancouver-Hillsboro, OR-WA	49.03	66.59	50.21
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	1.24	1.46	1.25
Pennsylvania	Non-STEM	STEM	Total
not in identifiable area	26.31	15.87	25.77
Allentown-Bethlehem-Easton, PA-NJ	4.64	4.94	4.66
East Stroudsburg, PA	0.72	0.51	0.71
Erie, PA	2.13	1.66	2.11
Harrisburg-Carlisle, PA	4.29	4.81	4.31
Johnstown, PA	1.67	0.98	1.64
Lancaster, PA	3.30	2.48	3.26
Lebanon, PA	0.98	0.67	0.96
Philadelphia-Camden-Wilmington, PA-NJ-DE	24.99	35.18	25.52
Pittsburgh, PA	18.21	21.99	18.40
Reading, PA	3.11	2.66	3.09
Scranton--Wilkes-Barre-Hazleton, PA	4.16	2.78	4.09
State College, PA	1.15	1.71	1.18
York-Hanover, PA	3.09	3.11	3.09
Youngstown-Warren-Boardman, OH-PA	1.25	0.65	1.22
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	4.16	3.74	4.14
Rhode Island	Non-STEM	STEM	Total
Providence-Warwick, RI	100.00	100.00	100.00
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	0.37	0.34	0.37
South Carolina	Non-STEM	STEM	Total
not in identifiable area	15.71	8.82	15.40
Augusta-Richmond County, GA-SC	3.48	4.62	3.53
Charleston-North Charleston, CS	15.15	20.06	15.38
Charlotte-Concord-Gastonia, NC-SC	8.25	8.88	8.28
Columbia, SC	18.32	19.58	18.38
Florence, SC	4.26	2.95	4.20
Greenville-Anderson-Mauldin, SC	19.02	24.44	19.26

Hilton Head Island-Bluffton-Beaufort, SC	3.69	2.23	3.63
Myrtle Beach-Conway-North Myrtle Beach, SC	6.04	2.99	5.90
Spartanburg, SC	6.08	5.42	6.05
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	1.48	1.16	1.46
South Dakota	Non-STEM	STEM	Total
not in identifiable area	100.00	100.00	100.00
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	0.29	0.16	0.29
Tennessee	Non-STEM	STEM	Total
not in identifiable area	30.14	20.33	29.71
Chattanooga, TN-GA	5.31	7.12	5.39
Clarksville, TN-KY	2.89	1.80	2.84
Jackson, TN	1.86	1.13	1.83
Knoxville, TN	14.10	18.40	14.29
Memphis, TN-MS-AR	15.26	15.33	15.26
Nashville-Davidson-Murfreesboro--Frank	30.43	35.89	30.67
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	2.02	1.53	1.99
Texas	Non-STEM	STEM	Total
not in identifiable area	19.70	8.22	19.03
Amarillo, TX	1.14	0.75	1.12
Austin-Round Rock, TX	7.71	13.98	8.08
Beaumont-Port Arthur, TX	1.45	0.96	1.42
Brownsville-Harlingen, TX	1.30	0.36	1.24
College Station-Bryan, TX	0.76	0.92	0.77
Corpus Christi, TX	1.91	1.00	1.86
Dallas-Fort Worth-Arlington, TX	26.96	34.68	27.41
El Paso, TX	2.83	1.45	2.75
Houston-The Woodlands-Sugar Land, TX	19.99	26.75	20.39
Laredo, TX	0.96	0.20	0.92
Lubbock, TX	1.21	0.70	1.18
McAllen-Edinburg-Mission, TX	1.99	0.61	1.91
Midland, TX	0.50	0.49	0.50
Odessa, TX	0.51	0.22	0.50

San Angelo, TX	0.46	0.23	0.44
San Antonio-New Braunfels, TX	8.21	7.08	8.14
Tyler, TX	0.77	0.46	0.75
Waco, TX	1.04	0.59	1.02
Wichita Falls, TX	0.59	0.35	0.58
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	7.97	8.19	7.98
Utah	Non-STEM	STEM	Total
not in identifiable area	20.45	13.15	19.94
Ogden-Clearfield, UT	16.65	16.94	16.67
Provo-Orem, UT	21.08	26.06	21.43
St. George, UT	3.24	1.57	3.13
salt lake city, UT	38.58	42.27	38.84
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	0.87	1.07	0.89
Vermont	Non-STEM	STEM	Total
not in identifiable area	74.47	60.54	73.75
Burlington-South Burlington, VT	25.53	39.46	26.25
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	0.23	0.20	0.22
Virginia	Non-STEM	STEM	Total
not in identifiable area	17.94	7.87	17.06
Blacksburg-Christiansburg-Radford, VA	1.81	1.43	1.78
Harrisonburg, VA	1.89	0.72	1.79
Lynchburg, VA	2.87	1.57	2.75
Richmond, VA	15.02	10.45	14.62
Roanoke, VA	3.67	1.80	3.51
Virginia Beach-Norfolk-Newport News, VA	20.29	14.08	19.75
Washington-Arlington-Alexandria, VA	36.51	62.08	38.73
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	2.70	4.24	2.79
Washington	Non-STEM	STEM	Total
not in identifiable area	19.51	11.46	18.86

Bellingham, WA	2.65	1.54	2.56
Bremerton-Silverdale, WA	4.04	3.69	4.02
Olympia-Tumwater, WA	3.34	2.82	3.30
Portland-Vancouver-Hillsboro, WA	6.62	4.95	6.49
Seattle-Tacoma-Bellevue, WA	50.87	69.80	52.39
Spokane-Spokane Valley, WA	8.33	4.35	8.01
Wenatchee, WA	1.48	0.57	1.41
Yakima, WA	3.16	0.81	2.97
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	2.22	3.17	2.27
West Virginia	Non-STEM	STEM	Total
not in identifiable area	75.16	66.60	74.83
Charleston, WV	10.72	13.27	10.82
Morgantown, WV	8.04	13.33	8.24
Parkersburg-Vienna, WV	6.09	6.80	6.11
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	0.52	0.34	0.51
Wisconsin	Non-STEM	STEM	Total
not in identifiable area	62.52	57.44	62.28
Chicago-Naperville-Elgin, IL-IN-WI	1.65	1.83	1.66
Eau Claire, WI	2.36	1.80	2.33
Janesville-Beloit, WI	2.15	1.81	2.13
La Crosse-Onalaska, WI	1.60	1.60	1.60
Milwaukee-Waukesha-West Allis, WI	17.77	23.10	18.02
Minneapolis-St. Paul-Bloomington, MN-WI	2.80	2.97	2.80
Oshkosh-Neenah, WI	2.30	2.48	2.31
Racine, WI	1.96	2.30	1.98
Sheboygan, WI	1.95	2.26	1.97
Wausau, WI	2.95	2.41	2.92
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	1.99	1.62	1.96
Wyoming	Non-STEM	STEM	Total
not in identifiable area	100.00	100.00	100.00
Total	100.00	100.00	100.00
Percent of Total U.S. Workforce	0.20	0.12	0.19

Veteran STEM – Employment Characteristics

Table 30 presents the average total personal income for veterans and non-veterans for STEM and Non-STEM workforces by level of educational attainment. The largest difference in STEM and Non-STEM average personal incomes occurs for workers that are less than a high school graduate or GED certificate; a difference of 67.23 percent for veterans and 109.35 percent for non-veterans. These differences in average personal income remain notably large for veterans and non-veterans through educational attainment of some college or associate degree. The difference between average personal income for STEM and Non-STEM workers falls to 16.36 percent for veterans and 34.08 percent for non-veterans for workers with a bachelor's degree. Veterans exhibit higher average personal income for STEM and Non-STEM workers regardless of their educational attainment.

Attaining a bachelor's degree does result in a significant increase in average personal income, a 25.08 percent increase for STEM veterans and a 50.1 percent increase for Non-STEM veterans compared with a 39.73 percent increase for STEM non-veterans and a 71.38 percent increase for Non-STEM non-veterans. Similar percentage increases occur between bachelor's degree respondents (veteran and non-veteran, STEM and Non-STEM) and more than a bachelor's degree; a 32.53 percent increase for STEM veterans and a 56.36 percent increase for Non-STEM veterans compared with a 23.11 percent increase for STEM non-veterans and a 52.3 percent increase for Non-STEM non-veterans. The overall difference in average personal income between STEM and Non-STEM workers is much larger for non-veterans (76.23 percent) than veterans (39.58 percent), while the average age for veterans is significantly higher than non-veterans, 53.06 years versus 42.88 years.

Table 30. Average Annual Total Personal Income of Workers (in the Labor Force) in STEM Occupations STEM and Non-STEM Occupations and Educational Attainment, 2012 to 2016 Time Period

	Average Total Personal Income – 2012 to 2016 Time Period					
Educational Attainment	Veteran			Non-Veteran		
	STEM	Non-STEM	% Diff	STEM	Non-STEM	% Diff
Less Than HSG or GED	$73,556	$43,986	67.23	$56,410	$26,945	109.35
HSG or GED	$73,846	$48,591	51.97	$56,797	$34,078	66.67
Some College or Associate Degree	$78,077	$55,918	39.63	$63,817	$38,807	64.45
Bachelor's Degree	$97,662	$83,931	16.36	$89,172	$66,508	34.08
More Than a Bachelor's Degree	$129,434	$131,235	(1.37)	$109,781	$101,293	8.38

Total	$93,833	$67,224	39.58	$86,676	$49,184	76.23
Mean Age	53.06			42.88		

Table 31 presents the average total personal income for Veterans and Non-veterans for STEM and Non-STEM workforces by level of educational attainment for respondents aged 18 to 40 years of age for the 2012 to 2016 time period. The largest difference in STEM and Non-STEM average personal incomes occurs for non-veteran workers that are less than a high school graduate or a GED certificate; a difference of 123.96 percent. In comparison, veterans that are less than a high school graduate or a GED certificate exhibit a 65.74 percent difference. For veterans, the largest difference in STEM and Non-STEM average personal incomes occurs for workers with a HSG or GED, a difference of 55.05 percent. These differences in average personal income remain notably large for veterans and non-veterans through educational attainment of some college or associate degree, with the differences remaining double-digit. The difference between average personal income for STEM and Non-STEM workers falls to 5.14 percent for veterans and 15.26 percent for non-veteran workers with more than a bachelor's degree. Veterans aged 18 to 40 years of age exhibit higher average personal income for STEM and Non-STEM workers regardless of their educational attainment, though the income magnitudes are very similar for STEM veteran and non-veteran workers.

Attaining a bachelor's degree does result in a significant increase in average personal income, a 20.13 percent increase for STEM veterans and a 39.14 percent increase for Non-STEM veterans compared to a 54.26 percent increase for STEM non-veterans and an 84.05 percent increase for Non-STEM non-veterans. Similar percentage increases occur between bachelor's degree respondents (veteran and non-veteran, STEM and Non-STEM) and more than a bachelor's degree; a 25.70 percent increase for STEM veterans and a 51.4 percent increase for Non-STEM veterans compared to a 20.42 percent increase for STEM non-veterans and a 50.1 percent increase for Non-STEM non-veterans. The overall difference in average personal income between STEM and Non-STEM workers is much larger for non-veterans (92.73 percent) than veterans (48.95 percent).

Table 31. Average Annual Total Personal Income of Veteran and Non-Veteran Workers (in the Labor Force) in STEM and Non-STEM Occupations by Educational Attainment, 2012 to 2016 Time Period, Age 18 to 40 Years

Average Total Personal Income – 2012 to 2016 Time Period						
Educational Attainment	**Veteran**			**Non-Veteran**		
	STEM	**Non-STEM**	**% Diff**	**STEM**	**Non-STEM**	**% Diff**
Less Than HSG or GED	$53,235	$32,121	65.74	$46,058	$20,565	123.96
HSG or GED	$57,489	$37,077	55.05	$42,760	$25,092	70.41

Average Total Personal Income – 2012 to 2016 Time Period						
Educational Attainment	Veteran			Non-Veteran		
	STEM	Non-STEM	% Diff	STEM	Non-STEM	% Diff
Some College or Associate Degree	$61,912	$42,214	46.66	$46,690	$27,239	71.41
Bachelor's Degree	$74,376	$58,736	26.63	$72,025	$50,133	43.67
More Than a Bachelor's Degree	$93,492	$88,925	5.14	$86,730	$75,250	15.26
Total	$69,964	$46,971	48.95	$68,567	$35,577	92.73

Table 32 presents the average total personal income for veterans and non-veterans for STEM and Non-STEM workforces by level of educational attainment for respondents aged 41 years and older for the 2012 to 2016 time period. The largest difference in STEM and Non-STEM average personal incomes occurs for workers that are less than a high school graduate or a GED certificate; a difference of 71.64 percent for veterans and 105.38 percent for non-veterans. These differences in average personal income remain notably large for veterans and non-veterans through educational attainment of some college or associate degree, though the differences still remain double-digit through a bachelor's degree. The difference between average personal income for STEM and Non-STEM workers falls to -0.76 percent for veterans and 10.25 percent for non-veterans for workers with more than a bachelor's degree. Veterans aged 41 years of age and older exhibit higher average personal income for STEM and Non-STEM workers regardless of their educational attainment; exception, STEM workers with a bachelor's degree.

Attaining a bachelor's degree does result in a significant increase in average personal income, a 25.77 percent increase for STEM veterans and a 49.59 percent increase for Non-STEM veterans compared with a 38.84 percent increase for STEM non-veterans and a 61.28 percent increase for Non-STEM non-veterans. Similar percentage increases occur between bachelor's degree respondents (veteran and non-veteran, STEM and Non-STEM) and more than a bachelor's degree; a 30.17 percent increase for STEM veterans and a 52.05 percent increase for Non-STEM veterans compared with a 19.65 percent increase for STEM non-veterans and a 43.81 percent increase for Non-STEM non-veterans. The overall difference in average personal income between STEM and Non-STEM workers is larger for non-veterans (67.55 percent) than veterans (39.20 percent), though both are still sizable.

Table 32. Average Annual Total Personal Income of Veteran and Non-Veteran Workers (in the Labor Force) in STEM and Non-STEM Occupations by Educational Attainment, 2012 to 2016 Time Period, Age 41 Years or Older

Average Total Personal Income – 2012 to 2016 Time Period						
Educational Attainment	Veteran			Non-Veteran		
	STEM	Non-STEM	% Diff	STEM	Non-STEM	% Diff
Less Than HSG or GED	$77,403	$45,096	71.64	$65,320	$31,805	105.38
HSG or GED	$78,670	$50,952	54.40	$66,472	$40,584	63.79
Some College or Associate Degree	$82,913	$60,136	37.87	$76,669	$49,808	53.93
Bachelor's Degree	$104,278	$89,960	15.92	$106,448	$80,331	32.51
More Than a Bachelor's Degree	$135,735	$136,780	(0.76)	$127,370	$115,524	10.25
Total	$100,230	$72,006	39.20	$102,162	$60,974	67.55

Table 33 presents the average total personal income for Pre-9/11 and Post-9/11 veterans for STEM and Non-STEM workforces by level of educational attainment for respondents aged 18 to 70 years of age for the 2012 to 2016 time period. The largest difference in STEM and Non-STEM average personal incomes occurs for workers that are less than a high school graduate or a GED certificate; a difference of 68.76 percent for Pre-9/11 veterans and 110.08 percent for Post-9/11 veterans. These differences in average personal income remain notably large for Pre-9/11 and Post-9/11 veterans through educational attainment of some college or associate degree, though the differences still remain double-digit through a bachelor's degree. The difference between average personal income for STEM and Non-STEM workers falls to -1.13 percent for Pre-9/11 veterans and 0.42 percent for Post-9/11 veterans for workers with more than a bachelor's degree. Veterans aged 18 to 70 years of age in STEM occupations exhibit higher average personal income than veterans in Non-STEM occupations, regardless of their educational attainment (exception, Pre-9/11 veterans with more than a bachelor's degree).

Attaining a bachelor's degree does result in a significant increase in average personal income, a 25.65 percent increase for Pre-9/11 STEM veterans and a 48.39 percent increase for Pre-9/11 STEM veterans, compared to a 22.91 percent increase for Post-9/11 STEM veterans and a 48.84 percent increase for Post 9/11 Non-STEM veterans. Similar percentage increases occur between bachelor's degree respondents (Pre-9/11 and Post-9/11 veterans, STEM and Non-STEM) and more than a bachelor's degree; a 26.22 percent increase for Pre-9/11 STEM veterans and a 50.26 percent increase for Pre-9/11 Non-STEM veterans compared to a 49.52 percent increase for Post-9/11 STEM veterans and a 76.93 percent increase for Post-9/11 Non-STEM veterans. The overall difference in average annual personal income between STEM and Non-STEM workers is larger

for Post-9/11 veterans (42.42 percent) than Pre-9/11veterans (41.55 percent).

Table 33. Average Annual Total Personal Income of Pre 9/11 and Post 9/11 Veteran Workers (in the Labor Force, Age 18 to 70) in STEM and Non-STEM Occupations by Educational Attainment, 2012 to 2016

	Average Total Personal Income, 2012 to 2016					
	Pre-9/11 Veteran			Post-9/11 Veteran		
Educational Attainment	**STEM**	**Non-STEM**	**% Diff**	**STEM**	**Non-STEM**	**% Diff**
Less Than HSG or GED	$73,980	$43,836	68.76	$74,950	$35,677	110.08
HSG or GED	$77,422	$49,964	54.96	$61,328	$38,878	57.74
Some College or Associate Degree	$80,918	$58,213	39.00	$68,522	$47,620	43.89
Bachelor's Degree	$101,672	$86,380	17.70	$84,223	$70,878	18.83
More Than a Bachelor's Degree	$128,328	$129,791	(1.13)	$125,930	$125,403	0.42
Total	$95,438	$67,425	41.55	$85,761	$60,219	42.42
Mean Age (Years)	55.305			37.494		

Figure 16. Average Annual Total Personal Income of Veteran and Non-Veteran Workers (in the Labor Force, Age 18 to 70) in STEM and Non-STEM Occupations by Educational Attainment, 2014

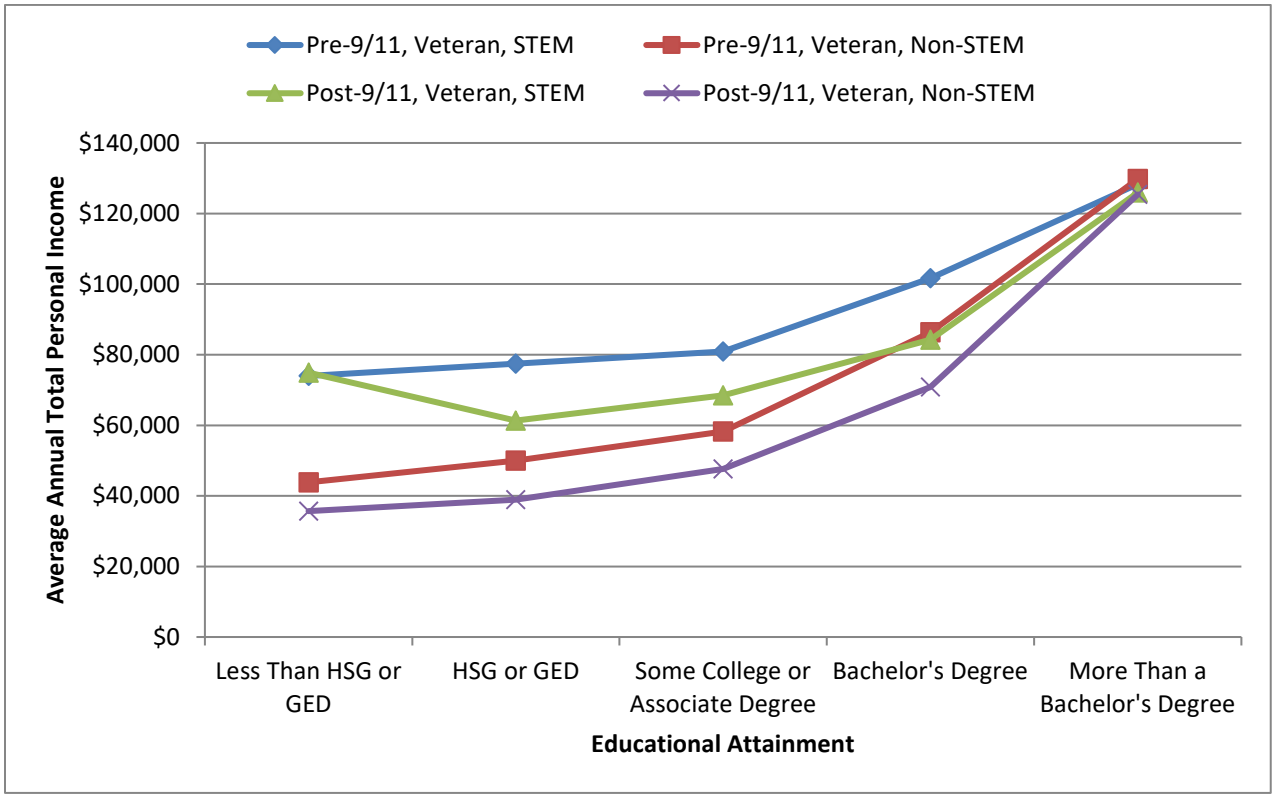


Table 34 provides the unemployment percent for veterans and non-veterans by STEM and Non-STEM employment for the 2012 to 2016 time period. Veteran and non-veteran, STEM and Non-STEM, workers exhibit declines in the unemployment percentage for the 2012 to 2016 time period as evidenced by the negative trend values for each worker group. The largest decline in unemployment percentages is exhibited by non-veteran, Non-STEM workers, a -0.9200 percentage point decline each year for the 2012 to 2016 time period followed closely by veteran, Non-STEM workers with -0.8830 percentage point decline each year. The unemployment percentages for all four worker groups are highly correlated with each other (any two-way combination of the worker groups exhibits between a 0.894 and a 0.996 simple correlation). The two STEM groups comparison exhibit a 0.894 simple correlation and the two Non-STEM groups comparison exhibit a 0.996 simple correlation, the latter veteran worker group representing the highest of the simple correlations.

Table 34. Unemployment Percentages for Veteran and Non-Veteran Workers (in the Labor Force, Age 18 to 70) in STEM and Non-STEM Occupations for the 2012 to 2016 Time Period

	Unemployed Rates (Percent)			
	Veteran		Non-Veteran	
Year	STEM	Non-STEM	STEM	Non-STEM
2012	5.15	8.15	3.66	8.94
2013	3.87	7.39	3.37	7.97
2014	4.00	5.98	2.92	6.85
2015	3.33	5.28	2.57	5.93
2016	2.62	4.79	2.54	5.36
Trend	-0.5600	-0.8830	-0.3040	-0.9200

Figure 17. Unemployment Percentages for Veteran and Non-Veteran Workers (in the Labor Force, Age 18 to 70) in STEM and Non-STEM Occupations for the 2012 to 2016 Time Period

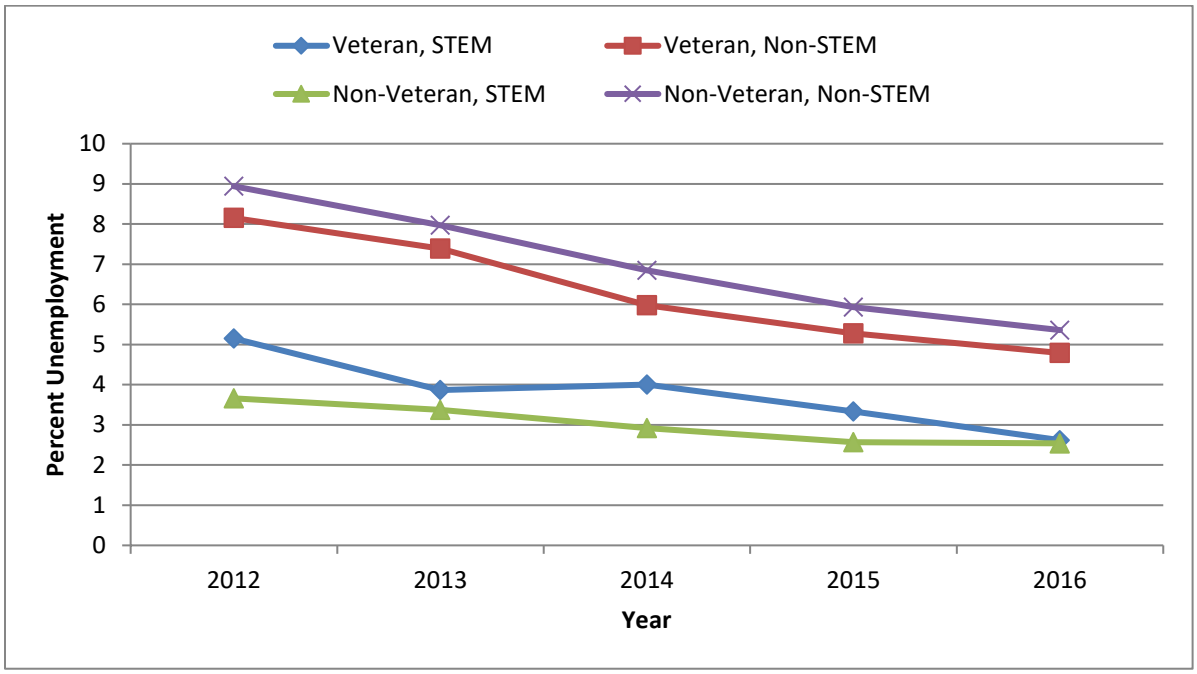


Table 35 provides the unemployment percent for Post-9/11 and Pre-9/11 veterans by STEM and Non-STEM employment for the 2012 to 2016 time period. All four combinations of veteran workers exhibit declines in the unemployment percentage for the 2012 to 2016 time period as evidenced by the negative trend values for each worker group. The largest decline in

unemployment percentages is exhibited by Post-9/11, Non-STEM veteran workers, a -0.9800 percentage point decline each year for the 2012 to 2016 time period, followed by Pre-9/11, Non-STEM veteran workers with -0.9130 percentage point decline each year. The unemployment percentages for all four veteran worker groups are mix of highly correlated and not so highly correlated with each other correlations. The lowest simple correlation is exhibited by the Post-9/11, STEM veteran workers compared to Pre-9/11, Non-STEM veteran workers, a 0.6681 simple correlation. Another low simple correlation is exhibited by the Pre-9/11, STEM and Post-9/11 STEM, comparison, which exhibits a 0.7484 simple correlation. The Pre-9/11 and Post-9/11, Non-STEM, comparison exhibits a simple correlation of 0.9804, which is the highest simple correlation.

Table 35. Unemployment Percentages for Pre-9/11 and Post-9/11 Veteran Workers (in the Labor Force, Age 18 to 70) in STEM and Non-STEM Occupations for the 2012 to 2016 Time Period

	Unemployed Rates (Percent)			
	Veteran Post-9/11		Veteran Pre-9/11	
Year	STEM	Non-STEM	STEM	Non-STEM
2012	4.19	9.75	5.42	7.76
2013	3.53	8.77	3.97	6.99
2014	4.3	7.79	3.89	5.38
2015	3.2	6.45	3.39	4.84
2016	1.87	6.01	2.98	4.27
Trend	-0.4970	-0.9800	-0.5460	-0.9130

Figure 18. Unemployment Percentages for Pre-9/11 and Post-9/11 Veteran Workers (in the Labor Force, Age 18 to 70) in STEM and Non-STEM Occupations for the 2012 to 2016 Time Period

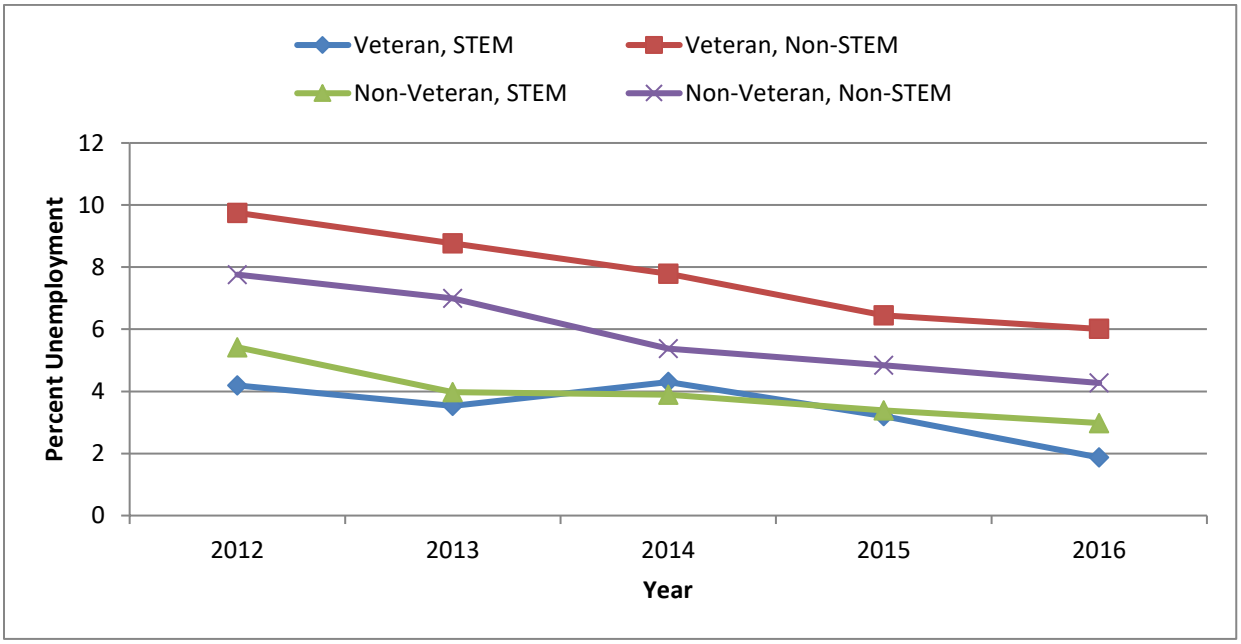


Table 36 provides the unemployment percent for veterans with a college degree of more and with less than a college degree, STEM and Non-STEM, for the 2012 to 2016 time period. All four combinations of veteran workers exhibit declines in the unemployment percentage for the 2012 to 2016 time period as evidenced by the negative trend values for each veteran worker group. The largest decline in unemployment percentages is exhibited by veteran Non-STEM workers with less than a college degree, a -1.0300 percentage point decline each year for the 2012 to 2016 time period, followed by veterans STEM workers with less than a college degree, a -0.7610 percentage point decline each year. The unemployment percentages for all four veteran worker groups are highly correlated with each other; any two-way combination of the worker groups exhibits between a 0.8081 and a 0.9793 simple correlation. The two STEM groups exhibit a 0.9606 simple correlation and the two Non-STEM groups exhibit a 0.9793 simple correlation, the latter veteran worker group representing the highest of the simple correlations.

Table 36. Unemployment Percentages for Veteran Workers (in the Labor Force, Age 18 to 70) in STEM and Non-STEM Occupations by Educational Attainment for the 2012 to 2016 Time Period

	Unemployed Rates (Percent)			
	Veteran – College Degree or More		Veteran – Less Than a College Degree	
Year	STEM	Non-STEM	STEM	Non-STEM
2012	4.11	5.21	6.25	9.21
2013	3.20	5.12	4.53	8.23
2014	3.58	4.39	4.41	6.58
2015	2.89	3.85	3.82	5.83
2016	2.44	3.61	2.80	5.26
Trend	-0.3650	-0.4470	-0.7610	-1.0300

Figure 19. Unemployment Percentages for Veteran Workers (in the Labor Force, Age 18 to 70) in STEM and Non-STEM Occupations by Educational Attainment for the 2012 to 2016 Time Period

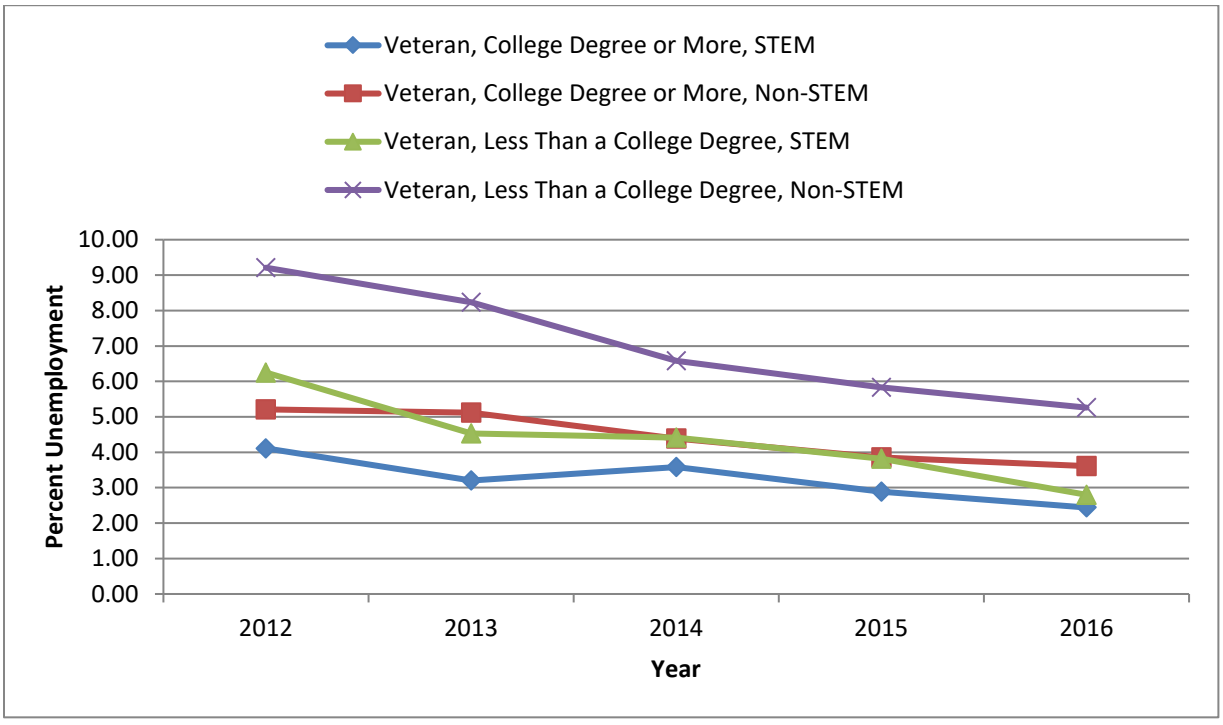


Table 37 provides the unemployment percent for non-veterans with a college degree of more and with less than a college degree, STEM and Non-STEM, for the 2012 to 2016 time period. All four combinations of non-veteran workers exhibit declines in the unemployment percentage for the 2012 to 2016 time period as evidenced by the negative trend values for each of the four worker groups. The largest decline in unemployment percentages is exhibited by non-veteran, Non-STEM workers with less than a college degree, a -1.1220 percentage point decline each year for the 2012 to 2016 time period, followed by non-veteran, STEM workers with less than a college degree, a -0.5000 percentage point decline each year. The unemployment percentages for all four non-veteran worker groups are highly correlated with each other (any two-way combination of the worker groups exhibits between a 0.9782 and a 0.9993 simple correlation). The two STEM groups exhibit a 0.9820 simple correlation and the two Non-STEM groups exhibit a 0.9993 simple correlation, the latter being the highest simple correlation.

Table 37. Unemployment Percentages for Non-Veteran Workers (in the Labor Force, Age 18 to 70) in STEM and Non-STEM Occupations by Educational Attainment for the 2012 to 2016 Time Period

	Unemployed Rates (Percent)			
	Non-Veteran – College Degree or More		Non-Veteran – Less Than a College Degree	
Year	STEM	Non-STEM	STEM	Non-STEM
2012	2.89	4.40	5.46	10.93
2013	2.76	4.00	4.79	9.79
2014	2.43	3.57	4.04	8.39
2015	2.16	3.13	3.55	7.27
2016	2.13	2.90	3.58	6.58
Trend	-0.2120	-0.3870	-0.5000	-1.1220

Figure 20. Unemployment Percentages for Non-Veteran Workers (in the Labor Force, Age 18 to 70) in STEM and Non-STEM Occupations by Educational Attainment for the 2012 to 2016 Time Period

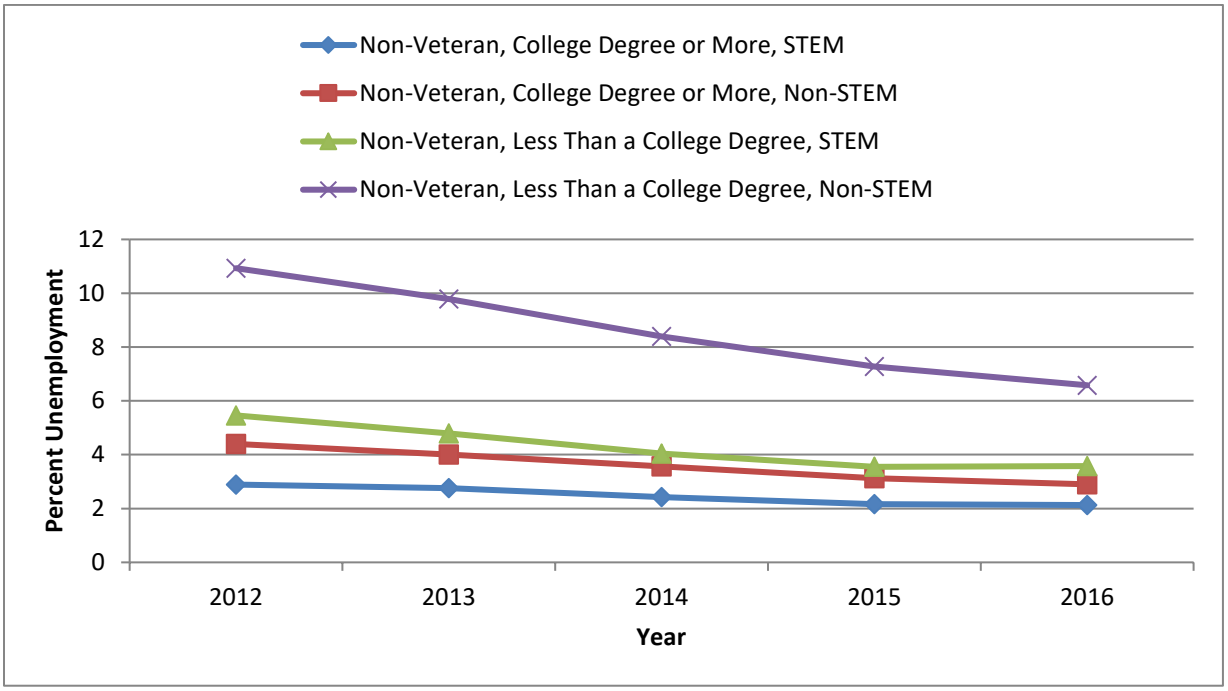


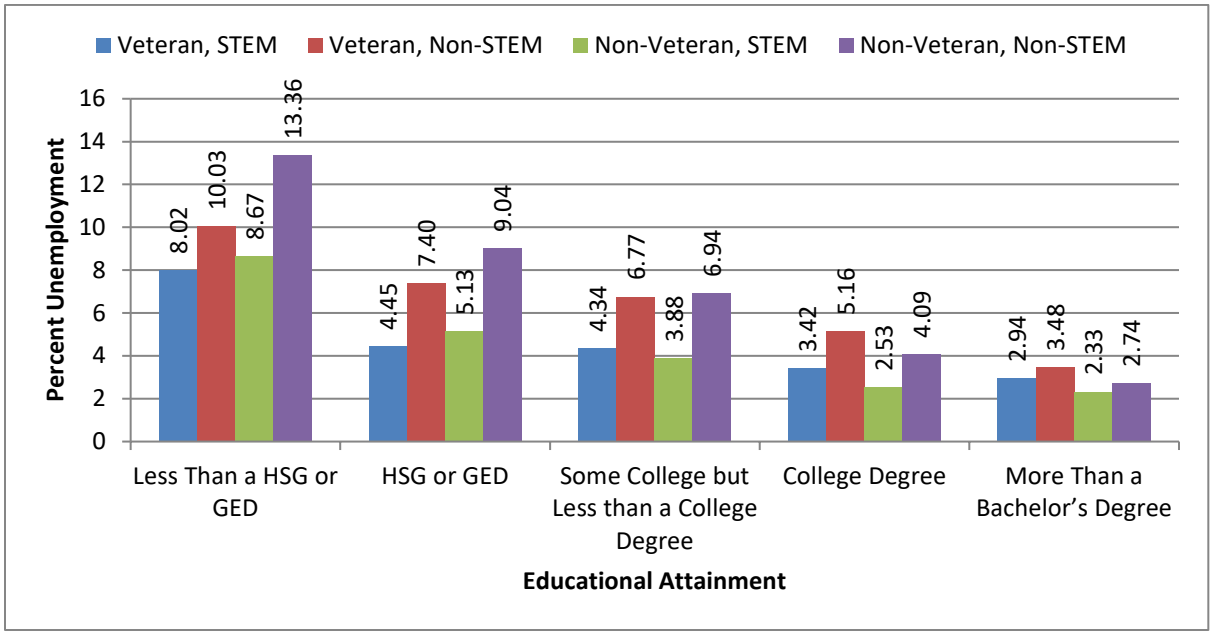
Table 38 provides the unemployment percent for veterans and non-veterans by educational attainment, STEM and Non-STEM, over the 2012 to 2016 time period. All combinations of veteran and non-veteran workers exhibit similar unemployment percentage patterns by educational attainment as reflected in the figure. In addition, simple correlations between veteran and non-veteran STEM workers (0.9810) and veteran and non-veteran Non-STEM workers (0.9876) reinforce the similarity in patterns displayed by the figure. Simple correlations of 0.9390 and 0.9825 between STEM and Non-STEM veterans and non-veterans, respectively, further reinforce the similarity in patterns. No doubt, workers (veteran or non-veteran, STEM or Non-STEM) who are less than a high school graduate or do not have a GED exhibit the highest unemployment percentages while workers (veteran or non-veteran, STEM or Non-STEM) with more than a bachelor's degree exhibiting the lowest unemployment percentages. In addition, Non-STEM workers exhibit higher unemployment percentages than STEM workers (veteran or non-veteran).

Table 38. Unemployment Percentages for Veteran and Non-Veteran Workers (in the Labor Force, Age 18 to 70) in STEM and Non-STEM Occupations by Educational Attainment over the 2012 to 2016 Time Period

	Unemployed Rates (Percent) Over the 2012 to 2016 Time Period	
	Veteran	Non-Veteran

Educational Attainment	STEM	Non-STEM	STEM	Non-STEM
Less Than a HSG or GED	8.02	10.03	8.67	13.36
HSG or GED	4.45	7.40	5.13	9.04
Some College but Less than a College Degree	4.34	6.77	3.88	6.94
College Degree	3.42	5.16	2.53	4.09
More Than a Bachelor's Degree	2.94	3.48	2.33	2.74

Figure 21. Unemployment Percentages for Veteran and Non-Veteran Workers (in the Labor Force, Age 18 to 70) in STEM and Non-STEM Occupations by Educational Attainment over the 2012 to 2016 Time Period



Figures 22 and 23 provide the percentage composition of the veteran and non-veteran workforces by STEM and Non-STEM occupations. The most difference exhibited by the workforce distributions are for STEM compared to Non-STEM, veteran and non-veteran. Veteran STEM and Non-STEM workforces have a simple correlation of 0.6585, while Non-veteran STEM and Non-STEM workforces have a simple correlation of 0.1590, both indicating significant differences in the distribution of the workforces between STEM and Non-STEM workforces, regardless of veteran or non-veteran status. In comparison, when comparing STEM veteran to STEM non-veteran, the simple correlation is 0.9784. The comparison of non-STEM veteran to non-STEM non-veteran provides a high simple correlation is 0.7841, though lower than the STEM veteran to STEM non-veteran comparison.

Table 39. Percentage of the Veteran and Non-Veteran, STEM and Non-STEM Occupation Workforces by Educational Attainment over the 2012 to 2016 Time Period

	Percent of the Workforce Over the 2012 to 2016 Time Period			
	Veteran		Non-Veteran	
Educational Attainment	Non-STEM	STEM	Non-STEM	STEM
Less Than a HSG or GED	3.02	0.50	9.10	0.82
HSG or GED	27.31	8.51	26.16	5.89
Some College but Less than a College Degree	42.20	40.00	32.80	22.95
College Degree	16.10	32.56	19.97	43.93
More Than a Bachelor's Degree	11.36	18.43	11.96	26.41
Total	100.00	100.00	100.00	100.00

Figure 22. Percentage of the Veteran and Non-Veteran, STEM and Non-STEM Occupation Workforces by Educational Attainment over the 2012 to 2016 Time Period

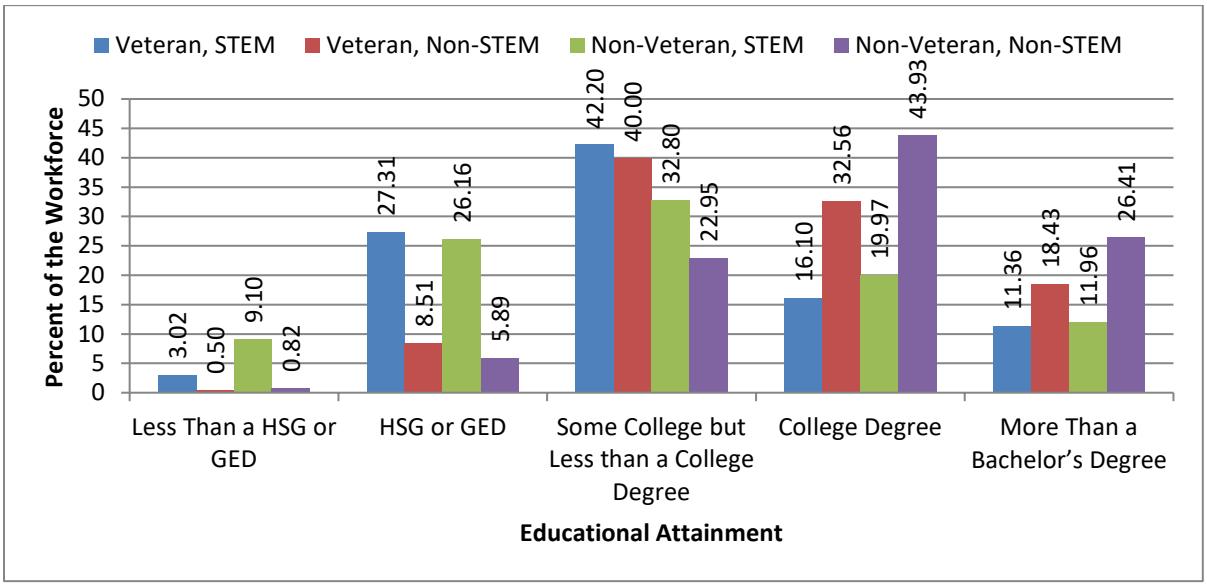


Figure 23. Percentage of the Veteran and Non-Veteran, STEM and Non-STEM Occupation Workforces by Educational Attainment over the 2012 to 2016 Time Period

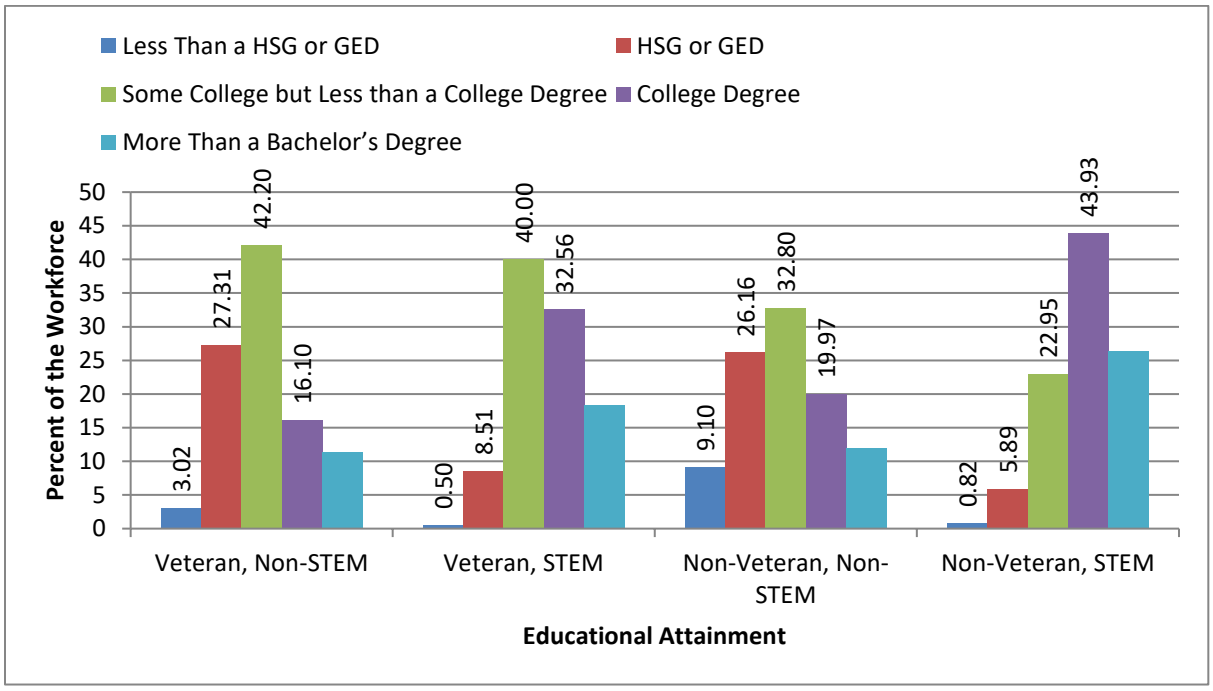


Table 40 presents the percent of females that comprise the STEM/Non-STEM, veteran/non-veteran workforces. Not surprising, non-veteran workforces (STEM or Non-STEM) exhibit the largest percentage of females in the workforce, though the trend is positive for veteran females (STEM and Non-STEM) over the 2012 to 2016 time period. It is also notable that over 54 percent or more of the veteran females occupy non-STEM occupations compared to STEM occupations, regardless of year; this difference is much higher for non-veterans, over 96 percent.

Table 40. Percentage of Females in the Veteran and Non-Veteran, STEM and Non-STEM Occupation Workforces over the 2012 to 2016 Time Period

	Percent of Females in the Work Force					
	Veteran			Non-Veteran		
Year	STEM	Non-STEM	Percent Difference	STEM	Non-STEM	Percent Difference
2012	5.67	9.38	65.43	26.44	52.23	97.54
2013	5.41	10.11	86.88	26.26	51.90	97.64
2014	6.74	10.44	54.90	26.15	51.73	97.82
2015	6.65	10.65	60.15	26.30	51.59	96.16
2016	6.33	11.09	75.20	25.85	51.59	99.57
Trend	0.2560	0.3960	-0.7195	-0.1140	-0.1590	0.2586

Figure 24. Percentage of Females in the Veteran and Non-Veteran, STEM and Non-STEM Occupation Workforces over the 2012 to 2016Time Period

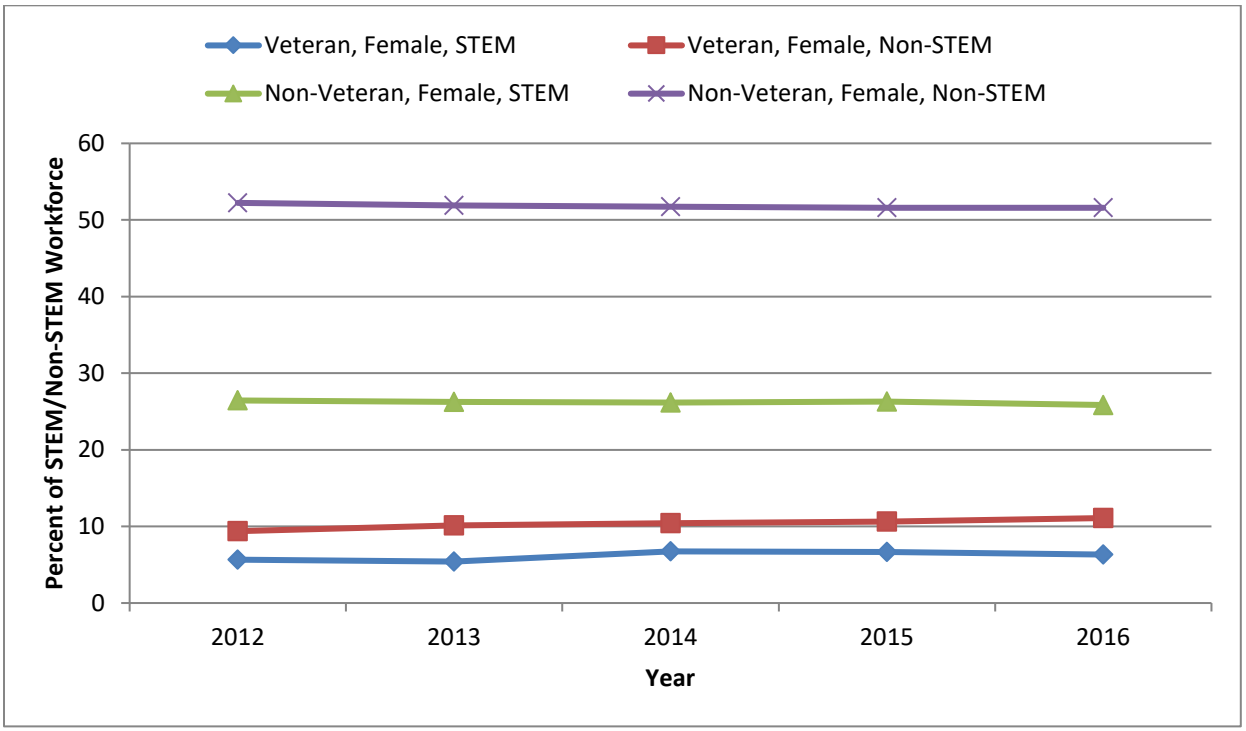


Table 41 presents the average total personal income for male/female veterans by STEM/Non-STEM occupations. Male or female veterans in STEM occupations exhibit higher average total personal income than those in Non-STEM occupations, regardless of year. The trends in the average personal income are positive for all 4 cases. It should be noted that the trend values are relatively small across groups.

Table 41. Average Annual Total Personal Income of Veteran, Male and Female, Workers in STEM/non-STEM Occupations for the 2012 to 2016 Time Period

	Veteran			
	Male		Female	
Year	STEM	Non-STEM	STEM	Non-STEM
2012	$93,477	$66,905	$75,593	$48,820
2013	$94,638	$68,257	$75,906	$49,483
2014	$92,778	$68,401	$76,458	$50,603

2015	$96,710	$70,859	$79,516	$51,493
2016	$96,892	$71,720	$81,821	$53,419
Trend	$890	$1,223	$1,607	$1,121

Figure 25. Average Annual Total Personal Income of Veteran, Male and Female, Workers in STEM/non-STEM Occupations for the 2012 to 2016 Time Period

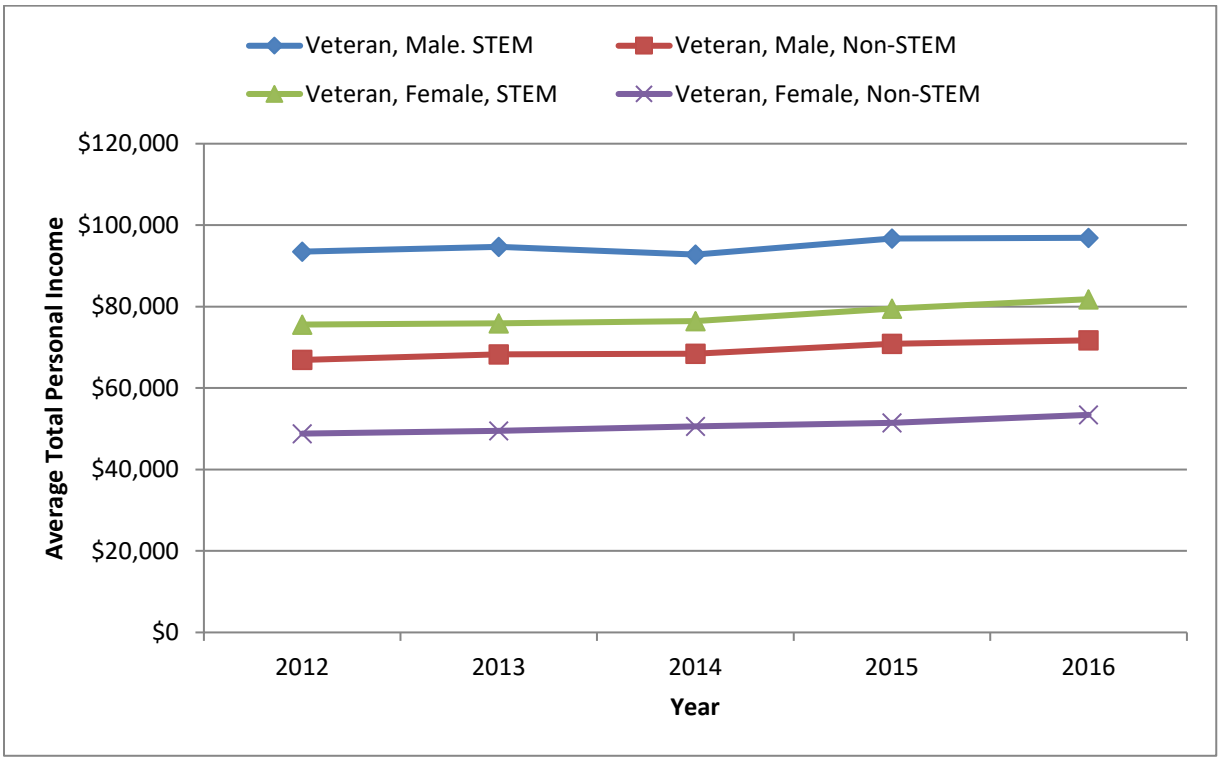


Table 42 presents the average total personal income for male/female non-veterans by STEM/Non-STEM occupations for the 2012 to 2016 time period. Male or female non-veterans in STEM occupations exhibit higher average total personal income than those in Non-STEM occupations, regardless of year. The trends in the average personal income are positive for all four (4) cases, with veteran males in STEM and Non-STEM occupations exhibiting the largest positive trends for the 2012 to 2016 time period. It should be noted that the trend values tend to be small across groups.

Table 42. Average Annual Total Personal Income of Non-Veteran, Male and Female, Workers in STEM/non-STEM Occupations for the 2012 to 2015 Time Period

	Non-Veteran

	Male		Female	
Year	STEM	Non-STEM	STEM	Non-STEM
2012	$89,752	$56,951	$69,891	$38,443
2013	$90,697	$58,852	$70,218	$39,584
2014	$90,442	$58,840	$70,400	$39,966
2015	$93,658	$61,619	$72,372	$41,524
2016	$95,669	$62,482	$72,726	$42,468
Trend	$1,480	$1,383	$782	$999

Figure 26. Average Annual Total Personal Income of Non-Veteran, Male and Female, Workers in STEM/Non-STEM Occupations for the 2012 to 2016 Time Period

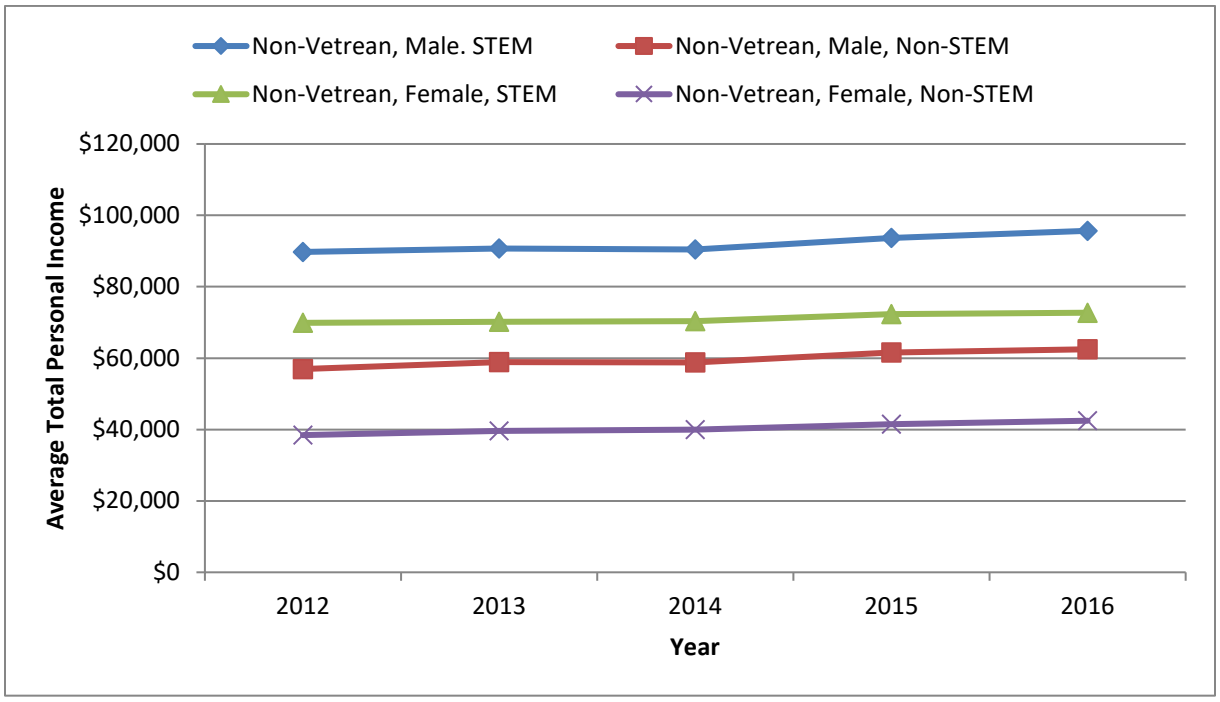


Table 43 presents the distribution of STEM workers, veteran and non-veteran, by ethnicity over the 2012 to 2016 time period: Caucasian, African American, Hispanic, Asian, American Indian, Chinese or Japanese, and Other Ethnicity or Combination. Caucasians dominate both non-veteran and veteran STEM workforces, but the second largest ethnic group differs widely between veterans (African Americans at 8.11 percent) and non-veterans (Asians at 16.58 percent). The third largest ethnic group is Hispanic for veterans (at 4.55 percent) and African Americans for non-veterans (at 4.91 percent).

Table 43. Distribution of STEM, Non-Veteran, Veteran, and All Workers, by Ethnicity for the 2012 to 2016 Time Period

	Percent of STEM Workforce		
Ethnicity	Non-Veteran	Veteran	Total
Caucasian	70.89	80.90	71.78
African American	4.91	8.11	5.20
Hispanic	4.79	4.55	4.77
Asian	16.58	3.27	15.39
American Indian	0.89	1.58	0.96
Chinese or Japanese	0.25	0.34	0.26
Other Ethnicity or Combination	1.69	1.24	1.65

Figure 27. Distribution of STEM, Non-Veteran and Veteran, Workers, by Ethnicity for the 2012 to 2016 Time Period

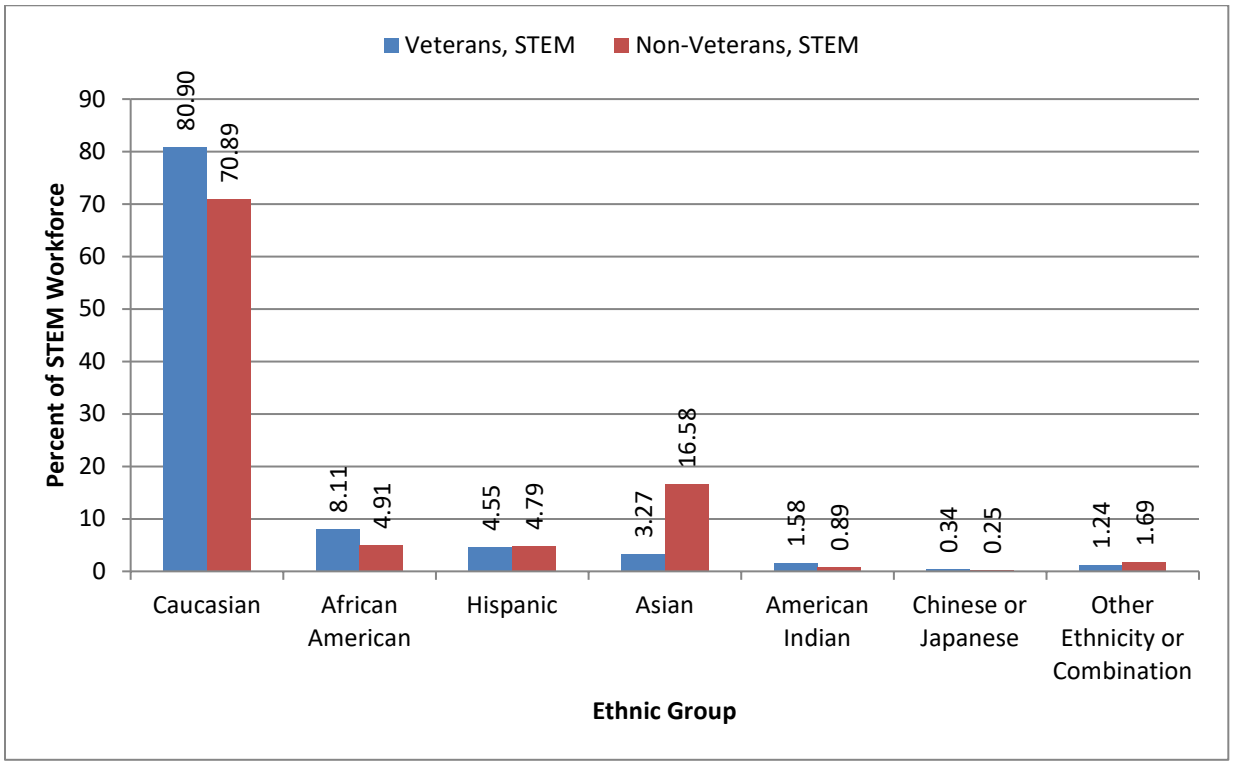


Table 44 presents the distribution of STEM workers, veteran and non-veteran, by ethnicity for workers with a college degree or more over the 2012 to 2016 time period: Caucasian, African

American, Hispanic, Asian, American Indian, Chinese or Japanese, and Other Ethnicity or Combination. Caucasians dominate both non-veteran and veteran STEM workforces, but the second largest ethnic group differs widely between veterans (African Americans at 7.41 percent) and non-veterans (Asians at 21.12 percent). Even the third largest ethnic group differs between veterans and non-veterans, Asian for veterans (at 4.13 percent) and African Americans for non-veterans (at 4.04 percent).

Table 44. Distribution of STEM, Non-Veteran, Veteran, and All, Workers by Ethnicity with a College Degree or More for the 2012 to 2016 Time Period

	Percent of STEM Workforce with College Degree or More		
Ethnicity	**Non-Veteran**	**Veteran**	**Total**
Caucasian	68.75	81.73	69.63
African American	4.04	7.41	4.27
Hispanic	3.96	4.11	3.97
Asian	21.12	4.13	19.98
American Indian	0.64	1.41	0.69
Chinese or Japanese	0.20	0.27	0.20
Other Ethnicity or Combination	1.28	0.95	1.26

Figure 28. Distribution of STEM, Non-Veteran and Veteran, Workers by Ethnicity with a College Degree or More for the 2012 to 2016 Time Period

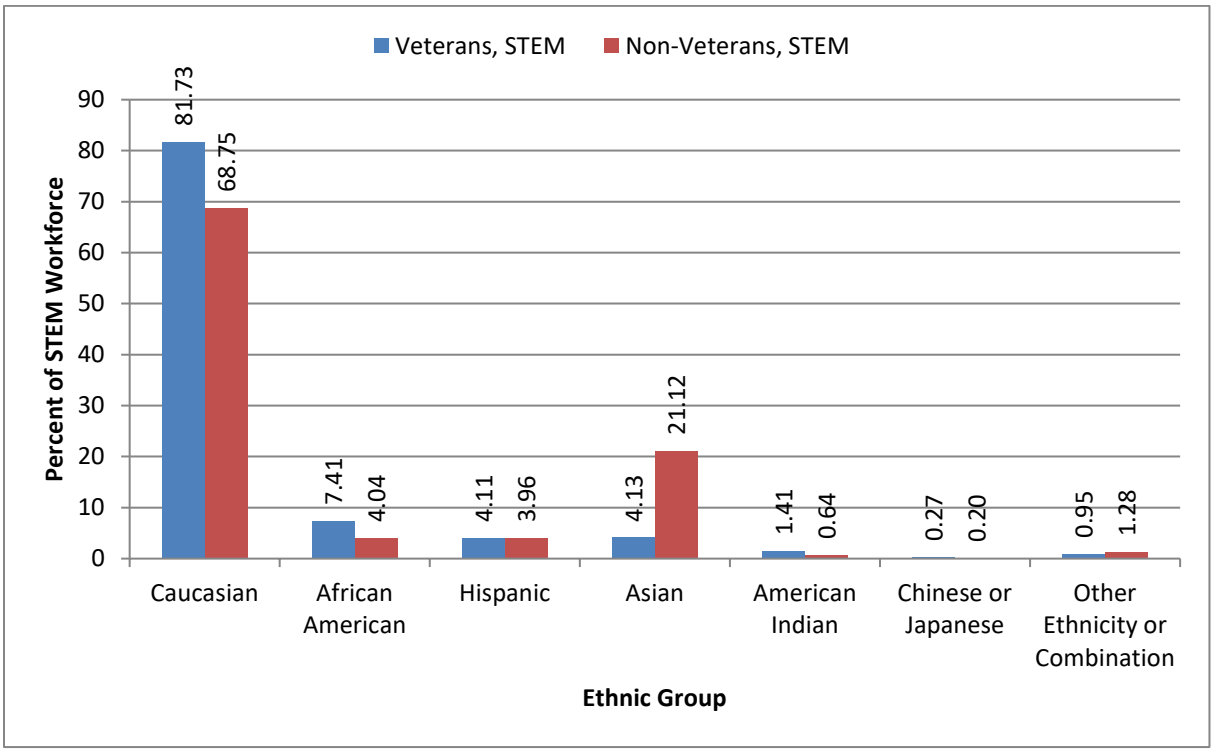


Table 45 provides the average annual total personal income by ethnicity and STEM/Non-STEM occupations for veteran/non-veteran workers over the 2012 to 2016 time period. STEM workers, veteran or non-veteran, exhibit higher average total personal incomes than their Non-STEM counterparts. In addition, veterans, STEM and Non-STEM, tend to exhibit higher average total personal incomes than their non-veteran counterparts; exception, STEM, Asians (veterans compared to non-veterans.

Table 45. Average Annual Total Personal Income by Ethnicity and STEM/Non-STEM Occupations for Non-Veteran and Veteran Workers for the 2012 to 2016 Time Period

Average Annual Total Personal Income				
	STEM		Non-STEM	
Ethnicity	Non-Veteran	Veteran	Non-Veteran	Veteran
Caucasian	$87,886	$96,153	$54,958	$70,615
African American	$67,815	$81,942	$35,065	$51,842
Hispanic	$72,484	$83,703	$35,336	$59,282

Asian	$94,358	$92,051	$55,554	$67,931
American Indian	$66,770	$82,025	$35,439	$53,851
Chinese or Japanese	$73,679	$91,777	$38,769	$60,135
Other Ethnicity or Combination	$67,491	$77,342	$30,586	$51,274

Figure 29. Average Annual Total Personal Income by Ethnicity and STEM/Non-STEM Occupations for Non-Veteran and Veteran Workers for the 2012 to 2016 Time Period

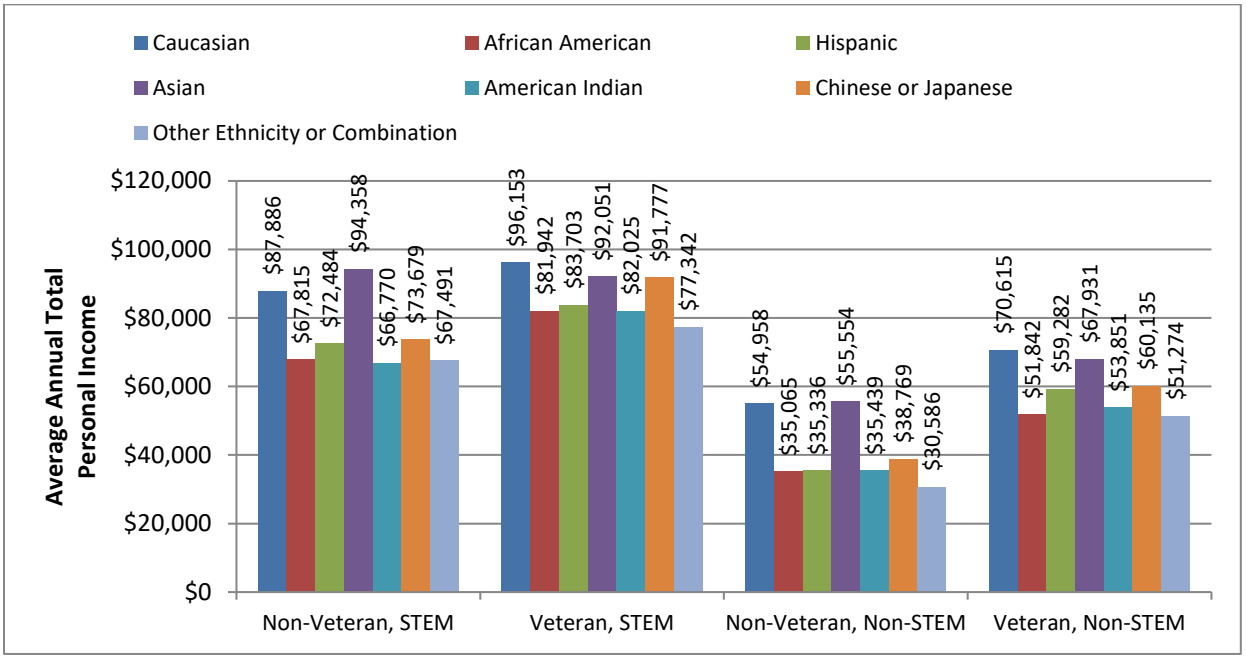


Table 46 provides the average annual total personal income by ethnicity and STEM/Non-STEM occupations for veteran/non-veteran workers (over the 2012 to 2016 time period), who have a college degree or more. STEM workers, veteran or non-veteran, exhibit higher average total personal incomes than their Non-STEM counterparts. In addition, veterans, STEM and Non-STEM, exhibit higher average total personal incomes than their non-veteran counterparts.

Table 46. Average Annual Total Personal Income by Ethnicity and STEM/Non-STEM Occupations for Non-Veteran and Veteran Workers with a College Degree or More for the 2012 to 2016 Time Period

Average Annual Total Personal Income for Veterans and Non-Veterans with a College degree or More				
	STEM		Non-STEM	
Ethnicity	Non-Veteran	Veteran	Non-Veteran	Veteran
Caucasian	$98,708	$112,240	$83,487	$109,889
African American	$78,523	$94,241	$58,436	$75,493
Hispanic	$84,595	$98,292	$64,404	$87,079
Asian	$98,548	$99,551	$79,572	$93,975
American Indian	$80,102	$96,491	$59,749	$76,014
Chinese or Japanese	$89,491	$109,249	$61,707	$87,427
Other Ethnicity or Combination	$81,040	$85,453	$53,150	$72,968

Figure 30. Average Annual Total Personal Income by Ethnicity and STEM/Non-STEM Occupations for Non-Veteran and Veteran Workers with a College Degree or More for the 2012 to 2016 Time Period

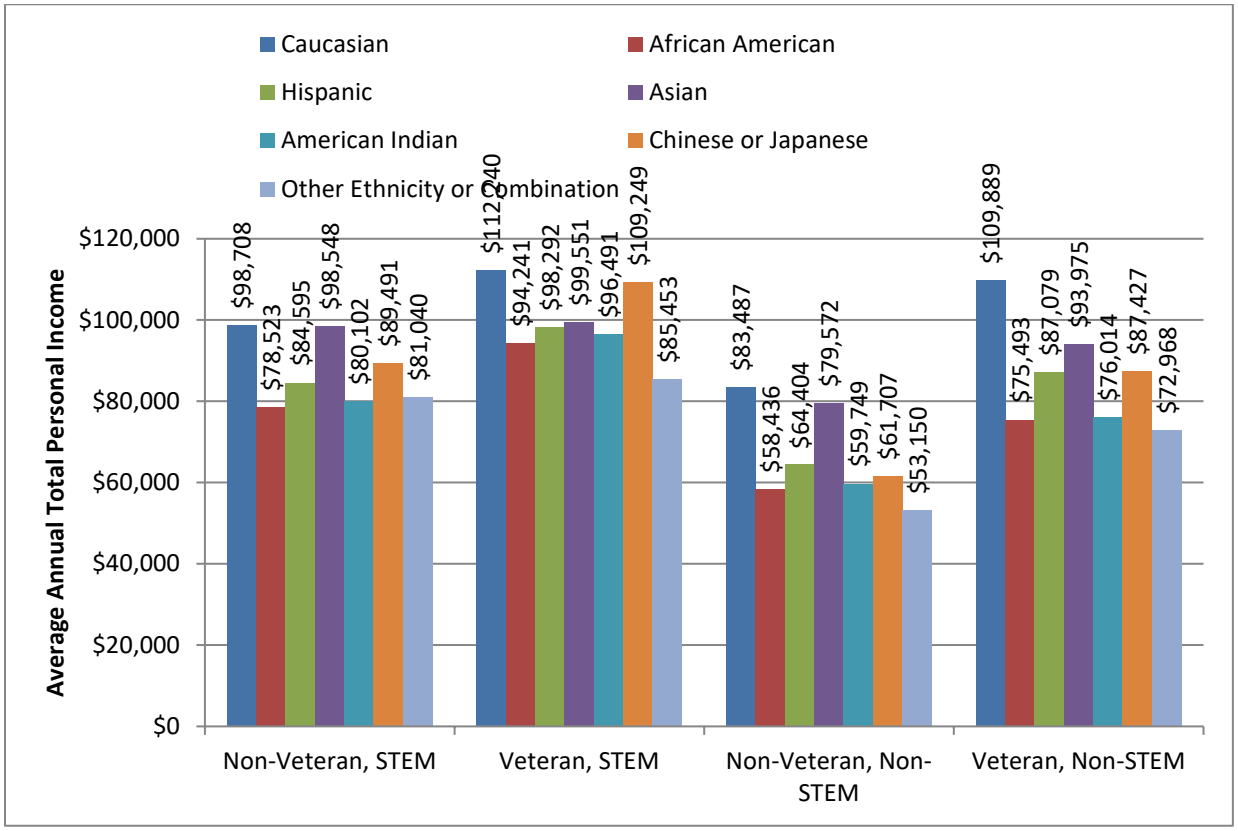


Table 47 provides the average annual total personal income by ethnicity and STEM/Non-STEM occupations for veteran/non-veteran workers (over the 2012 to 2016 time period), who have less than a college degree. STEM workers, veteran or non-veteran, exhibit higher average total personal incomes than their Non-STEM counterparts. In addition, veterans, STEM and Non-STEM, exhibit higher average total personal incomes than their non-veteran counterparts.

Table 47. Average Annual Total Personal Income by Ethnicity and STEM/Non-STEM Occupations for Non-Veteran and Veteran Workers with Less Than a College Degree for the 2012 to 2016 Time Period

Average Annual Total Personal Income for Veterans and Non-Veterans with Less Than a College degree				
	STEM		Non-STEM	
Ethnicity	Non-Veteran	Veteran	Non-Veteran	Veteran
Caucasian	$64,562	$78,621	$38,892	$54,331
African American	$52,929	$70,920	$28,257	$44,336
Hispanic	$55,520	$70,992	$28,988	$49,752
Asian	$57,879	$78,043	$32,029	$51,820
American Indian	$53,200	$69,707	$29,866	$46,905
Chinese or Japanese	$54,429	$79,905	$32,584	$52,165
Other Ethnicity or Combination	$51,902	$72,048	$27,473	$46,209

Figure 31. Average Annual Total Personal Income by Ethnicity and STEM/Non-STEM Occupations for Non-Veteran and Veteran Workers with Less Than a College Degree for the 2012 to 2016 Time Period

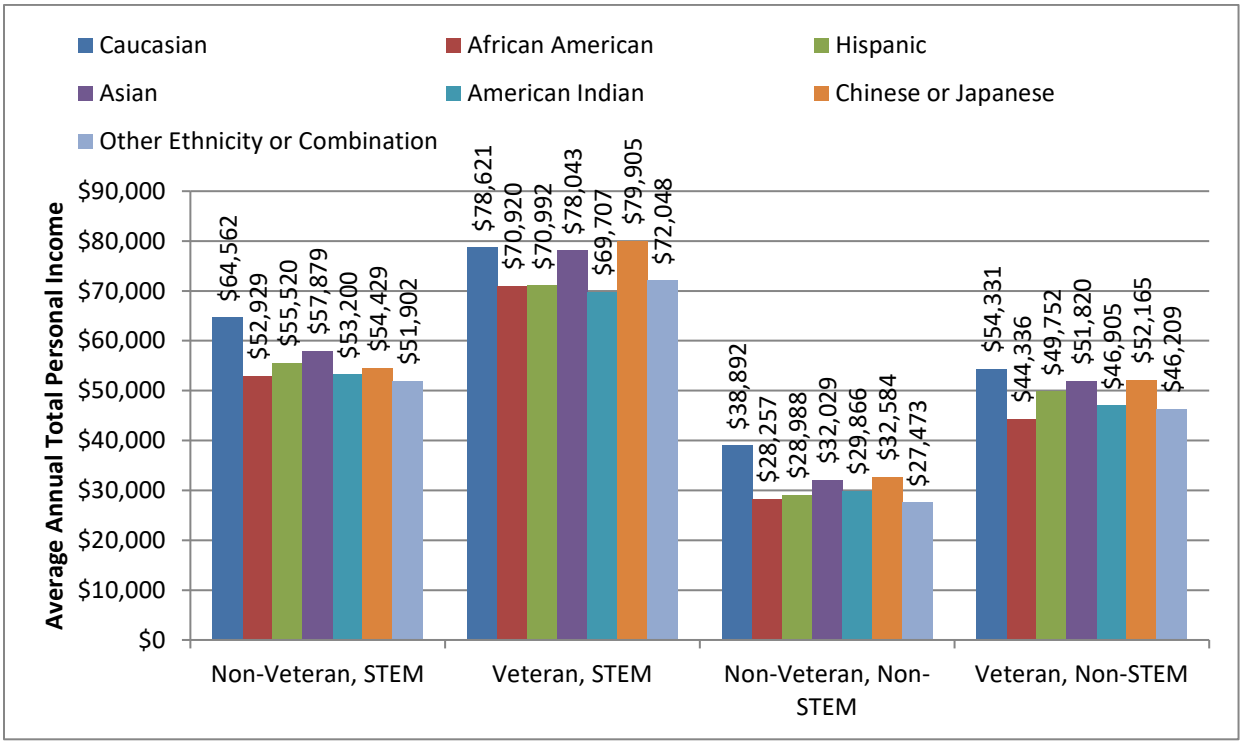


Table 48 provides unemployment percentages for veteran/non-veteran workers, STEM/Non-STEM workers, by ethnic group (Caucasian, African American, and Hispanic) over the 2012 to 2016 time period. Trend values indicate that all groups (twelve) exhibited negative trends over the 2012 to 2016 time period, i.e., unemployment declined over the 2012 to 2016 time period for all groups of veteran/non-veteran workers, STEM/Non-STEM workers, by ethnic group. African American veterans, STEM and Non-STEM, exhibit the largest negative trends for veterans for the 2012 to 2016 time period, -1.2810 and -0.844, respectively. African American non-veterans, Non-STEM, and Hispanic non-veterans, Non-STEM, exhibit the largest negative trend for non-veterans for the 2012 to 2016 time period, -1.765 and -1.182, respectively. Non-STEM veteran/non-veteran workers exhibit the highest unemployment percentages compared to STEM veteran/non-veteran workers across the 2012 to 2016 time period.

Table 48. Unemployed Percentages by Ethnicity of STEM/Non-STEM, Non-Veteran and Veteran, Workers for the 2012 to 2016 Time Period

	Veteran					
	African American		Hispanic		Caucasian	
Year	Non-STEM	STEM	Non-STEM	STEM	Non-STEM	STEM
2012	11.75	7.22	8.36	6.56	7.30	4.96
2013	10.80	5.21	7.86	2.85	6.54	4.03
2014	9.29	5.71	6.66	2.96	5.16	3.94
2015	7.87	4.11	5.43	3.17	4.59	3.29
2016	6.81	3.55	5.49	3.97	4.17	2.37
Trend	-1.2810	-0.8440	-0.8170	-0.4860	-0.8210	-0.5920
	Non-Veteran					
	African American		Hispanic		Caucasian	
Year	Non-STEM	STEM	Non-STEM	STEM	Non-STEM	STEM
2012	16.90	7.16	10.88	4.68	7.17	3.42
2013	15.04	6.11	9.56	4.09	6.39	3.14
2014	13.06	5.22	8.03	3.67	5.44	2.76
2015	11.27	4.76	6.94	3.25	4.71	2.37
2016	9.96	4.36	6.28	3.18	4.29	2.39
Trend	-1.7650	-0.6950	-1.1820	-0.3840	-0.7440	-0.2830

Figure 32. Unemployed Percentages by Ethnicity of STEM/Non-STEM, Veteran Workers Over the 2012 to 2016 Time Period

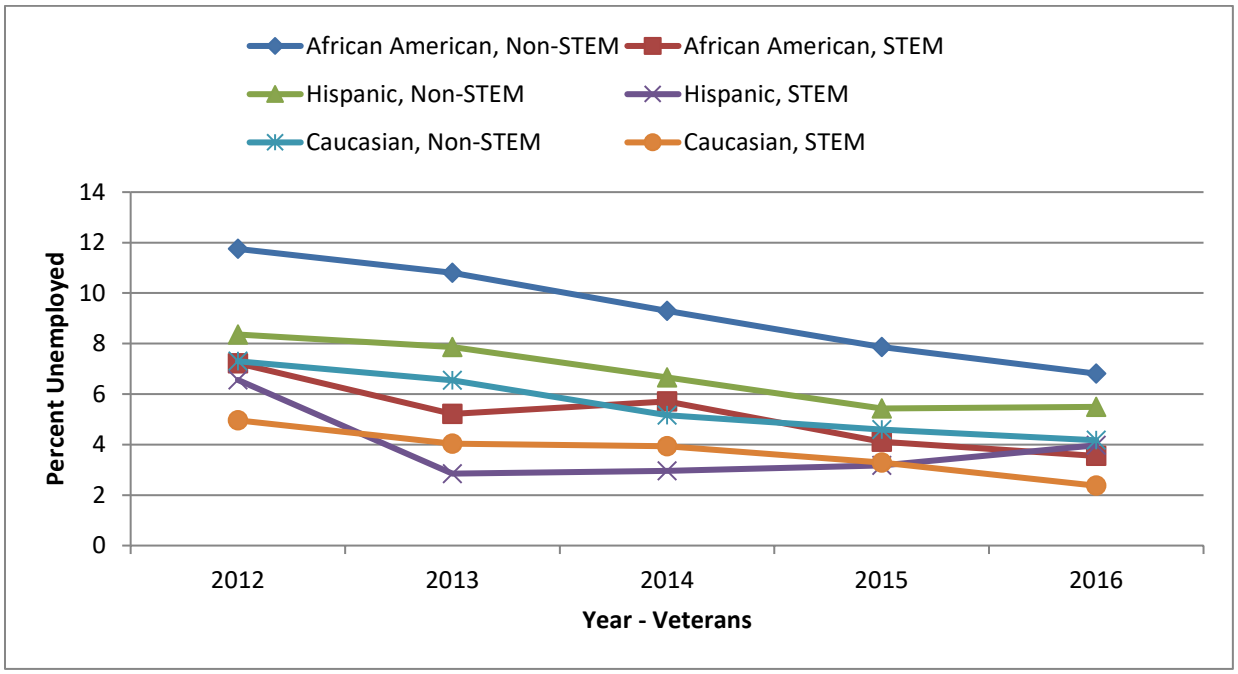


Figure 33. Unemployed Percentages by Ethnicity of STEM/Non-STEM, Non-Veteran Workers Over the 2012 to 2016 Time Period

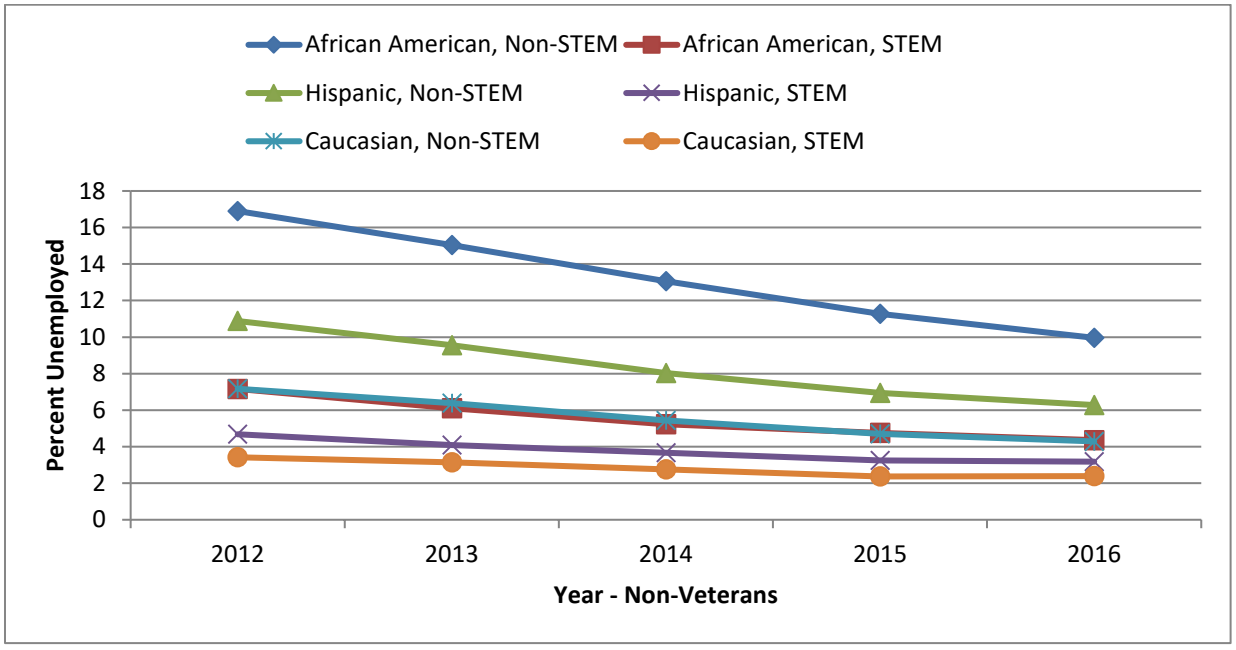


Table 49 provides unemployment percentages for veteran/non-veteran, STEM/Non-STEM workers, by ethnic group (Caucasian, African American, and Hispanic), age 18 to 35, over the 2012 to 2016 time period. Trend values indicate that all twelve groups exhibit a negative trend (decline) in unemployment over the 2012 to 2016 time period. African American veterans, STEM and Non-STEM, exhibit the largest negative trend values for veterans for the 2012 to 2016 time period, -3.056 and -1.725, respectively. African American and Hispanic, non-veterans, Non-STEM, exhibit the largest negative trend values for non-veterans for the 2012 to 2016 time period, -2.469 and -1.454, respectively. Non-STEM veteran/non-veteran workers exhibit the highest unemployment percentages compared to STEM veteran/non-veteran workers across the 2012 to 2016 time period.

Table 49. Unemployed Percentages by Ethnicity of STEM/Non-STEM, Non-Veteran and Veteran Workers of Ages Greater Than and Equal to 18 and Less Than and Equal to 35 for the 2012 to 2016 Time Period

	Veteran					
	African American		Hispanic		Caucasian	
Year	STEM	Non-STEM	STEM	Non-STEM	STEM	Non-STEM
2012	15.60	17.29	7.14	12.42	4.82	10.88
2013	6.59	15.48	1.69	10.38	3.73	10.17
2014	7.29	13.96	1.16	9.31	4.40	8.67
2015	2.35	11.09	2.60	7.54	4.48	6.83
2016	2.44	10.86	2.25	8.47	1.42	6.20
Trend	-3.056	-1.725	-0.887	-1.074	-0.605	-1.270
	Non-Veteran					
	African American		Hispanic		Caucasian	
Year	STEM	Non-STEM	STEM	Non-STEM	STEM	Non-STEM
2012	7.63	24.00	4.84	14.08	3.03	10.08
2013	7.19	21.46	3.93	12.21	2.76	9.19
2014	6.33	18.78	3.61	10.42	2.75	7.99
2015	4.85	16.25	3.27	9.13	2.32	7.02
2016	5.60	14.26	3.80	8.35	2.32	6.32
Trend	-0.640	-2.469	-0.274	-1.454	-0.186	-0.969

Figure 34. Unemployed Percentages by Ethnicity of STEM/Non-STEM, Veteran Workers of Ages Greater Than and Equal to 18 and Less Than and Equal to 35 Over the 2012 to 2016 Time Period

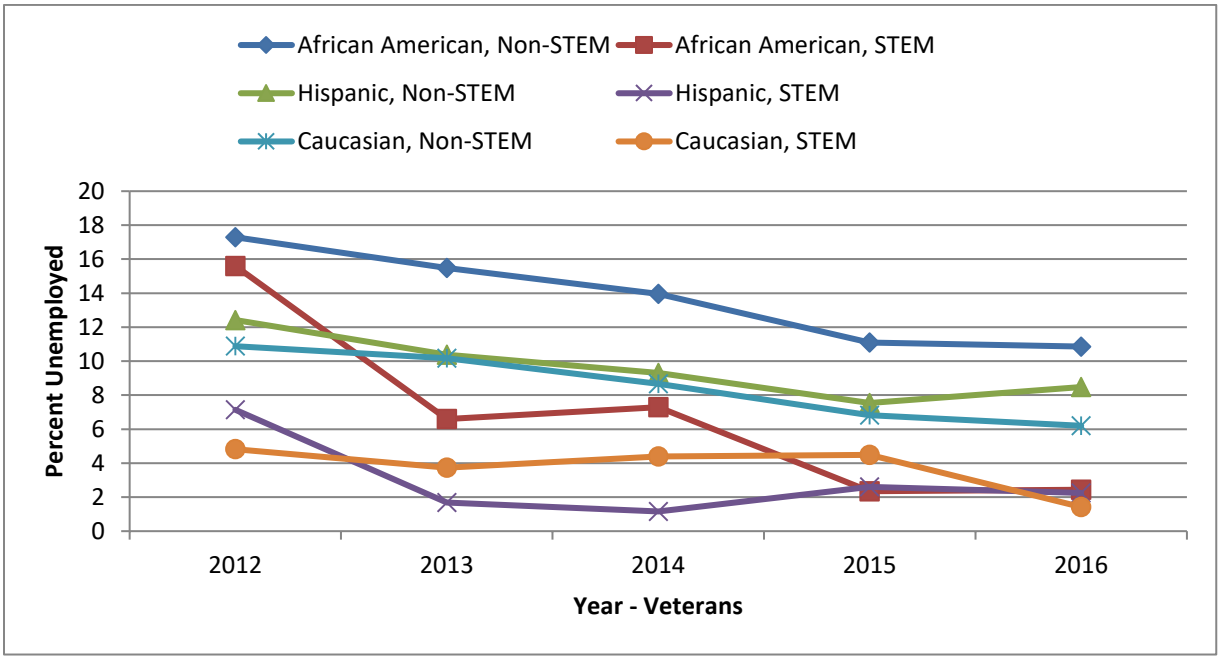
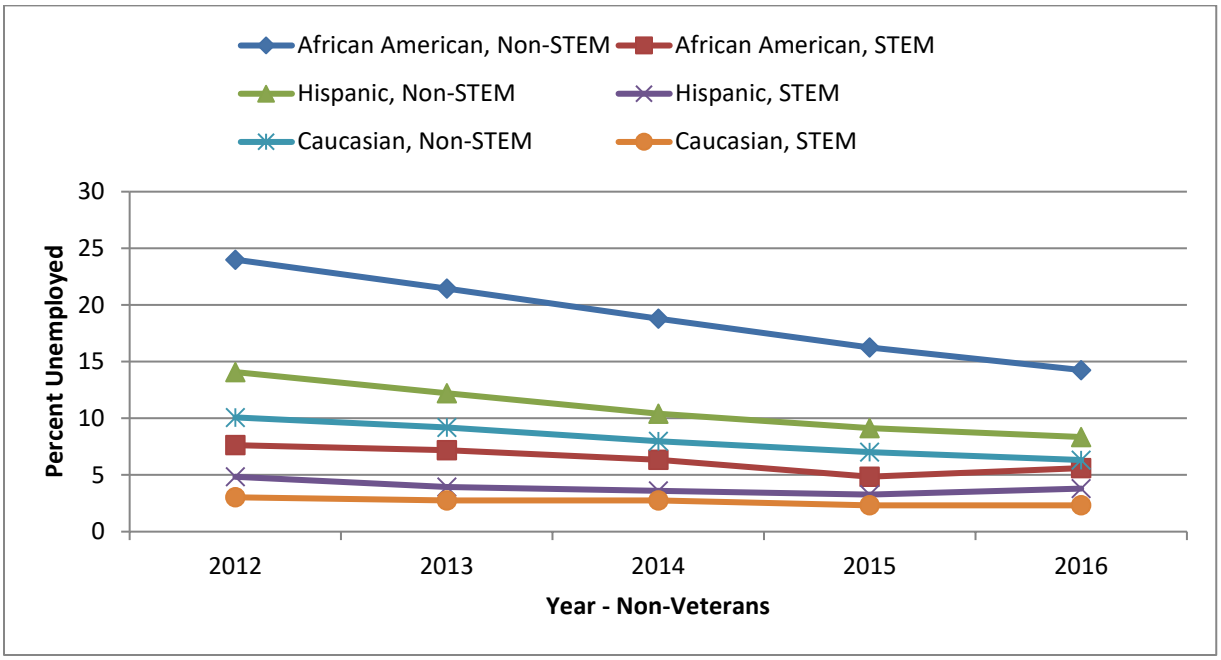


Figure 35. Unemployed Percentages by Ethnicity of STEM/Non-STEM, Non-Veteran Workers of Ages Greater Than and Equal to 18 and Less Than and Equal to 35 Over the 2012 to 2016 Time Period


African American, Non-STEM
African American, STEM
Hispanic, Non-STEM
Hispanic, STEM
Caucasian, Non-STEM
Caucasian, STEM
30
25
20
15
10
5
0
Percent Unemployed
2012
2013
2014
2015
2016
Year - Non-Veterans

Veteran STEM – Employment Characteristics by States

Table 50 provides rankings by state based on the percent of the national STEM workforce for the veteran workforce and the non-veteran workforce, over the 2012 to 2016 time period. In addition, average total annual personal income is provided by state for STEM and Non-STEM veterans (and sorted by highest to lowest average personal income by state). California and Texas rank one (1) and two (2) for veterans' and non-veterans' percentage of the STEM workforce. Virginia and District of Columbia rank one (1) and two (2) for veterans' average total personal income, STEM and Non-STEM. District of Columbia, Virginia, Maryland, New Jersey, Massachusetts, and California rank in the top ten states with respect to average total personal income for STEM and Non-STEM occupations.

Table 50. Rankings by Percent of Workforce of STEM, Non-Veteran and Veteran, Workers by State and Across States for the 2012 to 2016 Time Period

U.S. STEM Workforce over the States				Average Total Annual Personal Income			
Veterans	Percent	Non-Veterans	Percent	Veterans	STEM	Veterans	Non-STEM
California	9.63	California	14.76	Virginia	$120,263	District Of Columbia	$107,107
Texas	9.25	Texas	8.08	District Of Columbia	$119,456	Virginia	$86,534
Virginia	8.30	New York	5.53	Maryland	$118,393	Connecticut	$86,239
Florida	6.54	Florida	4.45	New Jersey	$107,487	Maryland	$86,077
Maryland	4.23	Illinois	4.16	Connecticut	$105,000	New Jersey	$82,874
North Carolina	3.52	Virginia	3.84	New Hampshire	$103,794	Massachusetts	$77,603
Georgia	3.47	New Jersey	3.83	New Mexico	$101,702	California	$77,401
Washington	3.27	Pennsylvania	3.79	Massachusetts	$100,615	Rhode Island	$74,043
Colorado	3.25	Massachusetts	3.73	Colorado	$99,517	Hawaii	$72,659
Pennsylvania	3.20	Ohio	3.34	California	$99,338	Alaska	$72,268
Ohio	3.14	Maryland	3.24	Alabama	$95,266	Washington	$70,870
New York	3.03	Washington	3.16	Texas	$95,172	Texas	$70,384
Illinois	2.78	Michigan	3.08	Washington	$94,206	New York	$70,258
Arizona	2.75	North Carolina	2.93	Hawaii	$92,897	Colorado	$69,153
Michigan	2.26	Georgia	2.82	Arizona	$91,011	Utah	$68,557
Tennessee	1.93	Colorado	2.49	New York	$90,251	New Hampshire	$68,529
Massachusetts	1.83	Arizona	1.97	West Virginia	$89,294	Florida	$66,825
Alabama	1.82	Minnesota	1.79	Alaska	$88,609	Delaware	$66,791
New Jersey	1.75	Wisconsin	1.64	Kentucky	$88,478	Nevada	$66,429

South Carolina	1.75	Indiana	1.61	Georgia	$88,342	Alabama	$65,587
Oregon	1.61	Missouri	1.55	Delaware	$88,146	Georgia	$65,549
Missouri	1.59	Connecticut	1.51	Illinois	$88,139	North Dakota	$65,357
Indiana	1.45	Tennessee	1.49	North Carolina	$87,743	Illinois	$65,307
Minnesota	1.40	Oregon	1.45	Oklahoma	$87,555	Louisiana	$65,218
Wisconsin	1.33	South Carolina	1.10	Louisiana	$86,945	Tennessee	$64,394
Connecticut	1.11	Utah	1.10	Florida	$86,781	Arizona	$63,932
Oklahoma	1.00	Alabama	1.07	Rhode Island	$86,452	South Carolina	$62,311
Louisiana	0.99	Louisiana	0.95	Nebraska	$86,302	North Carolina	$62,064
Kentucky	0.98	Kentucky	0.93	Tennessee	$86,119	Pennsylvania	$61,398
Nevada	0.96	Kansas	0.77	Pennsylvania	$85,566	New Mexico	$61,302
Utah	0.82	Iowa	0.76	South Carolina	$84,614	Minnesota	$61,230
Kansas	0.81	Oklahoma	0.64	Oregon	$84,553	Wyoming	$61,224
New Mexico	0.80	New Hampshire	0.61	Missouri	$83,895	Oklahoma	$60,535
New Hampshire	0.78	New Mexico	0.53	Mississippi	$83,886	Nebraska	$60,517
Nebraska	0.70	Nevada	0.51	Nevada	$82,459	Kentucky	$60,321
Hawaii	0.66	Arkansas	0.49	Utah	$82,040	Oregon	$60,259
Iowa	0.63	Nebraska	0.45	Minnesota	$81,512	Kansas	$59,950
Mississippi	0.62	District Of Columbia	0.42	Idaho	$81,107	Montana	$58,605
Arkansas	0.57	Mississippi	0.41	Kansas	$80,879	Ohio	$58,599
Idaho	0.54	Idaho	0.39	Michigan	$80,694	Idaho	$58,435
West Virginia	0.49	Hawaii	0.34	North Dakota	$80,517	Mississippi	$58,165
Maine	0.36	Rhode Island	0.34	Ohio	$80,099	Vermont	$57,988
Rhode Island	0.36	Delaware	0.33	Vermont	$78,920	West Virginia	$57,530
Delaware	0.31	West Virginia	0.33	Maine	$78,096	Michigan	$56,862
Montana	0.26	Maine	0.30	Wyoming	$76,460	Wisconsin	$56,705
District Of Columbia	0.25	Montana	0.23	Iowa	$74,926	Indiana	$56,120
Alaska	0.24	Vermont	0.21	Indiana	$73,394	Missouri	$56,065
Wyoming	0.18	South Dakota	0.16	Montana	$73,371	Iowa	$55,950
Vermont	0.17	Alaska	0.15	South Dakota	$72,707	Arkansas	$55,066
South Dakota	0.16	North Dakota	0.15	Wisconsin	$72,636	South Dakota	$54,717
North Dakota	0.15	Wyoming	0.12	Arkansas	$71,183	Maine	$54,452

Table 51 provides the percent of the total veteran STEM workforce by state by year, ranked from highest to lowest "Total" percentage (the total percentage of the veteran workforce by state for the total 2012 to 2016 time period). A trend value is calculated for each state indicating whether the percent of the total veteran STEM workforce for the state increased or decreased over the

2012 to 2016 time period. For example, California exhibited a trend value of -0.229, the percent of the total STEM workforce in the state of California decreased by 0.229 percentage points each year over the 2012 to 2016 time period.

California also exhibited the highest total percent of the U.S. veteran STEM workforce for the 2012 to 2016 time period, 9.63 percent of the U.S. veteran STEM workforce. California was followed by Texas (9.25 percent), Virginia (8.30 percent), and Florida (6.54 percent). In fact, the top four states in the U.S. in terms of their percentage of the U.S. veteran STEM workforce were each more than 54 percent higher than the fifth highest state (Maryland), a significantly sizable decline.

It should be noted that the states with some of the largest percentages of the U.S. veteran STEM workforce were not always the states that reflected a positive growth over the 2012 to 2016 time period. For example, California exhibits the highest percentage of the U.S. veteran STEM workforce (Total) but also reflects a negative growth rate for the 2012 to 2016 time period, declining 0.229 percentage points per year. In comparison, the state of Texas not only exhibits a high percentage of the U.S. veteran STEM workforce, 9.25 percent (Total), but also reflects a positive growth rate for the 2012 to 2016 time period, increasing 0.245 percentage points per year.

Table 51. Percent of the Veteran STEM Workforce, by State, by Year, over the 2012 to 2016 Time Period

	Percent of Total Veteran STEM Workforce – Sorted by Total Percentage for the 2012 to 2016 Time Period						
	Year						
Veterans	2012	2013	2014	2015	2016	Total	Trend
California	10.09	9.81	9.62	9.44	9.13	9.63	-0.229
Texas	8.67	9.06	9.32	9.67	9.59	9.25	0.245
Virginia	8.67	7.85	8.26	8.82	7.93	8.30	-0.051
Florida	6.11	6.31	6.61	6.73	6.99	6.54	0.218
Maryland	4.55	4.50	3.84	3.72	4.51	4.23	-0.086
North Carolina	3.76	3.47	3.51	3.59	3.26	3.52	-0.088
Georgia	3.23	3.76	3.60	3.53	3.23	3.47	-0.023
Washington	3.04	3.08	3.46	3.59	3.21	3.27	0.085
Colorado	3.24	3.22	3.22	3.04	3.49	3.25	0.032
Pennsylvania	3.24	3.39	3.22	3.05	3.07	3.20	-0.068
Ohio	2.97	3.26	3.14	3.21	3.10	3.14	0.021
New York	3.01	3.12	3.10	2.88	3.04	3.03	-0.018
Illinois	2.88	2.99	2.79	2.59	2.63	2.78	-0.090
Arizona	2.70	2.96	2.66	2.99	2.45	2.75	-0.047
Michigan	2.54	2.26	2.31	2.01	2.16	2.26	-0.101
Tennessee	1.65	1.80	1.91	2.26	2.08	1.93	0.132

Massachusetts	1.66	2.15	1.83	1.74	1.79	1.83	-0.015
Alabama	1.91	1.97	1.63	1.69	1.91	1.82	-0.028
New Jersey	1.92	1.63	1.88	1.53	1.77	1.75	-0.040
South Carolina	1.89	1.55	1.56	1.86	1.87	1.75	0.027
Oregon	1.70	1.48	1.54	1.50	1.83	1.61	0.028
Missouri	1.60	1.52	1.72	1.41	1.73	1.59	0.015
Indiana	1.56	1.48	1.26	1.53	1.43	1.45	-0.021
Minnesota	1.41	1.44	1.20	1.49	1.45	1.40	0.013
Wisconsin	1.43	1.22	1.42	1.31	1.28	1.33	-0.021
Connecticut	1.13	1.08	1.24	1.05	1.05	1.11	-0.019
Oklahoma	0.92	0.97	0.99	1.04	1.11	1.00	0.045
Louisiana	0.90	0.93	0.97	1.02	1.11	0.99	0.051
Kentucky	1.09	0.98	0.92	0.92	0.97	0.98	-0.030
Nevada	0.75	0.93	1.08	0.97	1.09	0.96	0.072
Utah	0.79	0.79	0.85	0.89	0.80	0.82	0.012
Kansas	0.98	0.66	0.79	0.97	0.63	0.81	-0.039
New Mexico	0.74	0.96	0.83	0.80	0.71	0.80	-0.022
New Hampshire	0.71	0.70	0.95	0.76	0.81	0.78	0.026
Nebraska	0.73	0.65	0.83	0.57	0.72	0.70	-0.010
Hawaii	0.57	0.73	0.70	0.69	0.60	0.66	0.002
Iowa	0.63	0.70	0.71	0.54	0.59	0.63	-0.024
Mississippi	0.60	0.66	0.55	0.54	0.76	0.62	0.020
Arkansas	0.63	0.52	0.54	0.57	0.60	0.57	-0.001
Idaho	0.45	0.54	0.47	0.58	0.65	0.54	0.044
West Virginia	0.48	0.42	0.53	0.56	0.48	0.49	0.014
Maine	0.34	0.41	0.35	0.31	0.41	0.36	0.004
Rhode Island	0.41	0.43	0.33	0.24	0.37	0.36	-0.027
Delaware	0.28	0.31	0.35	0.41	0.20	0.31	-0.006
Montana	0.25	0.24	0.32	0.23	0.29	0.26	0.007
District Of Columbia	0.25	0.27	0.25	0.19	0.31	0.25	0.004
Alaska	0.36	0.17	0.24	0.24	0.18	0.24	-0.029
Wyoming	0.17	0.19	0.11	0.23	0.18	0.18	0.006
Vermont	0.21	0.15	0.17	0.20	0.13	0.17	-0.011
South Dakota	0.12	0.18	0.17	0.19	0.16	0.16	0.009
North Dakota	0.10	0.17	0.17	0.16	0.18	0.15	0.015

Table 52 provides the percent of the total non-veteran STEM workforce by state by year, ranked from highest to lowest "Total" percentage (the total percentage of the veteran workforce by

state for the total 2012 to 2016 time period). A trend value is calculated for each state indicating whether the percent of the total non-veteran STEM workforce for the state increased or decreased over the 2012 to 2016 time period. For example, California exhibited a trend value of 0.060, the percent of the total STEM workforce in the state of California increased by 0.060 percentage points each year over the 2012 to 2016 time period. California also exhibited the highest total percent of the U.S. non-veteran STEM workforce for the 2012 to 2016 time period, 14.76 percent of the U.S. non-veteran STEM workforce. California was followed by Texas (8.08 percent), New York (5.53 percent), and Florida (4.45 percent).

Table 52. Percent of the Non-Veteran STEM Workforce, by State, by Year, over the 2012 to 2016 Time Period

	Percent of Total Non-Veteran STEM Workforce – Sorted by Total Percentage for the 2012 to 2016 Time Period						
	Year						
Non-Veterans	**2012**	**2013**	**2014**	**2015**	**2016**	**Total**	**Trend**
California	14.81	14.54	14.68	14.76	15.00	14.76	0.060
Texas	7.61	8.09	8.10	8.37	8.17	8.08	0.140
New York	5.63	5.55	5.48	5.49	5.52	5.53	-0.028
Florida	4.37	4.36	4.57	4.50	4.44	4.45	0.028
Illinois	4.18	4.17	4.19	4.19	4.05	4.16	-0.024
Virginia	3.94	3.83	3.98	3.77	3.71	3.84	-0.052
New Jersey	3.90	3.87	3.82	3.80	3.75	3.83	-0.037
Pennsylvania	3.94	3.87	3.79	3.71	3.68	3.79	-0.068
Massachusetts	3.64	3.76	3.78	3.67	3.76	3.73	0.015
Ohio	3.20	3.35	3.40	3.34	3.40	3.34	0.039
Maryland	3.50	3.18	3.19	3.20	3.14	3.24	-0.070
Washington	3.28	3.13	3.00	3.20	3.21	3.16	-0.007
Michigan	3.09	3.07	3.01	3.07	3.14	3.08	0.010
North Carolina	2.91	2.93	2.94	3.03	2.83	2.93	-0.006
Georgia	2.72	2.77	2.81	2.91	2.84	2.82	0.038
Colorado	2.45	2.48	2.41	2.54	2.55	2.49	0.026
Arizona	2.00	2.10	1.96	1.87	1.94	1.97	-0.035
Minnesota	1.76	1.84	1.79	1.72	1.83	1.79	0.002
Wisconsin	1.70	1.60	1.64	1.61	1.69	1.64	-0.001
Indiana	1.58	1.67	1.69	1.55	1.55	1.61	-0.018
Missouri	1.55	1.51	1.48	1.63	1.56	1.55	0.014
Connecticut	1.61	1.55	1.47	1.43	1.49	1.51	-0.036
Tennessee	1.47	1.48	1.45	1.53	1.51	1.49	0.013
Oregon	1.43	1.45	1.43	1.43	1.50	1.45	0.012
South Carolina	1.06	1.10	1.17	1.09	1.08	1.10	0.003

Utah	1.06	1.11	1.07	1.09	1.14	1.10	0.014
Alabama	1.04	1.12	1.06	1.05	1.05	1.07	-0.005
Louisiana	0.94	0.95	0.97	0.96	0.91	0.95	-0.005
Kentucky	0.87	0.95	0.96	0.91	0.95	0.93	0.012
Kansas	0.76	0.77	0.78	0.77	0.79	0.77	0.006
Iowa	0.77	0.73	0.83	0.76	0.73	0.76	-0.005
Oklahoma	0.65	0.69	0.61	0.65	0.61	0.64	-0.012
New Hampshire	0.62	0.59	0.59	0.63	0.59	0.61	-0.002
New Mexico	0.59	0.55	0.51	0.47	0.51	0.53	-0.024
Nevada	0.49	0.54	0.49	0.50	0.54	0.51	0.006
Arkansas	0.48	0.50	0.55	0.48	0.45	0.49	-0.008
Nebraska	0.44	0.44	0.45	0.44	0.48	0.45	0.008
District Of Columbia	0.40	0.40	0.41	0.46	0.44	0.42	0.014
Mississippi	0.42	0.40	0.41	0.45	0.39	0.41	-0.001
Idaho	0.38	0.40	0.40	0.36	0.41	0.39	0.002
Hawaii	0.36	0.32	0.34	0.33	0.34	0.34	-0.003
Rhode Island	0.32	0.35	0.32	0.34	0.36	0.34	0.007
Delaware	0.33	0.32	0.33	0.34	0.31	0.33	-0.002
West Virginia	0.32	0.35	0.34	0.32	0.32	0.33	-0.003
Maine	0.31	0.27	0.30	0.29	0.32	0.30	0.004
Montana	0.24	0.23	0.22	0.24	0.21	0.23	-0.005
Vermont	0.22	0.18	0.19	0.22	0.21	0.21	0.002
South Dakota	0.19	0.14	0.16	0.15	0.16	0.16	-0.005
Alaska	0.18	0.15	0.16	0.14	0.15	0.15	-0.007
North Dakota	0.14	0.15	0.17	0.15	0.16	0.15	0.004
Wyoming	0.14	0.12	0.12	0.10	0.11	0.12	-0.008

Table 53 provides the average total annual personal income for veteran STEM workforce by state by year, sorted by the total average total annual personal income for the complete time period, 2012 to 2016 (Total column). A trend value is calculated for each state indicating whether the average total personal income for the STEM workforce in the state increased or decreased over the 2012 to 2016 time period. For example, District of Columbia exhibited a trend value of -$6,414, the average total personal income of the STEM workforce in the District of Columbia decreased by $6,414 each year over the 2012 to 2016 time period. Thirty-six (36) of the 51 states exhibited positive trend values; the average total annual personal income for veteran STEM workers within the state grew (in nominal dollars) over the 2012 to 2016 time period. The states exhibiting the highest positive trend values (positive growth in their average total annual personal income for veteran STEM workers) were North Dakota, Connecticut, Wisconsin, Maine,

West Virginia, Rhode Island, Nevada, Oklahoma, Tennessee, and South Carolina (in order of size of growth).

Table 53. Average Annual Total Personal Income of the Veteran STEM Workforce, by State, by Year, over the 2012 to 2016 Time Period

	Average Annual Total Personal Income – Sorted by Total Income for the 2012 to 2016 Time Period						
Veterans	Year						
STEM	2012	2013	2014	2015	2016	Total	Trend
Virginia	$119,782	$122,384	$119,030	$121,945	$118,107	$120,263	-$379
District Of Columbia	$135,991	$119,112	$123,209	$110,529	$108,213	$119,456	-$6,414
Maryland	$121,861	$115,315	$112,921	$119,279	$121,695	$118,393	$363
New Jersey	$112,265	$109,014	$91,550	$117,942	$108,273	$107,487	$94
Connecticut	$89,780	$111,539	$100,400	$111,276	$114,843	$105,000	$4,986
New Hampshire	$105,990	$99,598	$113,092	$98,645	$99,364	$103,794	-$1,420
New Mexico	$94,820	$102,301	$95,954	$113,112	$102,319	$101,702	$2,581
Massachusetts	$101,943	$100,034	$92,964	$107,455	$101,373	$100,615	$628
Colorado	$96,114	$102,429	$99,213	$100,780	$99,345	$99,517	$481
California	$96,808	$100,705	$98,633	$102,650	$98,165	$99,338	$466
Alabama	$96,737	$98,357	$90,389	$100,780	$89,715	$95,266	-$1,162
Texas	$92,867	$91,478	$95,780	$96,448	$99,105	$95,172	$1,745
Washington	$94,834	$92,634	$89,351	$92,631	$102,020	$94,206	$1,437
Hawaii	$84,035	$98,989	$88,661	$101,445	$89,429	$92,897	$1,324
Arizona	$90,854	$88,454	$86,983	$96,569	$92,141	$91,011	$1,069
New York	$91,536	$89,920	$82,355	$98,115	$89,999	$90,251	$512
West Virginia	$77,709	$80,465	$100,573	$93,023	$92,955	$89,294	$4,305
Alaska	$77,909	$120,420	$76,994	$95,213	$87,679	$88,609	-$567
Kentucky	$87,589	$85,798	$84,038	$82,764	$101,865	$88,478	$2,552
Georgia	$85,261	$88,374	$85,557	$88,840	$94,102	$88,342	$1,815
Delaware	$90,502	$98,424	$84,428	$81,783	$87,934	$88,146	-$2,178
Illinois	$83,533	$87,260	$87,840	$93,620	$89,506	$88,139	$1,831
North Carolina	$79,964	$88,542	$90,134	$90,026	$91,301	$87,743	$2,416
Oklahoma	$74,985	$94,618	$79,693	$94,049	$93,309	$87,555	$3,608
Louisiana	$96,994	$90,705	$83,596	$88,935	$76,238	$86,945	-$4,328
Florida	$88,247	$85,388	$84,384	$84,536	$91,081	$86,781	$482
Rhode Island	$72,881	$97,907	$74,540	$99,660	$90,684	$86,452	$3,736
Nebraska	$88,502	$79,878	$82,410	$97,552	$85,601	$86,302	$1,187
Tennessee	$75,968	$83,553	$84,518	$96,186	$87,525	$86,119	$3,575
Pennsylvania	$82,860	$88,099	$85,923	$86,539	$84,414	$85,566	$155
South Carolina	$78,817	$85,096	$79,361	$85,923	$93,463	$84,614	$3,012

Oregon	$81,740	$80,273	$84,739	$82,826	$92,112	$84,553	$2,330
Missouri	$80,324	$89,117	$75,621	$87,737	$87,707	$83,895	$1,339
Mississippi	$80,963	$80,143	$90,513	$81,551	$86,610	$83,886	$1,270
Nevada	$80,901	$69,838	$85,825	$78,688	$94,819	$82,459	$3,669
Utah	$80,263	$85,250	$83,012	$78,161	$83,868	$82,040	$12
Minnesota	$86,657	$83,692	$74,286	$84,112	$77,353	$81,512	-$1,819
Idaho	$82,690	$73,266	$81,799	$68,585	$97,060	$81,107	$2,406
Kansas	$80,293	$77,574	$88,987	$79,675	$77,108	$80,879	-$427
Michigan	$78,459	$80,004	$80,994	$80,081	$84,506	$80,694	$1,217
North Dakota	$71,268	$78,393	$70,615	$75,834	$100,982	$80,517	$5,687
Ohio	$84,671	$77,282	$78,808	$79,067	$80,786	$80,099	-$599
Vermont	$70,482	$97,723	$61,094	$94,695	$70,215	$78,920	-$356
Maine	$69,991	$78,661	$72,378	$67,093	$97,975	$78,096	$4,440
Wyoming	$75,315	$75,825	$101,818	$68,430	$73,545	$76,460	-$1,093
Iowa	$72,783	$77,407	$75,065	$75,310	$73,756	$74,926	-$15
Indiana	$73,901	$71,741	$72,464	$73,137	$75,656	$73,394	$491
Montana	$84,664	$77,516	$72,358	$64,368	$68,386	$73,371	-$4,570
South Dakota	$76,190	$77,983	$74,946	$63,183	$72,337	$72,707	-$2,251
Wisconsin	$67,489	$65,102	$70,918	$74,004	$86,548	$72,636	$4,702
Arkansas	$65,623	$80,220	$65,313	$67,779	$77,705	$71,183	$1,172

Table 54 provides the average total annual personal income for the veteran Non-STEM workforce by state by year, sorted by the total average total annual personal income for the complete time period, 2012 to 2016 (Total column). A trend value is calculated for each state indicating whether the average total personal income for the veteran Non-STEM workforce in the state increased or decreased over the 2012 to 2016 time period. For example, District of Columbia exhibited a trend value of -$1,112, the average total personal income of the Non-STEM workforce in the District of Columbia decreased by $1,112 each year over the 2012 to 2016 time period. Only one (1) of the 51 states exhibited a negative trend value (District of Columbia); the average total personal income for veteran Non-STEM workers within the state declined (in nominal dollars) over the 2012 to 2016 time period. The states exhibiting the highest positive trend values (positive growth in their average total personal income for veteran Non-STEM workers) were New Hampshire, South Dakota, Delaware, Maine, Hawaii, Kentucky, Utah, South Carolina, Alaska, and North Carolina.

Table 54. Average Annual Total Personal Income of the Veteran Non-STEM Workforce, by State, by Year, over the 2012 to 2016 Time Period

	Average Total Annual Personal Income – Sorted by Total Income for the 2012 to 2016 Time Period						
Veteran	**Year**						
Non-STEM	**2012**	**2013**	**2014**	**2015**	**2016**	**Total**	**Trend**
District Of Columbia	$95,377	$134,138	$92,640	$117,004	$98,384	$107,107	-$1,112
Virginia	$85,214	$85,867	$84,677	$87,458	$89,740	$86,534	$1,064
Connecticut	$83,529	$87,543	$85,150	$90,078	$85,640	$86,239	$676
Maryland	$84,389	$86,924	$80,729	$89,554	$89,471	$86,077	$1,279
New Jersey	$79,462	$81,019	$84,024	$86,467	$84,745	$82,874	$1,601
Massachusetts	$73,285	$76,586	$80,746	$78,472	$80,172	$77,603	$1,566
California	$76,312	$75,694	$76,544	$80,851	$78,025	$77,401	$858
Rhode Island	$67,392	$78,817	$75,929	$70,306	$79,094	$74,043	$1,489
Hawaii	$68,960	$69,727	$71,087	$79,190	$75,263	$72,659	$2,207
Alaska	$68,938	$69,452	$74,704	$72,709	$76,217	$72,268	$1,781
Washington	$69,140	$70,076	$70,008	$72,643	$72,757	$70,870	$980
Texas	$68,028	$69,788	$70,385	$71,733	$72,329	$70,384	$1,055
New York	$70,716	$67,782	$68,371	$72,290	$72,408	$70,258	$789
Colorado	$69,174	$69,648	$67,881	$68,297	$70,761	$69,153	$182
Utah	$61,064	$69,145	$74,735	$67,587	$71,810	$68,557	$1,993
New Hampshire	$64,586	$62,870	$67,805	$73,993	$74,321	$68,529	$3,059
Florida	$64,288	$66,402	$64,988	$69,295	$69,614	$66,825	$1,355
Delaware	$66,460	$62,143	$63,842	$65,956	$77,753	$66,791	$2,640
Nevada	$65,114	$66,865	$66,322	$66,372	$67,742	$66,429	$476
Alabama	$63,678	$63,527	$64,456	$69,391	$67,771	$65,587	$1,405
Georgia	$65,495	$65,380	$63,783	$64,205	$68,884	$65,549	$560
North Dakota	$64,287	$64,434	$67,880	$64,975	$65,619	$65,357	$321
Illinois	$62,407	$64,929	$65,472	$67,078	$67,582	$65,307	$1,250
Louisiana	$63,618	$63,754	$64,985	$65,237	$69,093	$65,218	$1,243
Tennessee	$62,040	$64,269	$63,815	$64,895	$67,371	$64,394	$1,129
Arizona	$63,611	$62,009	$64,767	$63,568	$65,864	$63,932	$607
South Carolina	$59,158	$60,848	$61,068	$64,129	$66,810	$62,311	$1,858
North Carolina	$59,445	$59,422	$62,532	$63,667	$65,910	$62,064	$1,717
Pennsylvania	$60,972	$58,570	$60,972	$62,832	$64,147	$61,398	$1,061
New Mexico	$60,645	$63,166	$60,041	$58,534	$64,179	$61,302	$244
Minnesota	$60,907	$59,654	$60,182	$62,321	$63,452	$61,230	$776
Wyoming	$59,656	$61,852	$61,291	$65,089	$58,219	$61,224	$36
Oklahoma	$57,289	$60,724	$60,853	$64,413	$59,888	$60,535	$889

Nebraska	$55,408	$62,734	$60,947	$62,961	$61,539	$60,517	$1,249
Kentucky	$58,186	$59,322	$57,317	$59,804	$68,168	$60,321	$2,045
Oregon	$57,017	$61,066	$60,503	$60,497	$62,838	$60,259	$1,107
Kansas	$57,579	$58,830	$61,368	$59,983	$62,730	$59,950	$1,146
Montana	$54,546	$59,541	$59,156	$58,104	$62,874	$58,605	$1,522
Ohio	$55,916	$57,661	$57,881	$60,835	$61,167	$58,599	$1,367
Idaho	$58,682	$58,208	$56,613	$59,019	$59,568	$58,435	$258
Mississippi	$56,091	$57,036	$60,269	$58,391	$59,401	$58,165	$798
Vermont	$54,878	$61,393	$56,578	$60,505	$57,059	$57,988	$347
West Virginia	$54,896	$58,058	$57,112	$57,554	$60,511	$57,530	$1,073
Michigan	$54,781	$54,871	$56,385	$58,940	$59,933	$56,862	$1,437
Wisconsin	$54,564	$58,403	$56,091	$56,475	$58,354	$56,705	$565
Indiana	$53,672	$54,740	$54,701	$58,293	$59,907	$56,120	$1,602
Missouri	$53,102	$55,977	$56,368	$57,040	$58,562	$56,065	$1,198
Iowa	$54,158	$55,229	$53,745	$57,623	$59,549	$55,950	$1,318
Arkansas	$53,217	$56,434	$53,955	$54,836	$57,112	$55,066	$619
South Dakota	$48,742	$53,697	$53,289	$59,627	$59,548	$54,717	$2,754
Maine	$49,580	$53,974	$53,964	$57,633	$59,403	$54,452	$2,331

Military Installation – Army and Air Force Only

Top 50 Military Installations by DoD Population with Percent of Active Duty Installation Population Separation

Rank	Military Installation	Metropolitan City[1]	State	Avg. 2013-2015 Total Seps.[2]	% Δ in 2013-2015 Active Duty Seps.	DoD Active Duty Installation Pop.[3]	% of 2013-2015 Active Duty Installation Pop. Seps.[4]
1	FT BRAGG	FAYETTEVILLE	NC	6,736	-18.82%	45,621	14.77%
2	NORFOLK NAVAL BASE	NORFOLK	VA	5,426	-4.12%	44,771	12.12%
3	CAMP PENDLETON	SAN DIEGO	CA	485	19.46%	40,810	1.19%
4	CAMP LEJEUNE MCB	JACKSONVILLE	NC	459	24.38%	37,168	1.24%
5	**FT HOOD**	**KILLEEN**	**TX**	8,529	-31.32%	31,342	**27.21%**
6	SAN DIEGO NAVSTA	SAN DIEGO	CA	2,878	7.67%	31,155	9.24%
7	**JBLM**	**SEATTLE-TACOMA**	**WA**	6,420	4.05%	30,889	**20.78%**
8	FT CAMPBELL	NASHVILLE	TN	5,446	-29.98%	27,766	19.62%
9	**FT BLISS**	**EL PASO**	**TX**	5,184	-11.84%	25,852	**20.05%**
10	**FT CARSON**	**COLORADO SPRINGS**	**CO**	4,985	-2.20%	24,587	**20.27%**
11	FT SHAFTER	HONOLULU	HI	2,677	-46.07%	20,344	13.16%
12	**FT STEWART**	**SAVANNAH**	**GA**	4,070	-14.13%	20,289	**20.06%**
13	JBSA LACKLAND AFB	SAN ANTONIO	TX	3,711	-6.52%	19,989	18.57%
14	**FT BENNING**	**COLUMBUS**	**GA**	4,660	-4.86%	17,989	**25.90%**
15	**FT RILEY**	**TOPEKA**	**KS**	3,337	-19.19%	16,327	**20.44%**
16	JB PRL HBR-HICKAM	HONOLULU	HI	1,382	-4.17%	15,468	8.93%
17	**FT DRUM**	**WATERTOWN**	**NY**	3,285	2.34%	15,072	**21.80%**
18	**NAVAL STATION GREAT LAKES**	**CHICAGO**	**IL**	4,177	1.45%	13,265	**31.49%**
19	JB LANGLEY-EUSTIS ABS	NORFOLK	VA	1,648	-8.41%	11,953	13.79%
20	FT GORDON	AUGUSTA	GA	1,455	15.71%	11,527	12.62%
21	FT GEORGE MEADE	WASHINGTON	DC	1,106	5.58%	10,810	10.23%
22	**FT LEONARD WOOD**	**SPRINGFIELD**	**MO**	2,292	-28.51%	**10,639**	**21.54%**
23	JBSA FT SAM HOUSTON	SAN ANTONIO	TX	1,286	-118.58%	10,454	12.30%
24	**FT SILL**	**OKLAHOMA CITY**	**OK**	2,886	-7.68%	**10,120**	**28.51%**
25	29 PALMS	PALM SPRINGS	CA	121	-25.00%	10,113	1.20%
26	FT WAINWRIGHT	FAIRBANKS	AK	1,032	-50.59%	9,997	10.33%
27	MAYPORT NAVSTA	JACKSONVILLE	FL	657	27.70%	9,391	6.99%
28	NELLIS AFB	LAS VEGAS	NV	1,211	3.56%	9,159	13.22%
29	PENSACOLA NAS	PENSACOLA	FL	411	-3.43%	8,449	4.87%
30	ALEXANDRIA	WASHINGTON	DC	773	-16.74%	7,871	9.82%
31	FT POLK	ALEXANDRIA	LA	1,682	-20.93%	7,871	21.37%
32	MCAS MIRAMAR	SAN DIEGO	CA	135	-5.63%	7,823	1.73%
33	PENTAGON	WASHINGTON	DC	807	7.93%	7,693	10.49%
34	EGLIN AFB	PENSACOLA	FL	799	-9.46%	7,663	10.43%
35	HURLBURT FIELD ABS	PENSACOLA	FL	815	17.03%	7,633	10.68%
36	QUANTICO	WASHINGTON	DC	93	9.30%	7,566	1.23%
37	MCBH KANEOHE BAY	HONOLULU	HI	113	-20.14%	7,561	1.49%
38	NAVAL BASE KITSAP-BREMERTON	BREMERTON	WA	634	191.34%	7,465	8.49%
39	NORTH ISLAND NAS	SAN DIEGO	CA	850	-19.52%	7,464	11.39%
40	FT JACKSON	COLUMBIA	SC	2,634	-19.47%	7,317	36.00%
41	NEW RIVER MCAS	FAYETTEVILLE	NC	6	-37.50%	7,039	0.08%
42	NEW LONDON NAVSUBBASE	HARTFORD	CT	560	16.43%	6,183	9.05%

Rank	Military Installation	Metropolitan City[1]	State	Avg. 2013-2015 Total Seps.[2]	% Δ in 2013-2015 Active Duty Seps.	DoD Active Duty Installation Pop.[3]	% of 2013-2015 Active Duty Installation Pop. Seps.[4]
43	TRAVIS AFB	SAN FRANCISCO	CA	780	3.57%	6,152	12.67%
44	OFFUTT AFB	OMAHA	NE	651	-2.63%	6,041	10.78%
45	JACKSONVILLE NAS	JACKSONVILLE	FL	929	-9.02%	6,030	15.41%
46	NV WEAPONS STATION CHARLESTON	CHARLESTON	SC	402	10.32%	5,946	6.77%
47	TINKER AFB	OKLAHOMA CITY	OK	782	-24.13%	5,706	13.70%
48	DAVIS-MONTHAN AFB	TUCSON	AZ	753	-16.60%	5,659	13.31%
49	NAVAL BASE KITSAP-BANGOR	BREMERTON	WA	2,150	-14.90%	5,602	38.39%
50	MACDILL AFB	TAMPA	FL	610	9.68%	5,596	10.91%

[1] The IVMF team identified the closest metropolitan city to each military installation.
[2] The Avg. (Average) 2013-2015 Active Duty Total Seps. (Separations) was computed using data retrieved from the Active Duty Separations by Installation, Service, Rank, and Fiscal Year for FY 2013 through FY 2015. The Marine Corps separation data in 2015 shows 99% unknowns, Navy separation data shows 11% unknown, Army separation data shows 7% unknown, and Air Force separation data shows 3% unknown. This DMDC report was provided by IVMF, and initially produced by DMDC on January 28, 2016. Increases and decreases in base separations may or may not continue, and should be further evaluated on an individual basis.
[3] The DoD Active Duty Base Pop. (Population) uses the number of Sponsors from the Active Duty Family Sponsors & Eligible Dependents Report by Base (2012-Present). Although the report covers a 4-year span, we believe this is an average of the four years. Due to the lack of DMDC reports available containing DoD sponsors by base and year and the inability to collect such data for all services from other sources, we believe this is the best source to approximate the number of DoD personnel by base/metropolitan city given the limited time constraints of this project. Our group retrieved this report directly from the DMDC website, and is current as of April 2016. (Defense Manpower Data Center, 2016)
[4] The % of 2013-2015 Active Duty Base Population Seps. (Separations) was calculated by dividing the Avg. 2013-2015 Total Active Duty Seps. by the Active Duty Base Population. This table is sorted in descending order by the DoD Active Duty Base Pop. (Population) column.
[5] Highlighted rows indicate those military installations with a DoD Active Duty population greater than 10,000 and the % of 2013-2015 Active Duty Installation Population Separations greater than or equal to 20 percent.

Percent of Active Duty Base Population Separations by Metropolitan Area

Rank	Metropolitan Area	State	Number of Installations	Avg. 2013-2015 Total Active Duty Seps.	% Δ in 2013-2015 Active Duty Seps.	DOD Active Duty Installation Population	% of Active Duty Seps.
1	SAN DIEGO	CA	10	5,839	-0.90%	102,946	5.67%
2	NORFOLK	VA	13	9,351	-3.83%	79,010	11.84%
3	WASHINGTON	DC	14	5,794	0.66%	58,721	9.87%
4	FAYETTEVILLE	NC	3	6,928	-18.19%	54,291	12.76%
5	HONOLULU	HI	6	4,523	-21.81%	47,105	9.60%
6	JACKSONVILLE	NC	1	459	24.38%	37,168	1.24%
7	SAN ANTONIO	TX	3	5,326	-9.86%	32,869	16.20%
8	COLORADO SPRINGS	CO	4	6,003	-2.49%	32,067	18.72%
9	KILLEEN	TX	1	8,529	-31.32%	31,342	27.21%
10	SEATTLE-TACOMA	WA	2	6,420	-9.44%	30,889	20.78%
11	PENSACOLA	FL	6	2,322	7.40%	28,575	8.13%
12	SAVANNAH	GA	4	4,161	-13.53%	28,561	14.57%
13	NASHVILLE	TN	1	5,446	-29.98%	27,766	19.62%
14	EL PASO	TX	2	5,326	-12.41%	26,198	20.33%
15	JACKSONVILLE	FL	4	1,869	0.10%	18,299	10.22%
16	OKLAHOMA CITY	OK	4	3,952	-11.01%	18,294	21.60%
17	COLUMBUS	GA	1	4,660	-4.86%	17,989	25.90%
18	TOPEKA	KS	1	3,337	-19.19%	16,327	20.44%
19	WATERTOWN	NY	1	3,285	2.34%	15,072	21.80%
20	BREMERTON	WA	3	2,909	10.25%	13,807	21.07%
21	CHICAGO	IL	1	4,177	1.45%	13,265	31.49%
22	FAIRBANKS	AK	2	1,200	-45.67%	11,815	10.15%
23	AUGUSTA	GA	1	1,455	15.71%	11,527	12.62%
24	SPRINGFIELD	MO	1	2,292	-28.51%	10,639	21.54%
25	PALM SPRINGS	CA	1	121	-25.00%	10,113	1.20%
26	TUCSON	AZ	2	1,399	-16.01%	9,652	14.49%
27	CHARLESTON	SC	3	811	8.28%	9,385	8.64%
28	LAS VEGAS	NV	1	1,211	3.56%	9,159	13.22%
29	ALEXANDRIA	LA	1	1,682	-20.93%	7,871	21.37%
30	KANSAS CITY	MO	2	970	16.11%	7,442	13.04%
31	COLUMBIA	SC	1	2,634	-19.47%	7,317	36.00%
32	ANCHORAGE	AK	3	1,529	-32.32%	7,139	21.41%
33	HARTFORD	CT	1	560	16.43%	6,183	9.05%
34	SAN FRANCISCO	CA	1	780	3.57%	6,152	12.67%
35	OMAHA	NE	1	651	-2.63%	6,041	10.78%
36	TAMPA	FL	1	610	9.68%	5,596	10.91%
37	MINOT	ND	1	788	-12.36%	5,472	14.39%
38	LOS ANGELES	CA	4	648	5.14%	5,409	11.99%
39	YUMA	AZ	2	33	0.00%	5,307	0.62%
40	WICHITA FALLS	TX	1	390	-30.32%	5,269	7.40%
41	TRENTON	NJ	3	653	1.54%	5,230	12.49%
42	WHIDBEY ISLAND	WA	1	618	-16.12%	5,178	11.93%
43	DAYTON	OH	1	610	7.00%	5,175	11.79%
44	SUMTER	SC	1	667	-7.19%	5,146	12.96%
45	SHREVEPORT	LA	1	595	9.25%	5,061	11.76%
46	BILOXI	MS	1	430	-45.36%	4,763	9.03%
47	ST. LOUIS	MO	3	631	-1.42%	4,762	13.26%
48	CLOVIS	NM	1	590	13.16%	4,708	12.54%
49	MONTEREY	CA	2	268	-4.58%	4,660	5.74%

Rank	Metropolitan Area	State	Number of Installations	Avg. 2013-2015 Total Active Duty Seps.	% Δ in 2013-2015 Active Duty Seps.	DOD Active Duty Installation Population	% of Active Duty Seps.
50	VALDOSTA	GA	1	556	-7.36%	4,251	13.07%
51	SACRAMENTO	CA	2	579	11.45%	4,245	13.63%
52	ABILENE	TX	1	610	-5.88%	4,152	14.70%
53	RALEIGH	NC	1	550	-8.83%	4,090	13.46%
54	SAN BERNARDINO	CA	1	856	-18.66%	4,062	21.07%
55	LITTLE ROCK	AR	1	577	-8.91%	4,047	14.27%
56	FRESNO	CA	1	437	-13.43%	3,877	11.27%
57	PANAMA CITY	FL	2	356	22.70%	3,849	9.25%
58	OGDEN	UT	1	463	-0.25%	3,746	12.37%
59	LAS CRUCES	NM	1	474	-0.24%	3,654	12.96%
60	LOUISVILLE	KY	1	1,313	-61.51%	3,636	36.10%
61	DOTHAN	AL	1	392	1.28%	3,582	10.95%
62	MACON	GA	1	422	-6.34%	3,358	12.57%
63	PHOENIX	AZ	1	429	13.52%	3,327	12.90%
64	DOVER	DE	1	400	-4.18%	3,267	12.24%
65	SAN ANGELO	TX	1	279	-7.30%	3,260	8.56%
66	ALBUQUERQUE	NM	1	445	-2.68%	3,210	13.85%
67	GREAT FALLS	MT	1	436	-0.25%	3,202	13.61%
68	BOISE	ID	1	462	-8.56%	3,181	14.51%
69	RAPID CITY	SD	1	431	-2.62%	3,119	13.81%
70	CHEYENNE	WY	1	439	-10.33%	3,053	14.37%
71	WICHITA	KS	1	335	-8.54%	2,900	11.56%
72	NEWPORT	RI	1	608	-66.99%	2,863	21.25%
73	SPOKANE	WA	1	343	2.14%	2,780	12.33%
74	MONTGOMERY	AL	1	278	-1.17%	2,749	10.11%
75	SANTA BARBARA	CA	1	272	0.83%	2,467	11.03%
76	NEW YORK	NY	4	232	5.02%	2,275	10.21%
77	DENVER	CO	1	284	2.76%	2,231	12.74%
78	SCHENECTADY	NY	1	105	-16.96%	1,803	5.81%
79	NEW ORLEANS	LA	2	241	12.24%	1,773	13.59%
80	CORPUS CHRISTI	TX	1	157	-3.57%	1,680	9.37%
81	GRAND FORKS	ND	1	199	6.25%	1,540	12.94%
82	MIAMI	FL	3	153	-15.79%	1,452	10.54%
83	ORLANDO	FL	1	146	2.31%	1,445	10.08%
84	PORTSMOUTH	NH	2	78	54.69%	1,322	5.93%
85	COLUMBUS	MS	1	113	-4.59%	1,314	8.63%
86	DEL RIO	TX	1	95	8.97%	1,245	7.63%
87	EVERETT	WA	1	218	-2.86%	1,156	18.86%
88	HARRISBURG	PA	3	87	5.88%	954	9.12%
89	MERIDIAN	MS	1	47	-36.67%	941	5.03%
90	BOSTON	MA	2	117	-1.90%	938	12.44%
91	OXNARD	CA	1	120	3.31%	884	13.61%
92	DALLAS	TX	1	62	36.96%	877	7.03%
93	RENO	NV	1	82	-23.71%	844	9.68%
94	FREDERICKSBURG	VA	1	52	36.17%	741	7.06%
95	HUNTSVILLE	AL	1	113	-17.97%	631	17.91%
96	MOBILE	AL	2	57	-41.89%	555	10.33%
97	MEMPHIS	TN	1	112	-13.27%	523	21.35%
98	DAVENPORT	IA	1	54	11.32%	403	13.40%
99	MOREHEAD CITY	NC	1	55	46.81%	388	14.18%
100	HATTIESBURG	MS	1	51	-48.61%	377	13.44%

Rank	Metropolitan Area	State	Number of Installations	Avg. 2013-2015 Total Active Duty Seps.	% Δ in 2013-2015 Active Duty Seps.	DOD Active Duty Installation Population	% of Active Duty Seps.
101	PHILADELPHIA	PA	1	24	-29.03%	342	7.12%
102	ALBANY	GA	1	4	-77.78%	333	1.30%
103	PITTSBURGH	PA	1	25	-51.43%	289	8.54%
104	MINNEAPOLIS	MN	1	10	128.57%	276	3.74%
105	RICHMOND	VA	1	23	-61.76%	254	9.06%
106	LA CROSSE	WI	1	17	-34.78%	240	6.94%
107	COLUMBUS	OH	1	13	-	227	5.73%
108	EL CENTRO	CA	1	25	-8.00%	210	12.06%
109	DETROIT	MI	2	28	0.00%	205	13.66%
110	LONG BEACH	CA	1	16	-11.76%	178	9.18%
111	PORTLAND	OR	1	12	18.18%	140	8.81%
112	INDIANAPOLIS	IN	1	3	-40.00%	127	2.36%
113	PARSIPPANY-TROY HILL	NJ	1	6	125.00%	127	4.99%
114	BURLINGTON	VT	1	5	0.00%	75	6.67%
115	MILWAUKEE	WI	1	1	0.00%	25	5.33%
116	NEW HAVEN	CT	1	0	-	13	0.00%
117	CHEASAPEAKE	VA	1	0	-100.00%	5	6.67%
118	PETALUMA	CA	1	0	-	2	0.00%
119	PORTLAND	ME	1	0	-	1	0.00%

Military Installations, Installation Population and Percent of Separations by Selected Metropolitan Area

Metropolitan Area & Military Installations	DoD Active Duty Installation Population	% of Active Duty Seps.
WASHINGTON, DC	**55,254**	**9.87%**
FT GEORGE MEADE	10,810	10.23%
ALEXANDRIA	7,871	9.82%
PENTAGON	7,693	10.49%
QUANTICO	7,566	1.23%
FT BELVOIR	4,488	13.05%
JB ANDREWS AFB	4,285	13.80%
NNMC BETHESDA	3,871	11.27%
PATUXENT RIVER NAS	2,378	11.27%
FT MYER	2,236	16.62%
ABERDEEN PROVING GROUND	1,114	13.52%
FT DETRICK	1,056	11.65%
ANNAPOLIS NS (INCL USNA)	1,052	11.19%
INDIAN HEAD NAV ORD STA	681	4.21%
HQTRS MARCORPS	153	0.65%
SEATTLE-TACOMA, WA	**30,889**	**20.78%**
JBLM	30,889	20.78%

Top 20% of Army and Air Force Positions at Selected Installations

Metropolitan Area	Military Installation	AFSC/ MOS	Service Occupation Title	% of Metro Active Duty Population[1]
Washington, DC	FT GEORGE MEADE	1N3X1	Cryptologic Language Analyst	1.68%
	QUANTICO	7S0X1	Special Investigations	1.62%
	FT MYER	11B	Infantryman	1.59%
	JB ANDREWS AFB	3P0X1	Security Forces	1.40%
	FT GEORGE MEADE	35N	Signals Intelligence Analyst	1.21%
	ABERDEEN PROVING GROUND	68R	Veterinary Food Inspection Specialist	1.06%
	FT GEORGE MEADE	1N4X1	Fusion Analyst	0.88%
	FT GEORGE MEADE	1N2X1	Signals Intelligence Analyst	0.68%
	FT GEORGE MEADE	17C	Cyber Operations Specialist	0.67%
	FT GEORGE MEADE	35S	Signals Collector/Analyst	0.66%
	PENTAGON	63AX	Acquisition Manager	0.64%
	PENTAGON	01A	Officer Generalist	0.62%
	ABERDEEN PROVING GROUND	68T	Animal Care Specialist	0.54%
	FT MYER	42S	Special Band Musician	0.54%
	FT GEORGE MEADE	35P	Cryptologic Linguist	0.53%
	QUANTICO	71SX	Special Investigations	0.46%
	FT BELVOIR	27A	Judge Advocate General	0.45%
	FT BELVOIR	51A	Systems Development	0.44%
	FT BELVOIR	51Z	Acquisition	0.43%
	FT BELVOIR	12P	Prime Power Production Specialist	0.40%
	JB ANACOSTIA-BOLLING	8G0X0	United States Air Force Honor Guard	0.40%
	PENTAGON	62EX	Developmental Engineer	0.38%
	PENTAGON	02A	Combat Arms Generalist	0.37%
	FT GEORGE MEADE	35L	Counter Intelligence Agent	0.33%
	PENTAGON	13SX	Space Operations	0.33%
	JB ANDREWS AFB	4N0X1	Aerospace Medical Service	0.30%
	PENTAGON	3D1X2	Cyber Transport Systems	0.30%
	PENTAGON	3A1X1	Administration	0.30%
	FT GEORGE MEADE	35Q	Cryptologic Network Warfare Specialist	0.29%
	JB ANACOSTIA-BOLLING	92SX	Student Officer Authorization	0.29%
	PENTAGON	16RX	Planning and Programming	0.28%
Seattle-Tacoma, WA	JBLM	11B	Infantryman	11.31%
	JBLM	68W	Health Care Specialist	3.36%
	JBLM	91B	Wheeled Vehicle Repairer	2.92%
	JBLM	88M	Motor Transport Operator	2.62%

[1] The % of Metro Active Duty Population was computed by taking the number of Army and Air Force personnel (source: AFPC and FMSWeb) by the number of Active Duty Sponsors (source: DMDC) identified at each base within each metropolitan areas.

[2] The Basic Enlisted Airman is approximately 22% of the San Antonio installation population and was excluded from this report.