



Institute for Veterans
& Military Families

JPMorgan Chase & Co., Founding Partner

SVA 2021

The Current Employment Landscape

Friday, February 19, 2021



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AGENDA

- Welcome
- Employment Trends (*Rosalinda Vasquez Maury*)
- SU Career Services (*Jennifer Pluta*)
- Questions
- Thank You



Veteran Unemployment Trends

April 2020 to January 2021

Unemployment Trends – April 2020

DEMOGRAPHICS & TRENDS

The following tables summarize the employment situation of veterans in America based on BLS data released on May 8, 2020. These are unpublished data from the Current Population Survey, not seasonally adjusted, and represent the period ending April 2020.



| UNEMPLOYMENT RATES FOR: | March 2020 | April 2020 | Change (+/-) | Annual Averages 2019 |
|----------------------------------|------------|------------|--------------|----------------------|
| All Americans (18 and over) | 4.4 | 14.3 | + 9.9 | 3.5 |
| All Veterans | 4.1 | 11.7 | + 7.6 | 3.1 |
| Post-9/11 Veterans | 4.1 | 13.0 | + 8.9 | 3.5 |
| Gulf-War I Era Veterans | 3.2 | 7.1 | + 3.9 | 2.6 |
| WWII, Korean War and Vietnam Era | 4.1 | 17.0 | + 12.9 | 2.8 |
| All Nonveterans | 4.4 | 14.4 | + 10.0 | 3.6 |

UNEMPLOYMENT RATES FOR VETERANS

| Demographic Category | March 2020 | April 2020 | Change (+/-) | Annual Averages 2019 |
|-------------------------|------------|------------|--------------|----------------------|
| 18-24 | 4.9 | 36.1 | + 31.2 | 7.4 |
| 25-34 | 5.8 | 13.8 | + 8.0 | 3.3 |
| 35-44 | 3.9 | 8.2 | + 4.3 | 3.4 |
| 45-54 | 3.1 | 9.6 | + 6.5 | 2.7 |
| 55-64 | 4.0 | 9.9 | + 5.9 | 2.9 |
| 65 and older | 4.1 | 16.1 | - | 2.8 |
| Male | 4.0 | 11.4 | + 7.4 | 3.0 |
| Female | 4.3 | 14.0 | +9.7 | 3.7 |
| White, Anglo, Caucasian | 3.9 | 10.8 | + 6.9 | 2.8 |
| Black, African-American | 5.0 | 14.2 | + 9.2 | 4.9 |
| Hispanic, Latino/a | 5.8 | 12.9 | + 7.1 | 2.4 |
| Asian | - | 2.9 | - | 3.6 |

UNEMPLOYMENT RATES FOR POST-9/11 VETERANS

| Demographic Category | March 2020 | April 2020 | Change (+/-) | Annual Averages 2019 |
|-------------------------|------------|------------|--------------|----------------------|
| 18-24 | 4.9 | 36.1 | + 31.2 | 7.4 |
| 25-34 | 5.8 | 13.8 | + 8.0 | 3.3 |
| 35-44 | 3.1 | 7.9 | + 4.8 | 3.8 |
| 45-54 | 3.5 | 16.4 | + 12.9 | 2.8 |
| 55-64 | 1.5 | 6.2 | + 4.7 | 2.5 |
| 65 and older | - | 44.0 | - | 2.1 |
| Male | 3.7 | 11.8 | + 8.1 | 3.4 |
| Female | 6.2 | 20.0 | + 13.8 | 4.7 |
| White, Anglo, Caucasian | 4.4 | 11.4 | + 7.0 | 3.0 |
| Black, African-American | 2.8 | 16.5 | + 13.7 | 6.8 |
| Hispanic, Latino/a | 6.9 | 15.7 | + 8.8 | 3.2 |
| Asian | - | 1.8 | - | 3.9 |

UNEMPLOYMENT RATES FOR NONVETERANS

| Demographic Category | March 2020 | April 2020 | Change (+/-) | Annual Averages 2019 |
|-------------------------|------------|------------|--------------|----------------------|
| 18-24 | 9.3 | 26.4 | + 17.1 | 7.8 |
| 25-34 | 4.4 | 14.4 | + 10.0 | 3.7 |
| 35-44 | 3.6 | 11.4 | + 7.8 | 2.7 |
| 45-54 | 3.4 | 12.3 | + 8.9 | 2.7 |
| 55-64 | 3.4 | 12.8 | + 9.4 | 2.6 |
| 65 and older | 3.6 | 15.4 | + 11.8 | 3.0 |
| Male | 4.8 | 13.4 | + 8.6 | 3.7 |
| Female | 4.1 | 15.5 | + 11.4 | 3.5 |
| White, Anglo, Caucasian | 3.9 | 13.9 | + 10.0 | 3.2 |
| Black, African-American | 6.9 | 16.3 | + 9.4 | 5.9 |
| Hispanic, Latino/a | 6.1 | 18.5 | + 12.4 | 4.2 |
| Asian | 4.1 | 14.5 | + 10.4 | 2.6 |

Overview

- Veteran unemployment jumped from 4.1 to 11.7 percent
- Veteran unemployment rate (11.7) is below the national unemployment rate (14.3) (for those 18 and older)
- Some subgroups hit harder:
 - Post 9/11 veterans
 - Women post-9/11 veterans
 - Minority veterans
 - WWII, Korean and Vietnam Era

Source: https://ivmf.syracuse.edu/wp-content/uploads/2020/05/IVMF-Monthly-Employment-One_pager-FINAL-May-2020.pdf

Unemployment Trends – August 2020

DEMOGRAPHICS & TRENDS

The following tables summarize the employment situation of veterans in America based on BLS data released on September 4, 2020. These are unpublished data from the Current Population Survey, not seasonally adjusted, and represent the period ending August 2020.



| UNEMPLOYMENT RATES FOR: | July 2020 | August 2020 | Change (+/-) | Annual Averages 2019 |
|----------------------------------|-----------|-------------|--------------|----------------------|
| All Americans (18 and over) | 10.3 | 8.5 | -1.8 | 3.5 |
| All Veterans | 7.9 | 6.4 | -1.5 | 3.1 |
| Post-9/11 Veterans | 8.2 | 7.0 | -1.2 | 3.5 |
| Gulf-War I Era Veterans | 7.0 | 4.7 | -2.3 | 2.6 |
| WWII, Korean War and Vietnam Era | 8.3 | 6.2 | -2.1 | 2.8 |
| All Nonveterans | 10.5 | 8.6 | -1.9 | 3.6 |

UNEMPLOYMENT RATES FOR VETERANS

| Demographic Category | July 2020 | August 2020 | Change (+/-) | Annual Averages 2019 |
|---------------------------------------|-----------|-------------|--------------|----------------------|
| 18-24 | 26.7 | 2.8 | -23.9 | 7.4 |
| 25-34 | 6.7 | 11.7 | +5.0 | 3.3 |
| 35-44 | 6.7 | 4.2 | -2.5 | 3.4 |
| 45-54 | 6.7 | 4.9 | -1.8 | 2.7 |
| 55-64 | 8.4 | 7.0 | -1.4 | 2.9 |
| 65 and older | 8.4 | 6.1 | -2.3 | 2.8 |
| Male | 7.5 | 6.1 | -1.4 | 3.0 |
| Female | 10.7 | 8.2 | -2.5 | 3.7 |
| White, Anglo, Caucasian | 7.4 | 6.0 | -1.4 | 2.8 |
| Black or African American | 9.3 | 6.2 | -3.1 | 4.9 |
| Hispanic, Latino/a, or Spanish Origin | 6.2 | 6.5 | +0.3 | 2.4 |
| Asian or Asian American | 10.6 | 10.6 | 0.0 | 3.6 |

UNEMPLOYMENT RATES FOR POST-9/11 VETERANS

| Demographic Category | July 2020 | August 2020 | Change (+/-) | Annual Averages 2019 |
|---------------------------------------|-----------|-------------|--------------|----------------------|
| 18-24 | 26.7 | 2.8 | -23.9 | 7.4 |
| 25-34 | 6.7 | 11.7 | +5.0 | 3.3 |
| 35-44 | 7.1 | 4.9 | -2.2 | 3.8 |
| 45-54 | 7.3 | 3.5 | -3.8 | 2.8 |
| 55-64 | 5.4 | 7.5 | +2.1 | 2.5 |
| 65 and older | 23.0 | - | - | 2.1 |
| Male | 8.3 | 7.4 | -0.9 | 3.4 |
| Female | 7.9 | 4.5 | -3.4 | 4.7 |
| White, Anglo, Caucasian | 7.1 | 6.6 | -0.5 | 3.0 |
| Black or African American | 8.1 | 5.4 | -2.7 | 6.8 |
| Hispanic, Latino/a, or Spanish Origin | 5.2 | 7.0 | +1.8 | 3.2 |
| Asian or Asian American | 16.2 | 14.0 | -2.2 | 3.9 |

UNEMPLOYMENT RATES FOR NONVETERANS

| Demographic Category | July 2020 | August 2020 | Change (+/-) | Annual Averages 2019 |
|---------------------------------------|-----------|-------------|--------------|----------------------|
| 18-24 | 18.2 | 14.6 | -3.6 | 7.8 |
| 25-34 | 11.7 | 9.7 | -2.0 | 3.7 |
| 35-44 | 8.3 | 6.6 | -1.7 | 2.7 |
| 45-54 | 8.1 | 6.5 | -1.6 | 2.7 |
| 55-64 | 8.9 | 7.6 | -1.3 | 2.6 |
| 65 and older | 9.6 | 8.8 | -0.8 | 3.0 |
| Male | 9.7 | 8.2 | -1.5 | 3.7 |
| Female | 11.3 | 9.0 | -2.3 | 3.5 |
| White, Anglo, Caucasian | 9.4 | 7.5 | -1.9 | 3.2 |
| Black or African American | 15.2 | 13.4 | -1.8 | 5.9 |
| Hispanic, Latino/a, or Spanish Origin | 13.0 | 10.6 | -2.4 | 4.2 |
| Asian or Asian American | 12.1 | 10.7 | -1.4 | 2.6 |

Overview

- Unemployment decreased from 7.9 percent in July to 6.4 percent in August.
- Post-9/11 veteran unemployment also decreased from 8.2 percent in July to 7.0 percent in August.
- Post 9/11 veterans (ages 25-34) unemployment rate increased from 6.7 percent to 11.7 percent in August.
- Female post-9/11 veterans experienced a decrease in unemployment, from 7.9 percent in July to 4.5 percent in August.
- Black or African American post-9/11 veterans saw a monthly decrease in unemployment to 5.4 percent. This rate is lower than the 13.4 percent unemployment rate of their nonveteran counterparts.
- Hispanic, Latino/a, or Spanish Origin post-9/11 veterans experienced a monthly increase in unemployment to 7.0 percent. This rate is lower than the 10.6 percent unemployment rate of their nonveteran counterparts.
- Asian or Asian American post-9/11 veterans experienced a monthly decrease in unemployment to 14.0 percent. This rate is higher than the 10.7 percent unemployment rate of their nonveteran counterparts.

Source: <https://ivmf.syracuse.edu/article/the-employment-situation-of-veterans-august-2020/>

Unemployment Trends – January 2021

Overview

DEMOGRAPHICS & TRENDS

The following tables summarize the employment situation of veterans in America based on BLS data released on February 5, 2021. These are unpublished data from the Current Population Survey, not seasonally adjusted, and represent the period ending January 2021.



| UNEMPLOYMENT RATES FOR: | December 2020 | January 2021 | Change (+/-) | Annual Averages 2020 |
|----------------------------------|---------------|--------------|--------------|----------------------|
| All Americans (18 and over) | 6.4 | 6.7 | +0.3 | 7.9 |
| All Veterans | 5.3 | 5.5 | +0.2 | 6.5 |
| Post-9/11 Veterans | 5.1 | 6.3 | +1.2 | 7.3 |
| Gulf War I Era Veterans | 4.4 | 3.6 | -0.8 | 4.8 |
| WWII, Korean War and Vietnam Era | 4.6 | 4.9 | +0.3 | 6.7 |
| All Nonveterans | 6.5 | 6.8 | +0.3 | 8.0 |

UNEMPLOYMENT RATES FOR VETERANS

| Demographic Category | December 2020 | January 2021 | Change (+/-) | Annual Averages 2020 |
|---------------------------------------|---------------|--------------|--------------|----------------------|
| 18-24 | 9.4 | 6.5 | -2.9 | 14.6 |
| 25-34 | 6.3 | 8.3 | +2.0 | 8.8 |
| 35-44 | 6.8 | 6.4 | -0.4 | 5.8 |
| 45-54 | 2.8 | 3.5 | +0.7 | 5.0 |
| 55-64 | 6.2 | 6.4 | +0.2 | 6.5 |
| 65 and older | 4.4 | 3.5 | -0.9 | 6.4 |
| Male | 5.5 | 5.8 | +0.3 | 6.5 |
| Female | 3.7 | 3.3 | -0.4 | 6.7 |
| White, Anglo, Caucasian | 5.5 | 5.5 | 0.0 | 6.1 |
| Black or African American | 5.3 | 5.9 | +0.6 | 7.5 |
| Hispanic, Latino/a, or Spanish Origin | 7.6 | 7.2 | -0.4 | 7.4 |
| Asian or Asian American | 0.9 | 1.9 | +1.0 | 5.1 |

UNEMPLOYMENT RATES FOR POST-9/11 VETERANS

| Demographic Category | December 2020 | January 2021 | Change (+/-) | Annual Averages 2020 |
|---------------------------------------|---------------|--------------|--------------|----------------------|
| 18-24 | 9.4 | 6.5 | -2.9 | 14.6 |
| 25-34 | 6.3 | 8.3 | +2.0 | 8.8 |
| 35-44 | 5.2 | 6.3 | +1.1 | 5.9 |
| 45-54 | 1.8 | 3.9 | +2.1 | 5.4 |
| 55-64 | 3.7 | 3.0 | -0.7 | 5.2 |
| 65 and older | - | - | - | 12.5 |
| Male | 5.1 | 6.8 | +1.7 | 7.4 |
| Female | 5.0 | 3.8 | -1.2 | 7.2 |
| White, Anglo, Caucasian | 5.2 | 6.3 | +1.1 | 7.0 |
| Black or African American | 6.4 | 7.8 | +1.4 | 6.8 |
| Hispanic, Latino/a, or Spanish Origin | 7.8 | 9.0 | +1.2 | 8.7 |
| Asian or Asian American | - | 0.4 | - | 6.7 |

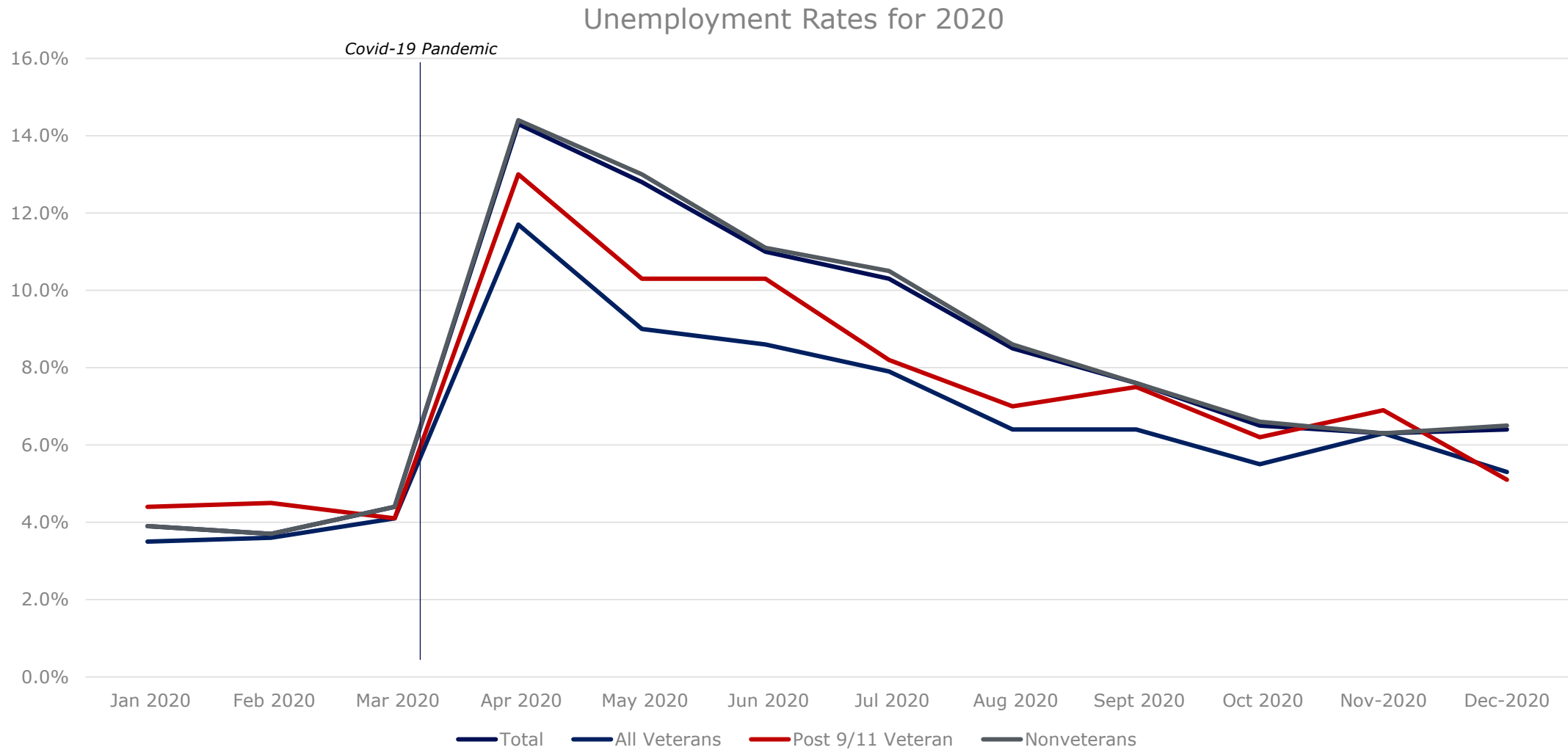
UNEMPLOYMENT RATES FOR NONVETERANS

| Demographic Category | December 2020 | January 2021 | Change (+/-) | Annual Averages 2020 |
|---------------------------------------|---------------|--------------|--------------|----------------------|
| 18-24 | 11.6 | 11.8 | +0.2 | 14.6 |
| 25-34 | 6.4 | 7.2 | +0.8 | 8.4 |
| 35-44 | 5.4 | 6.1 | +0.7 | 6.4 |
| 45-54 | 5.4 | 5.4 | 0.0 | 6.4 |
| 55-64 | 5.8 | 5.6 | -0.2 | 6.8 |
| 65 and older | 6.1 | 5.7 | -0.4 | 7.6 |
| Male | 6.8 | 7.2 | +0.4 | 7.8 |
| Female | 6.2 | 6.4 | +0.2 | 8.2 |
| White, Anglo, Caucasian | 5.9 | 6.1 | +0.2 | 7.2 |
| Black or African American | 9.5 | 10.0 | +0.5 | 11.5 |
| Hispanic, Latino/a, or Spanish Origin | 9.2 | 9.4 | +0.2 | 10.4 |
| Asian or Asian American | 5.9 | 6.9 | +1.0 | 8.7 |

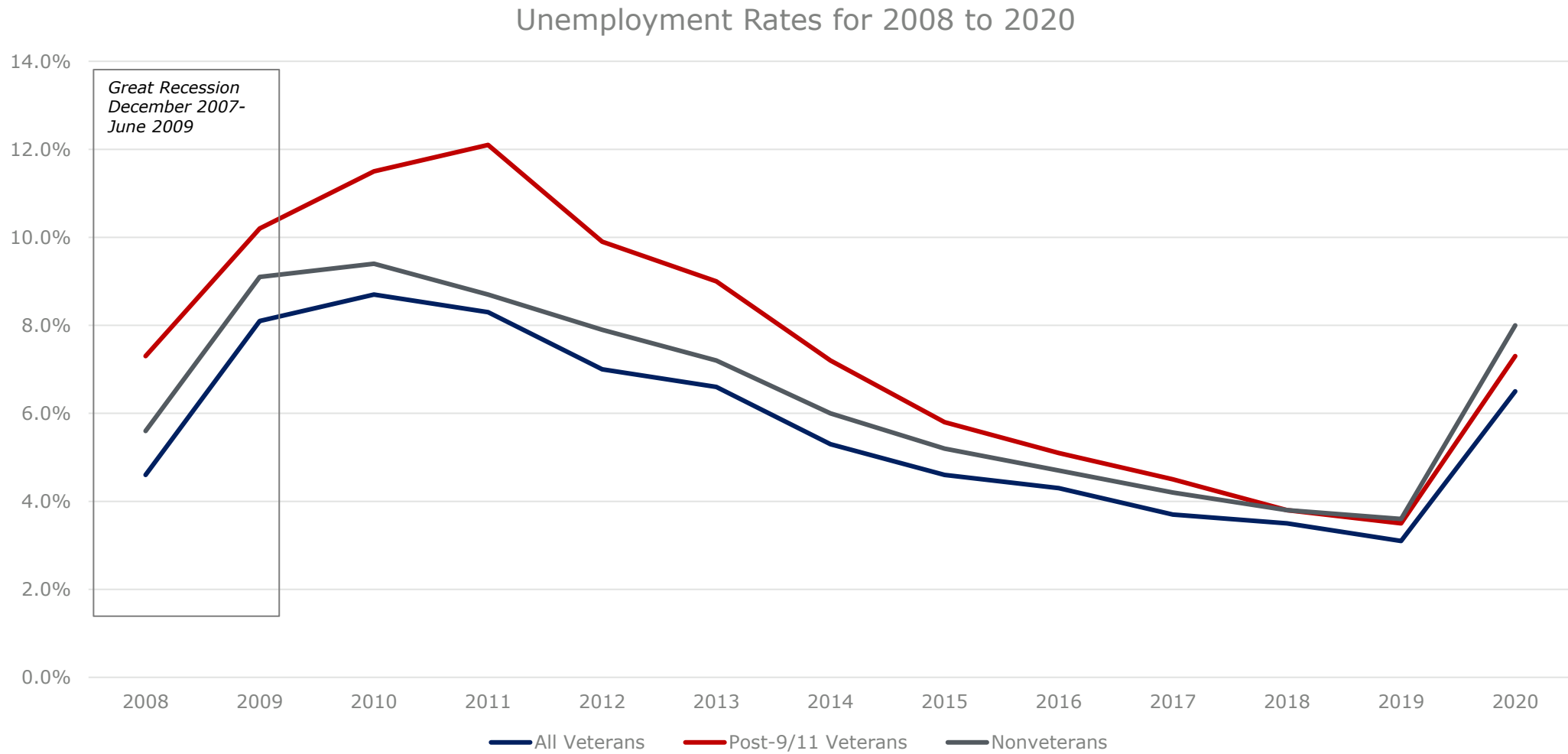
- Unemployment increased to 5.5 percent in January.
- Post-9/11 veteran unemployment increased from 5.1 percent to 6.3 percent in January.
- Post-9/11 veterans' (ages 18-24) unemployment rate decreased from 9.4 percent to 6.5 percent in January.
- The unemployment post-9/11 veterans' ages 25 to 34 increased from 6.3 percent to 8.3 percent in January.
- Female post-9/11 veterans experienced a decrease in unemployment, from 5.0 percent to 3.8 percent in January
- Black or African American post-9/11 veterans saw a monthly increase in unemployment to 7.8 percent. This rate is lower than the 10.0 percent unemployment rate of their nonveteran counterparts.
- Hispanic, Latino/a, or Spanish Origin post-9/11 veterans experienced a monthly increase in unemployment to 9.0 percent. This rate is lower than the 9.4 percent unemployment rate of their nonveteran counterparts.

Source: https://ivmf.syracuse.edu/wp-content/uploads/2021/02/IVMF-Monthly-Employment-One_pager-February-2021.pdf

Unemployment Trends -2020

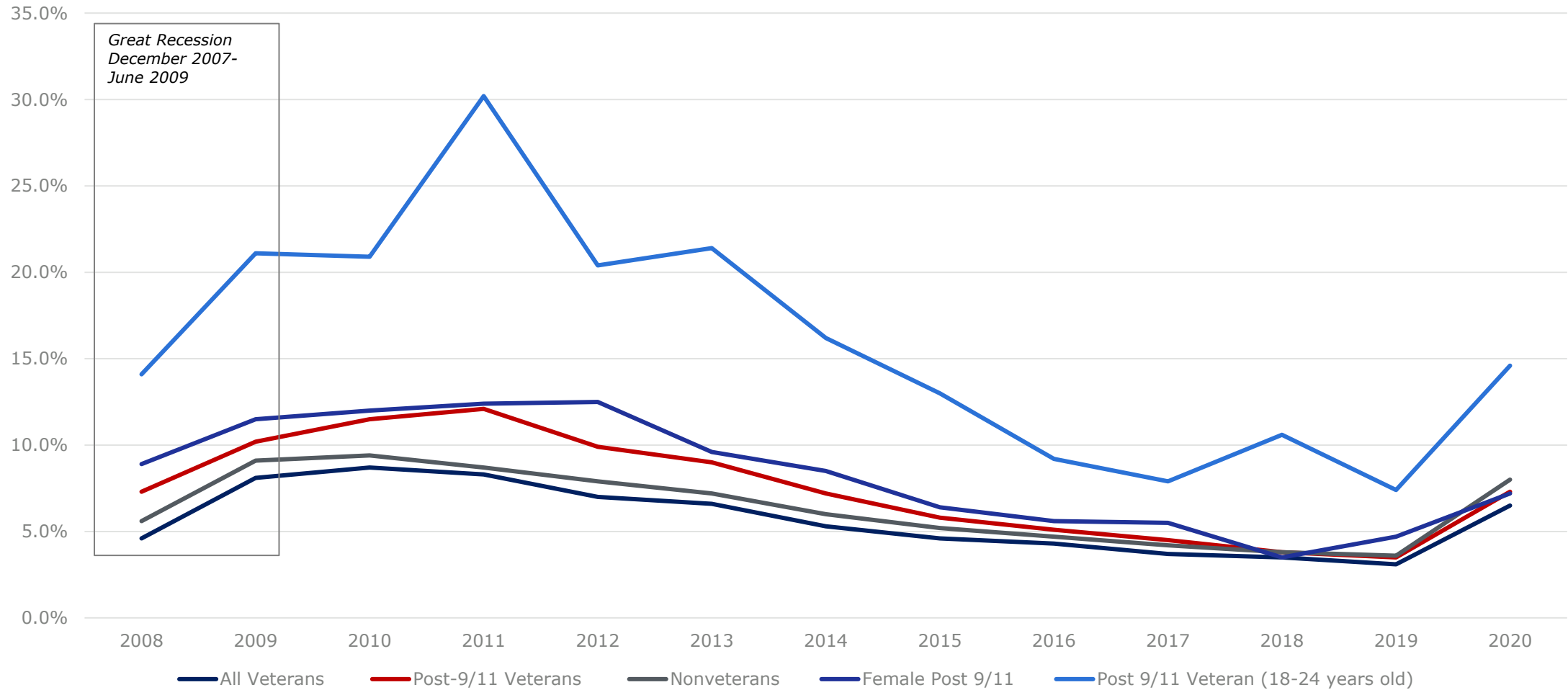


Unemployment Trends – 2008 to 2020



Unemployment Trends – 2008 to 2020

Unemployment Rates for 2008 to 2020



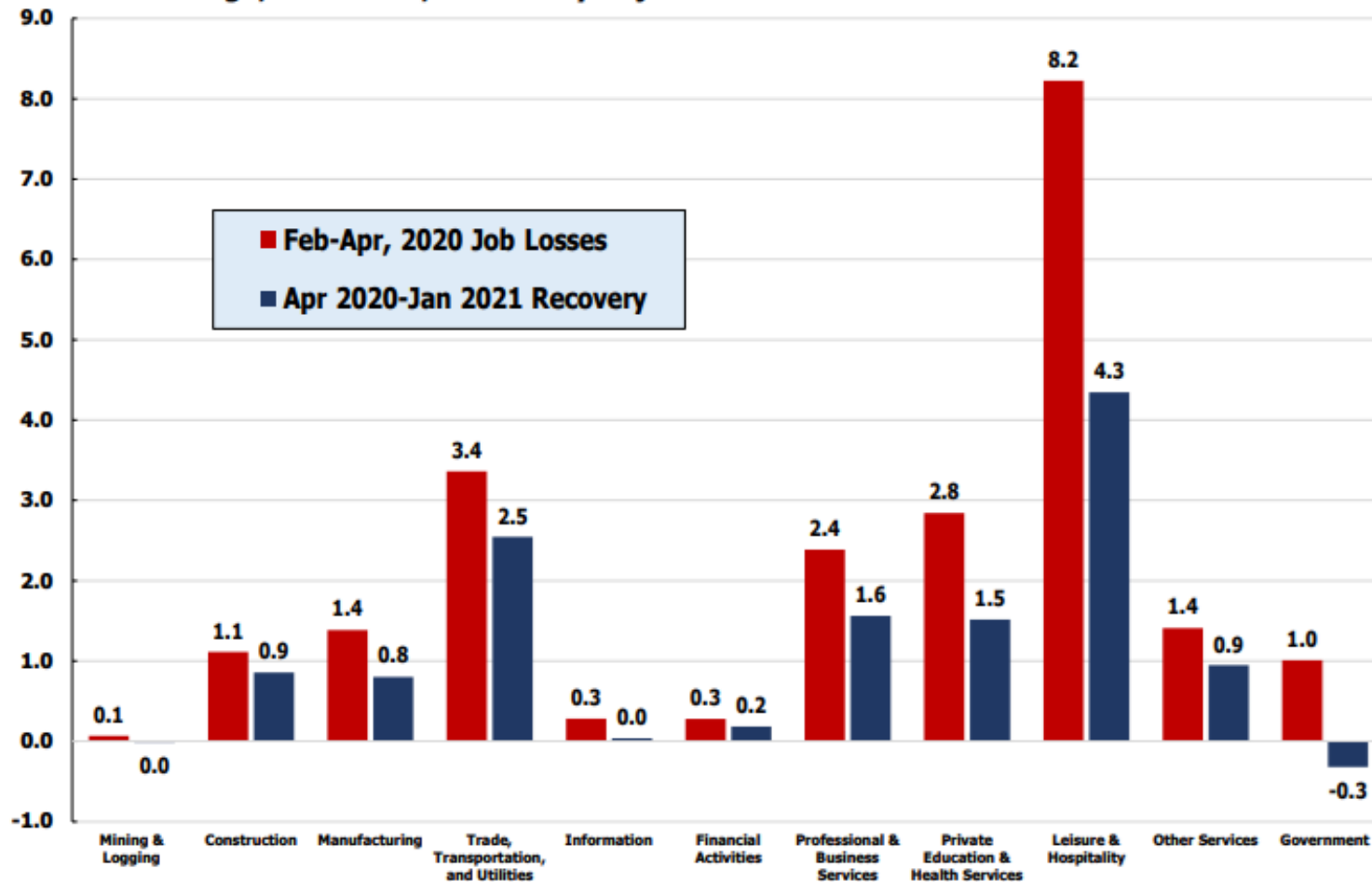


Industry Impacts

2020 Industry Trends

Current Employment Statistics

Employment changes by industry sector
Net change, in millions, seasonally adjusted



Overview

- Nonfarm payroll employment changed little in January (+49,000) compared to December.
- Professional and business services and public and private education added jobs, while leisure and hospitality, retail trade, health care, and transportation and warehousing lost jobs
- Total nonfarm employment is down by 9.9 million since reaching a peak in February 2020.
- Over the year, hourly earnings have increased by 5.4 percent
- Since February 2020
 - Professional and Business Services (-800,000)
 - Government (-1,000,000)
 - Education and Health Services (-1,300,000)
 - Leisure and Hospitality (-3,900,000)
 - Retail Trade (-383,000)
 - Transportation and Warehousing (-900,000)
 - Manufacturing (-600,000)
 - Construction (-200,000)

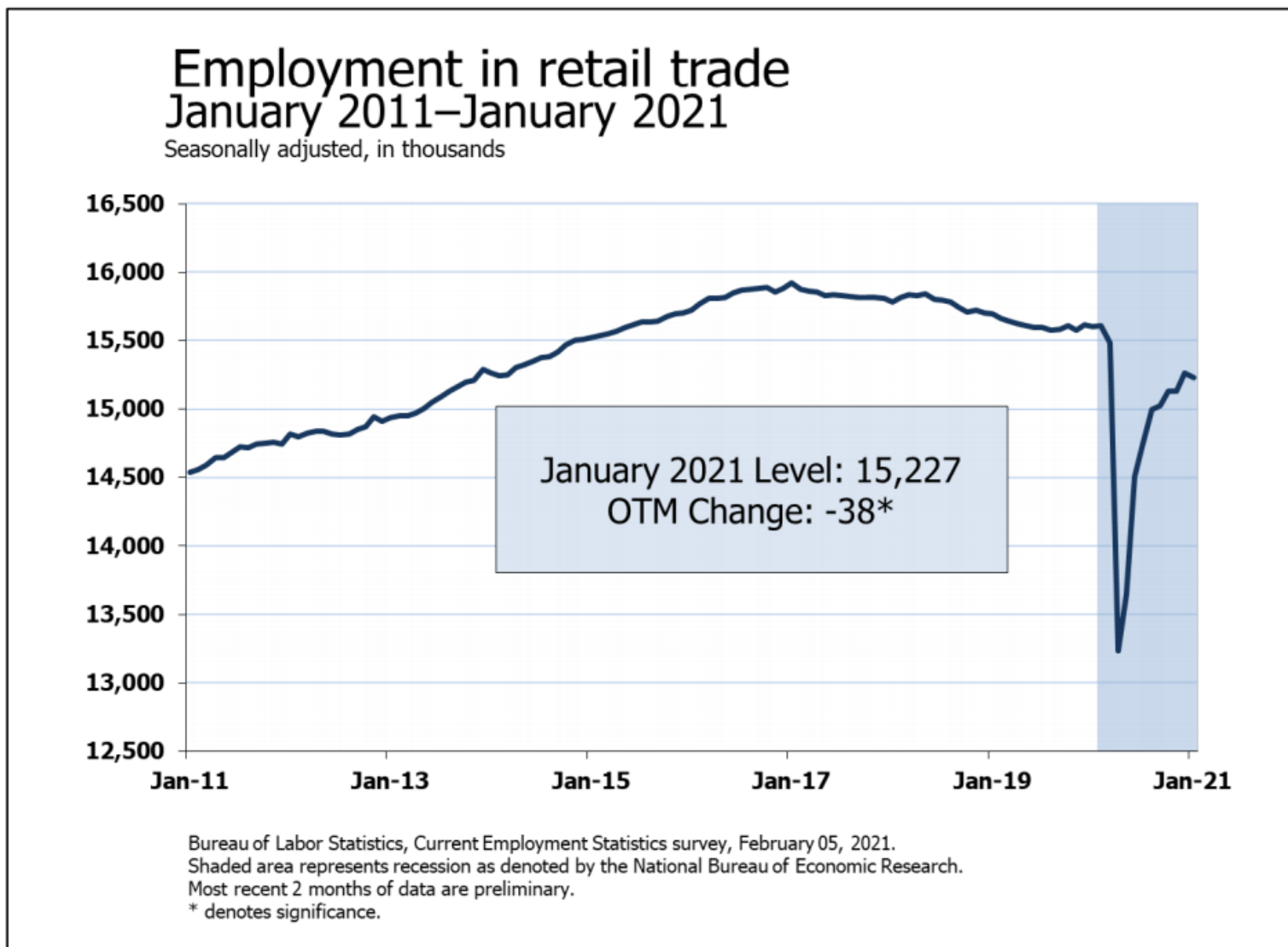
Source: <https://www.bls.gov/web/empsit/ceshighlights.pdf>

Retail Trade

Overview

- Employment in retail trade declined by 38,000 in January, although the industry has recovered 2.0 million of 2.4 million jobs lost in March and April 2020
- Employment declines occurred in general merchandise stores (-38,000), and electronics and appliance stores (-29,000).
- Offset by job gains in food and beverage stores (+15,000), clothing and clothing accessories stores (+15,000), and health and personal care stores (+14,000).

Source:
<https://www.bls.gov/web/empsit/ceshighlights.pdf>

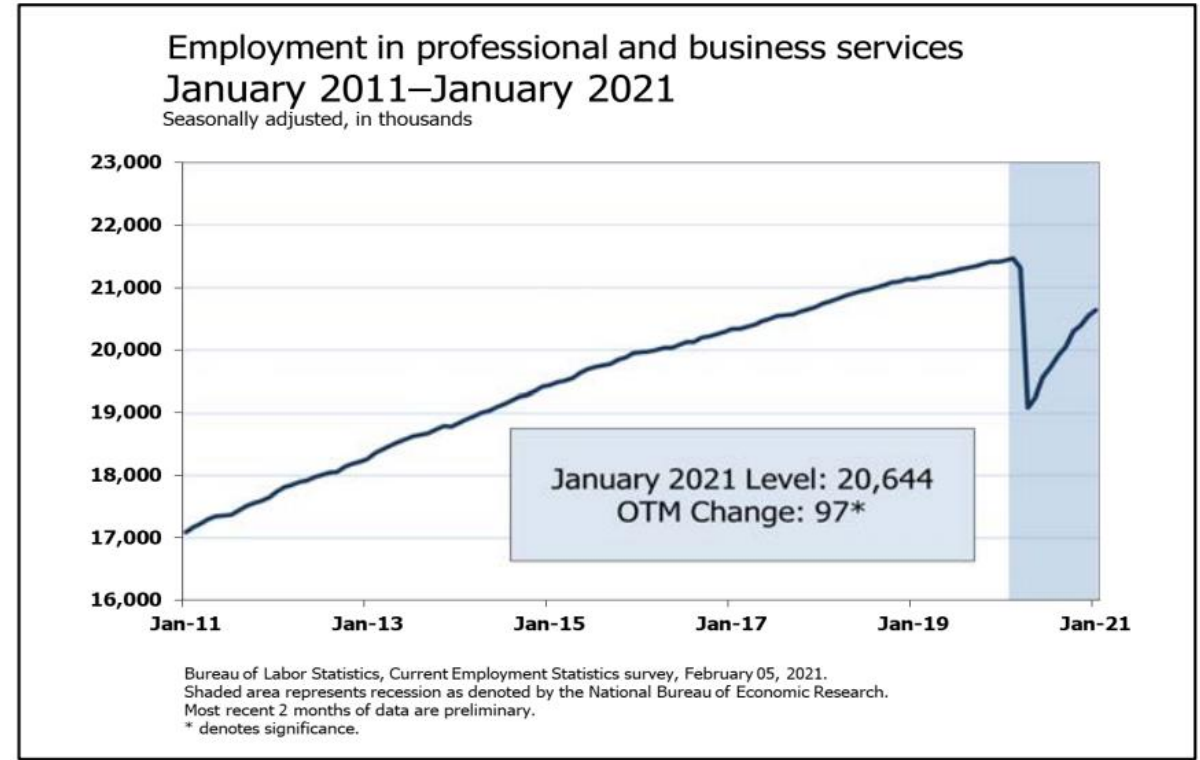
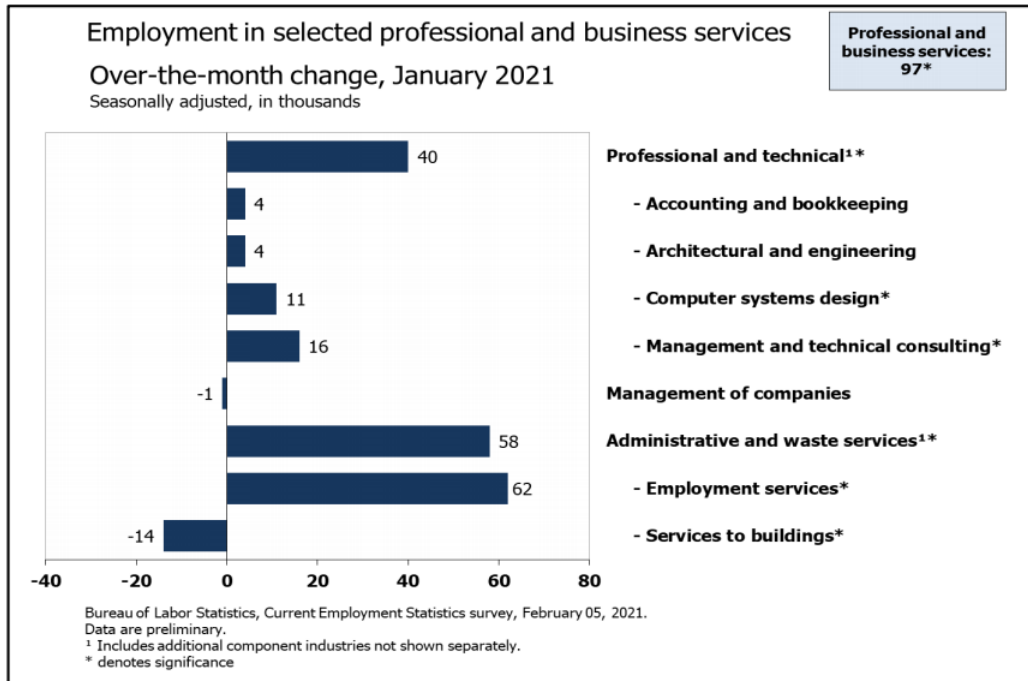


Professional and Business Services

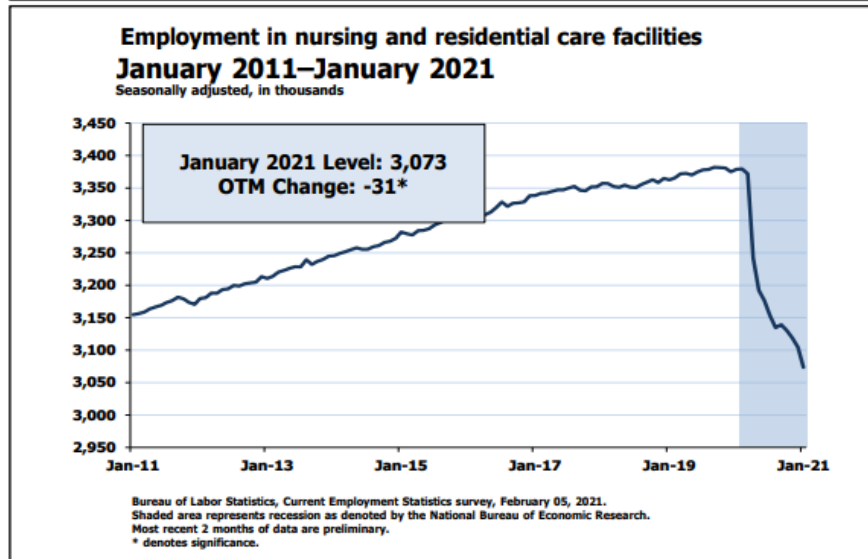
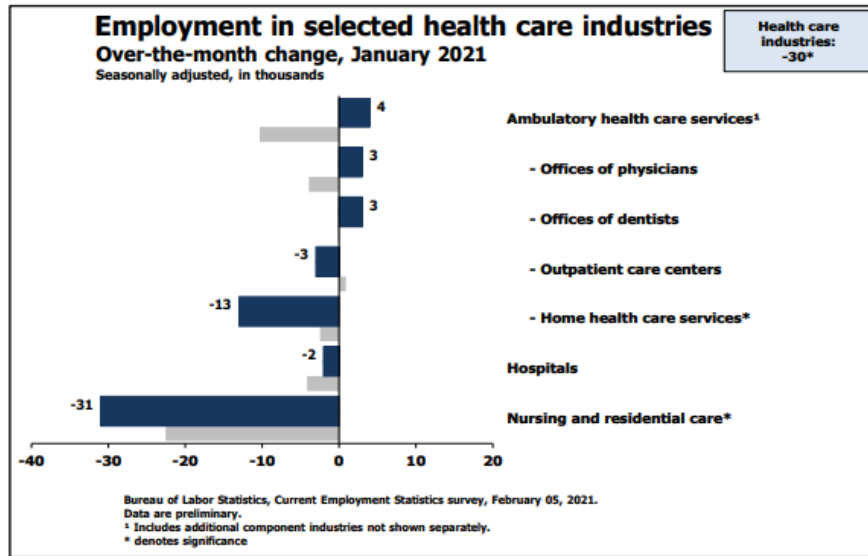
Overview

- Employment in professional and business services increased by 97,000 in January but is still 825,000 below its peak in February 2020.

Source: <https://www.bls.gov/web/empsit/ceshighlights.pdf>



Private Education and Health Services

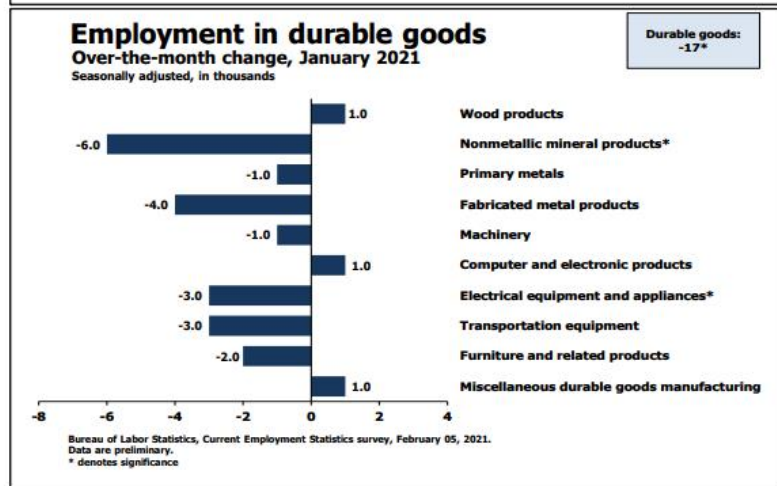
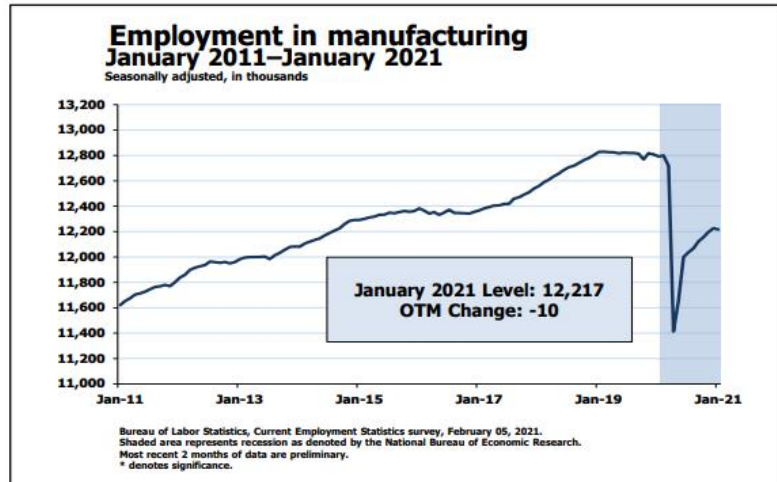


Overview

- Employment in health care decreased by 30,000 in January.
- Major loss in the Nursing and Residential Care and Home health care services
- Employment in nursing and residential care facilities has decreased by 306,000 since February.
- Private educational services added 34,000 jobs in January. Despite the gain, the industry has lost 434,000 jobs since reaching an employment peak in January 2020.

Source: <https://www.bls.gov/web/empsit/ceshighlights.pdf>

Manufacturing

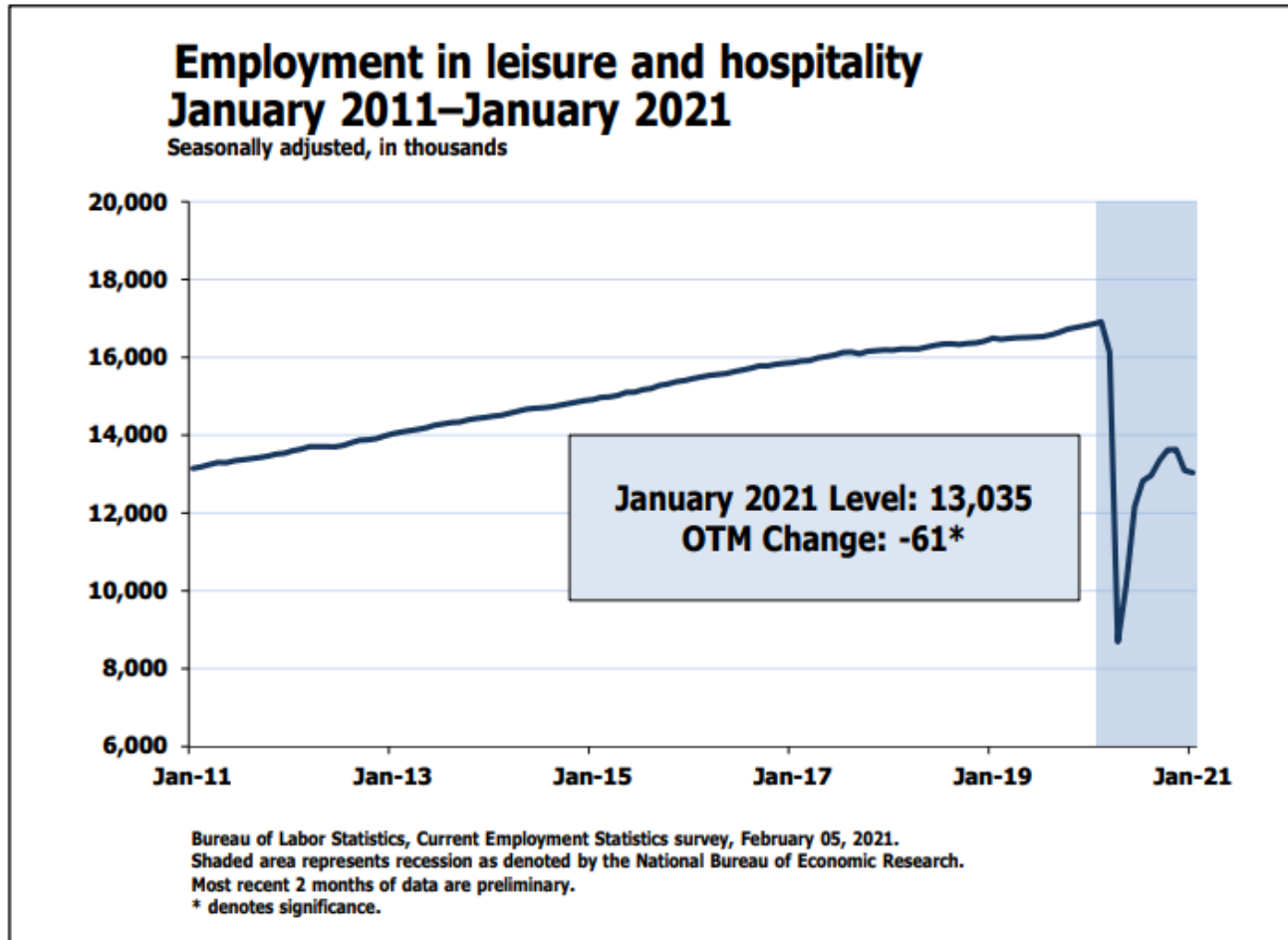


Overview

- Manufacturing employment changed little in January (-10,000) after 8 months of growth. As of January, manufacturing has recovered 803,000 of the 1.4 million jobs lost during March and April 2020.
- Employment in durable goods decreased by 17,000 in January, with losses in nonmetallic mineral products (-6,000) and electrical equipment and appliances (-3,000).
- Within nondurable goods, chemicals added 11,000 jobs over the month.
- In January, average hourly earnings for all employees in manufacturing rose 2 cents to \$29.02.

Source: <https://www.bls.gov/web/empsit/ceshighlights.pdf>

Leisure and Hospitality

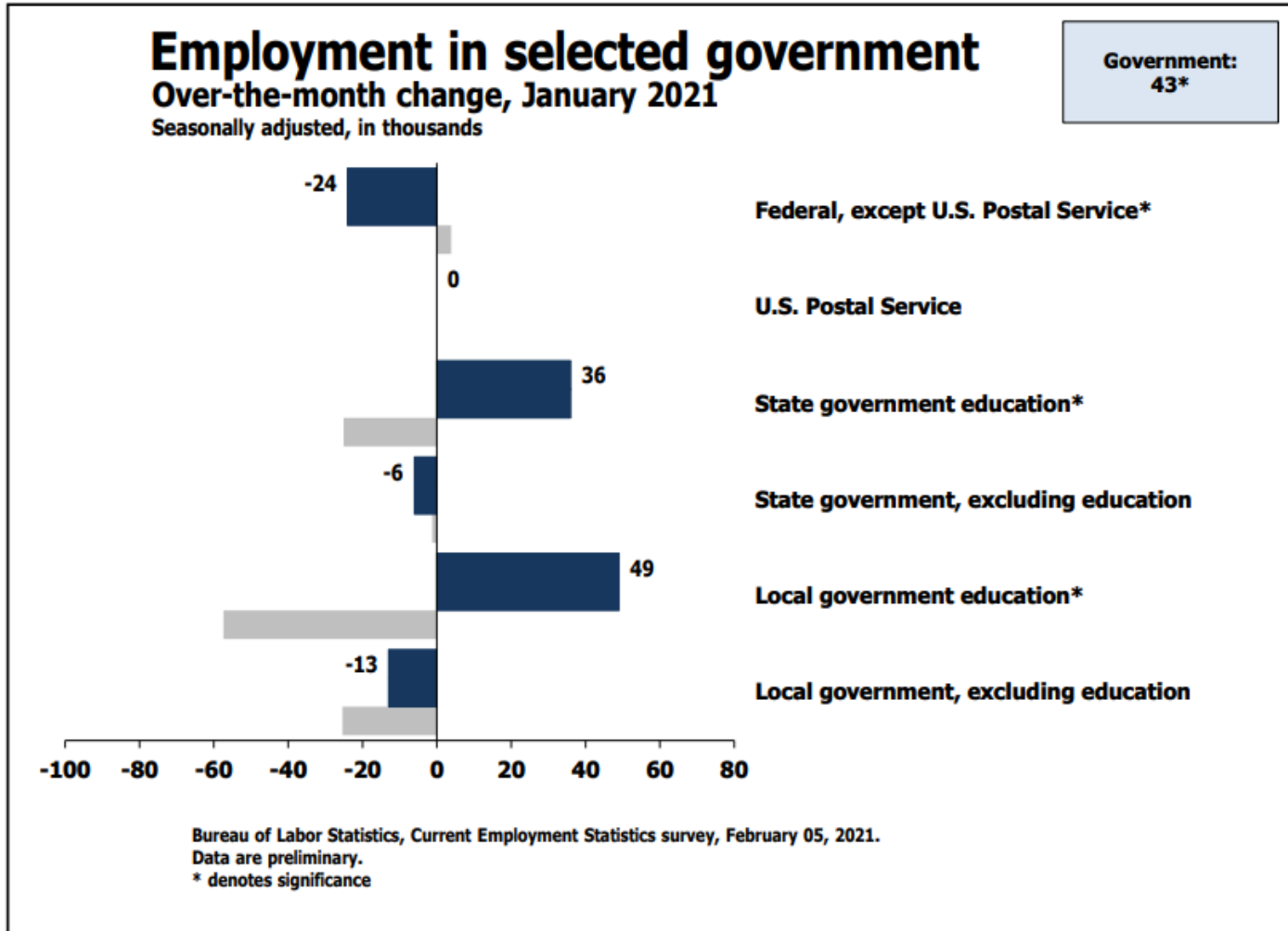


Overview

- Employment in leisure and hospitality fell by 61,000 in January. Employment edged down by 27,000 in amusements, gambling, and recreation and by 18,000 in accommodation, and it continued to trend down in food services and drinking places (-19,000).
- Employment in leisure and hospitality fell by about 8.2 million during the first two months of the pandemic, started to recover over the following 7 months, and then turned down again. Employment in the sector remains 3.9 million below its February 2020 level, with food services and drinking places accounting for 2.4 million of the net loss

Source: <https://www.bls.gov/web/empsit/ceshighlights.pdf>

Government



Overview

- Government employment increased by 43,000 in January. Job gains in local education (+49,000) and state education (+36,000) were partially offset by a loss of 24,000 in federal government.

Source: <https://www.bls.gov/web/empsit/ceshighlights.pdf>



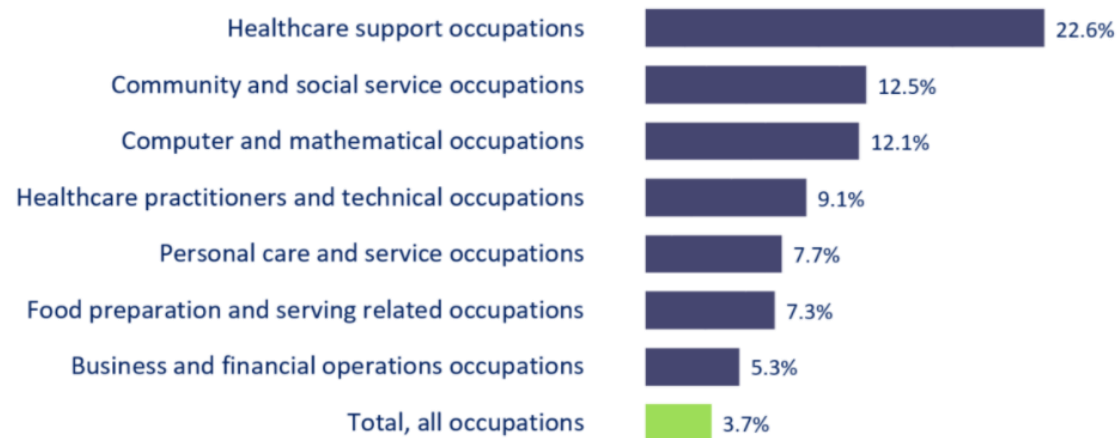
Employment Projections 2019-2029

Occupational and Industry Trends

Employment Projections

Projected Percent Change, by Selected Occupational Groups, 2019-29

Percent employment growth, projected 2019-2029



Source: https://www.bls.gov/emp/images/percent_change.png

Overview

- Occupational groups in which employment is projected to grow markedly faster than the average include
 - healthcare support occupations,
 - community and social service occupations, and
 - computer and mathematical occupations.
- Healthcare occupations and those associated with healthcare (including mental health) account for 13 of the 30 fastest growing occupations from 2019 to 2029.
- Computer occupations are expected to see fast job growth
- Technological changes facilitating automation and e-commerce are expected

Source: <https://www.bls.gov/news.release/ecopro.nr0.htm>



Employment Projections

6 of the 10 Fastest Growing Occupations are Related to Healthcare

| | Percent change, projected 2019-29 | Employment change, projected 2019-29 (in thousands) | Median annual wages, May 2019 |
|--------------------------------------|-----------------------------------|---|-------------------------------|
| Wind turbine service technicians | 60.7% | 4.3 | \$52,910 |
| Nurse practitioners | 52.4% | 110.7 | \$109,820 |
| Solar photovoltaic installers | 50.5% | 6.1 | \$44,890 |
| Occupational therapy assistants | 34.6% | 16.3 | \$61,510 |
| Statisticians | 34.6% | 14.8 | \$91,160 |
| Home health and personal care aides | 33.7% | 1,159.5 | \$25,280 |
| Physical therapist assistants | 32.6% | 32.2 | \$58,790 |
| Medical and health services managers | 31.5% | 133.2 | \$100,980 |
| Physician assistants | 31.3% | 39.3 | \$112,260 |
| Information security analysts | 31.2% | 40.9 | \$99,730 |

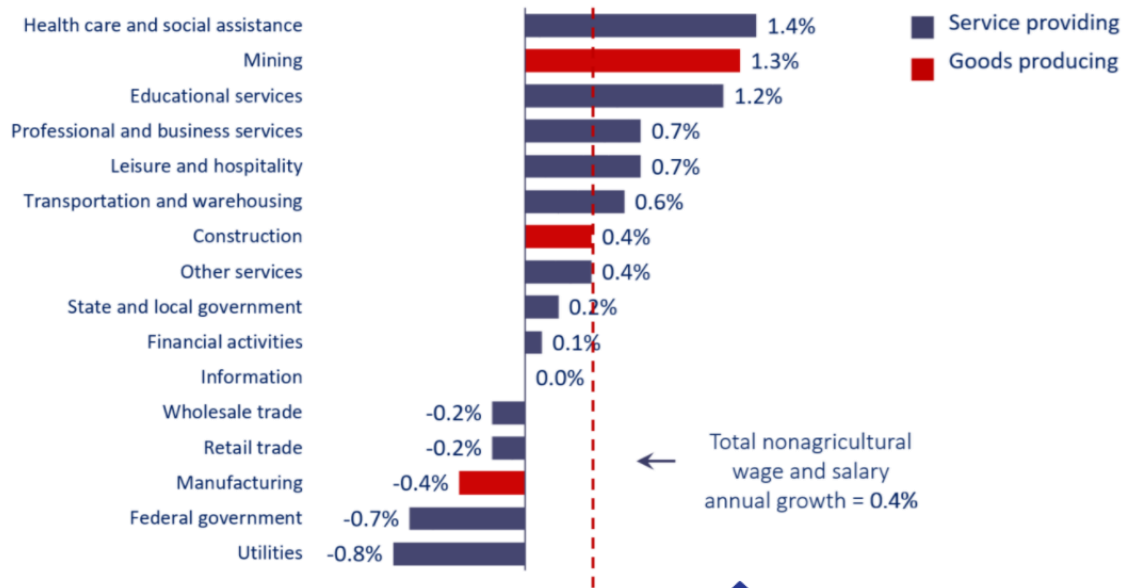
Source: https://www.bls.gov/emp/images/growing_occupations.png



Industry Projections

Projected Annual Rate of Change in Industry Employment, 2019-29

Annual rate of change for wage and salary employment, projected 2019-29



Source: <https://www.bls.gov/emp/images/industries.png>

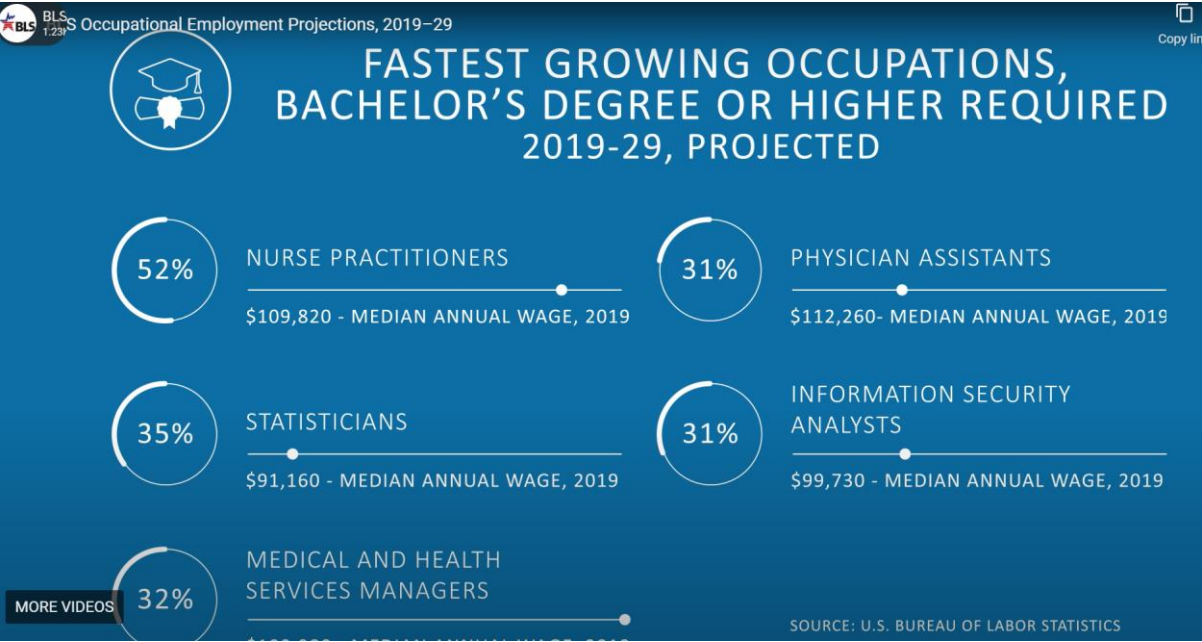
Source: <https://www.bls.gov/news.release/ecopro.nr0.htm>



Overview

- Total employment is projected to grow 3.7 percent over the 2019–29 projections period
- Five out of the 20 fastest growing industries for the next decade are in the healthcare and social assistance sector
- Technological advancements are expected to support rapid employment growth in professional, business, and scientific services sectors, management, scientific, and technical consulting services.
- Manufacturing sector is projected to lose 444,800 jobs, the most of any sector over the projections decade.
- As e-commerce continues to grow in popularity, retail trade is projected to lose 368,300 jobs over the 2019-29 decade.

Industry Projections



<https://youtu.be/kpnCfxPUBr4>



Coronavirus (COVID-19) Pandemic Impact on Employment Projections Data

- The 2019–29 projections do not include impacts of the COVID-19 pandemic and response efforts.
- BLS Employment Projections are developed using models based on historical data, which in this set of projections cover the time period through 2019; precede the pandemic.
- BLS Employment Projections are long-term projections intended to capture structural change in the economy, not cyclical fluctuations. As such, they are not intended to capture the impacts of the recession that began in February 2020. However, besides the immediate recessionary impacts, the pandemic may cause new structural changes to the economy.
- BLS releases new employment projections annually, and subsequent projections will incorporate new information on economic structural changes as it becomes available.
- BLS developed two alternate scenarios for the 2019–29 projection period that encompass possible impacts (moderate and strong impact). They released in a Monthly Labor Review article later in 2020. (See <https://www.bls.gov/opub/mlr/2021/article/employment-projections-in-a-pandemic-environment.htm>)
- The 2020-2030 Economic and Employment Projections data are scheduled to be released on September 8, 2021



S Syracuse University
Office of Veteran
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Veteran Career Services

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Assistant Director



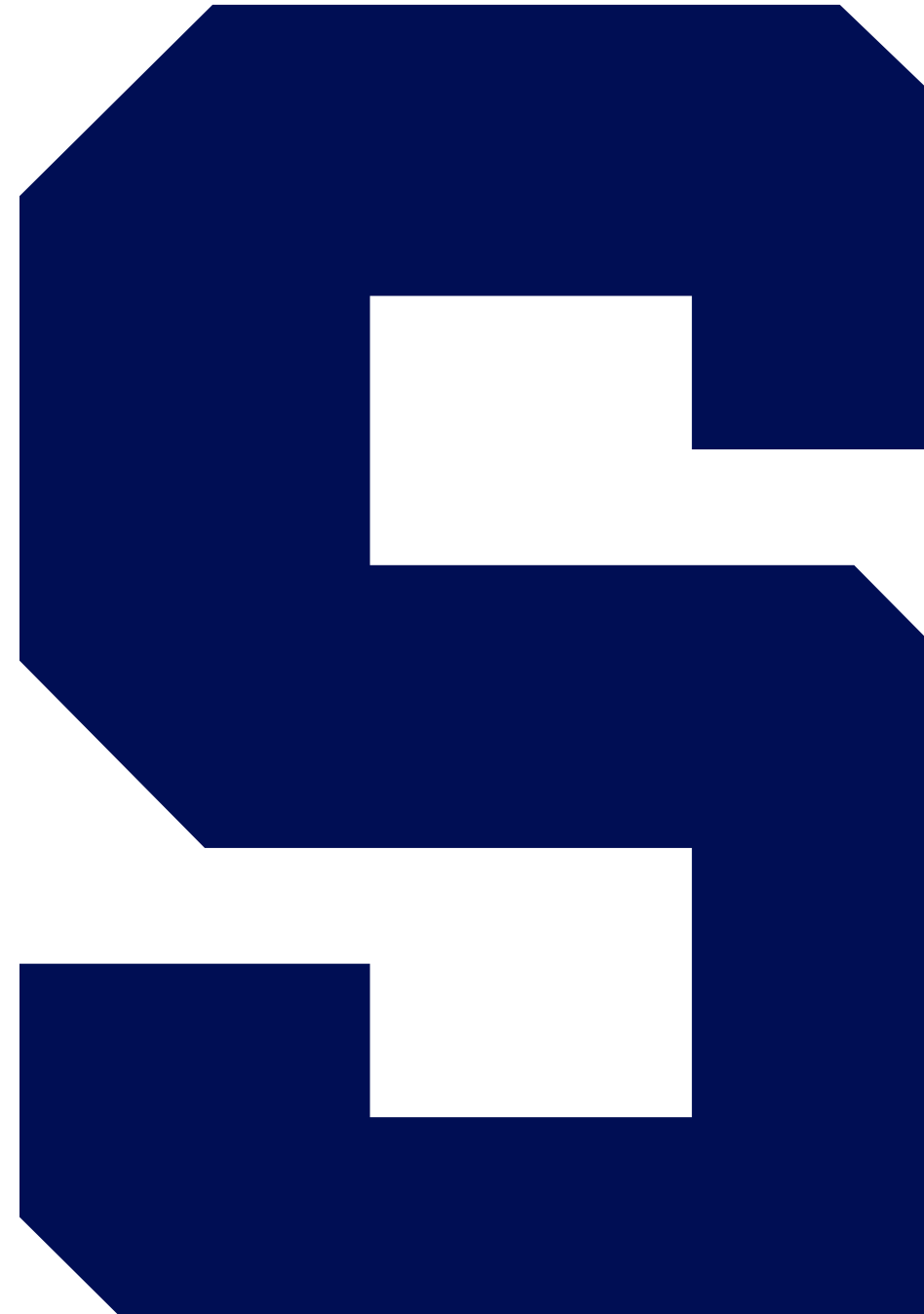
Mission: The Office of Veteran and Military Affairs

The Office of Veteran and Military Affairs (OVMA) serves as Syracuse University's single point of entry for all veteran and military related programs and initiatives. Committed to being the "Best Place for Veterans," we assist university stakeholders to support and empower veteran, military-connected, and military family member students and employees who are veterans at Syracuse University.



Understanding Trends

- What industries are pandemic-proof/
recession-proof? What jobs are in demand?



Bucket #1: Closing the Skills Gap

- Education: Degree, Certificate Courses
- Industry Certifications: PMP, SHRM, CompTIA
- LinkedIn: LinkedIn Learning – Premium for Free
- Open Source: YouTube, Podcasts, Reddit
- Summary:
 - Making time: Manage and bundle your time to learn new skills for optimum results
 - Get the Competitive Edge – Become more marketable
 - New and greater opportunities for learning in COVID era

Bucket #2: Networking

- Building Relationship: Top strategy to landing a job
- Information Gathering: Arm yourself with information
- Summary:
 - Redefine what it means to networking
 - Information gathering=expanding your options, increase in available opportunities, informed decision making
 - LinkedIn, American Corporate Partners, RallyPoint, SM, Alumni, Veterati, professional associations
 - Start asking questions to learn more and leverage that information

Bucket #3: Virtual Career Fairs

- Attend:
- Explore and connect with industry experts
- No geographic boundaries, National reach
- Types:
- School's virtual career fairs/events
- Veteran specific virtual fairs and recruiting events
- Summary:
 - Go to your career center
 - Hire Heroes USA, Hiring Our Heroes, Veteran Recruiting, The Value of a Veteran, Recruit Military

Bucket #4: Reassess the power of your Resume

- Tailor your Resume for High Impact Results
- On size does not fit all – engineer your resume
- In 5-6 sec to show that are you the ideal candidate
- Resume Resources:
- TAP, employers, school, services, mentors, alumni
- Summary:
 - Ensure your resume addresses and speaks to the position requirements
 - Customize your resume for optimum results

Bucket #5: Who is Hiring

- Companies that Hire Veterans:
- Seek out employers who have a veteran-focused recruiting strategy.
- These employers are committed to hiring veterans and understand the value veterans bring to their organization.
- Summary:
 - Military Times, Military.com, SVA Conference
 - Learn, connect and engage with employers (see Networking)

Bucket #5: Understand Yourself

- Know Your Skills, Strengths, Personality Type
- Leverage your strengths and skills for: interviewing, networking and materials (resume and cover letter)
- Summary:
 - Go to your career center to take an assessment
 - StrengthFinder: Understand your talent and leverage it
 - O'NET: <https://www.onetonline.org/>
 - Military Translators: My Next Move for Veterans, Military.Com



THANK YOU

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Questions?





Institute for Veterans
& Military Families

JPMorgan Chase & Co., Founding Partner

THANK YOU



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