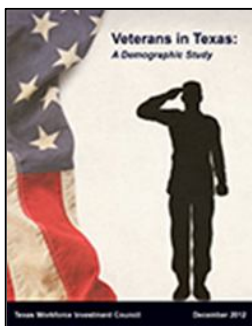


# Veterans in Texas: A Demographic Study



Following consultations with the Texas Veterans Commission, the Texas Workforce Investment Council prepared this report to detail the demographic characteristics of the veteran population in Texas. While there is much comparative national data in the [full report](#), this summary document focuses primarily on the data and analysis devoted to Texas veterans.

Estimates indicate that 8.5 percent of the civilian population 18 years and older (1,590,364 individuals) in Texas were veterans in 2011. Many veterans have received extensive training in the military and possess valuable technical skills, leadership abilities, and the numerous soft skills (such as time management, team orientation, strong work ethic, etc.) that are in high demand by employers. These attributes make the veteran population a valuable resource for Texas employers and the Texas economy. The Texas workforce system must ensure that veterans successfully transition to employment following their military service so that employers have access to every available skilled worker.

## The Texas Veteran Population in 2011

### Percentage of Male and Female Texas Veterans by Period of Service, 2011

Period of Service	Male		Female		Total
	Number	Percent	Number	Percent	Number
Gulf War Era II	194,390	80.4%	47,245	19.6%	241,635
Gulf War Era I	206,495	83.3%	41,383	16.7%	247,878
Vietnam	507,449	96.3%	19,362	3.7%	526,811
Korea	121,110	97.5%	3,066	2.5%	124,176
World War II	87,411	96.5%	3,145	3.5%	90,556
Other	330,776	92.1%	28,532	7.9%	359,308
Total	1,447,631	91.0%	142,733	9.0%	1,590,364

Source: 2011 ACS

While the median age of a veteran in Texas is 60, fully half of the estimated 19,236 Texas residents separating from the military in 2011 were 24 years old or younger. It can be expected that a large percentage of them will seek civilian employment.

The median age of a nonveteran is 41. An analysis of the time period in which a majority of Texas veterans served in the military partially explains the age difference between the veteran and nonveteran populations, with the greater number of Texas veterans from earlier periods of service inflating the average age of the veteran population.

The veteran and nonveteran populations also differ according to education level. At every level of postsecondary educational attainment, a greater percentage of the veteran population has achieved that level of education as compared to the nonveteran population.

## Characteristics of the Veteran Labor Force in Texas

Unemployment data for the veteran population in Texas is limited. However, national data can be used to approximate veteran employment in Texas. In 2011, the national annual unemployment rate of nonveterans between the ages of 18 to 24 was 16.1 percent. For veterans between the ages of 18 to 24 the annual unemployment rate was 30.2 percent. Between the ages of 25 to 34, the annual unemployment rate was 9.3 percent for nonveterans and 12 percent for veterans. For the other age categories, the unemployment rates were similar.

Differences in unemployment rates are observed when veterans' eras of service are considered. From 2008 to 2011, the unemployment rates of Gulf War Era II veterans have been greater than for nonveterans. In 2011, the annual unadjusted unemployment rate for Gulf War Era II veterans was 12.1 percent. By August 2012, Gulf War Era II veteran unemployment was 9.8 percent and nonveteran unemployment was 8.9 percent. The unemployment rates of Gulf War Era I veterans have paralleled the rates of nonveterans, but have been lower. In August 2012, Gulf War Era I veteran unemployment was 5.8 percent.

A greater percentage of Texas veterans were non-Hispanic Caucasians (68.7 percent) and African Americans (12.6 percent) compared to nonveterans (46.8 percent and 11.3 percent, respectively). Approximately 16 percent of the Texas veteran population was Hispanic.

While females made up only nine percent of the total Texas veteran population, the female veteran population has grown considerably over time. These changes can especially be seen when period of service is considered.

### Percentages of Texas Veterans and Nonveterans 25 and Older by Education Level, 2011

Education Level	Veterans	Nonveterans
Less than high school graduate	6.7%	20.3%
High school graduate (includes equivalency)	24.6%	25.7%
Some college or associate's degree	39.4%	27.9%
Bachelor's degree or higher	29.3%	26.2%
Civilian population 25 years and over	1,554,126	14,452,375

Source: 2011 ACS microdata.

The veteran population of Texas is not evenly distributed across the state. Similar to the findings at the national level, counties with large populations generally have the largest numbers of veterans. Harris County, the most populous county in the state, is home to 185,793 veterans. The counties with the largest numbers of veterans in 2011 were Harris, Bexar, Tarrant, Dallas, Travis, El Paso, Collin, Denton, Bell, and Williamson. Over half (51 percent) of the state's veteran population resided in these 10 counties.

In Texas, approximately 55 percent of veterans (878,080 individuals) were labor force participants in 2011. These veterans accounted for 7.1 percent of the state's total workforce. The unemployment rate for veterans is lower than the state average since the Texas veteran population is older than the nonveteran population in the state. In June 2011, the unemployment rate for Texas was 8.1 percent and 7.2 percent for Texas veterans. However, differences in unemployment do exist within the veteran population. For example, Gulf War Era II Texas veterans had a 13.5 percent unemployment rate in 2011.

In 2011, the average age of a veteran labor force participant in Texas was 49. Approximately 43 percent of veteran labor force participants were between the ages of 35 to 54 (the largest age-specific group). Twenty-six percent of the veteran labor force was between the ages of 55 to 64. Approximately 14 percent of the veteran labor force participants in Texas were 65 or older.

Veteran labor force participants held various jobs in numerous industries throughout Texas. Approximately 59 percent of veteran labor force participants in Texas were employees of private, for-profit companies in 2011. Approximately 25 percent were federal, state, or local government employees and 10 percent were self-employed.

Twenty industries employed fully 50 percent of the veteran labor force in Texas. The top five industries employing veterans employed more than 25 percent of the veteran labor force in Texas, as can be seen in the table to the right.

In 2011, Texas veteran labor force participants earned an average salary of \$52,303 (inflation adjusted for 2011). However, salary differences exist within the veteran population based on numerous demographic factors. On average, male veteran labor force participants earned \$53,433 whereas females earned \$42,810. Salaries also varied depending on level of educational attainment. Veteran labor force participants with a high school diploma or equivalent earned an average yearly salary of \$37,766. Average salary generally increases with higher levels of educational attainment. The highest average yearly salary was earned by veteran labor force participants with a master degree or higher.

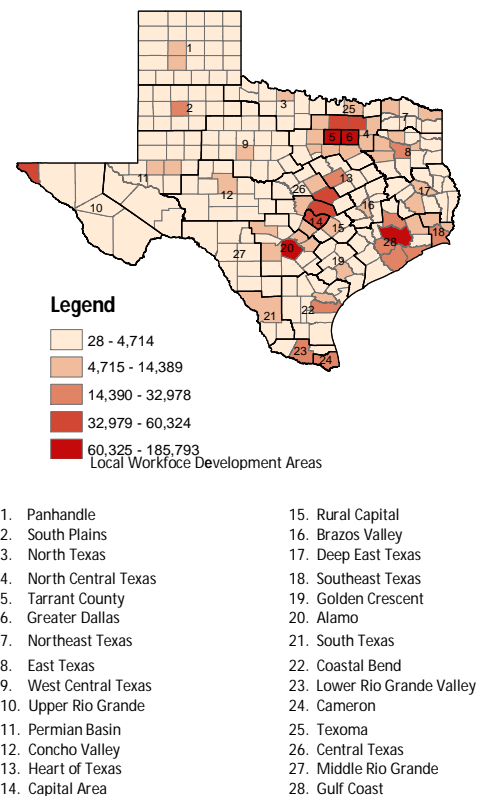
### Observations

Compared to nonveterans, the veteran population tends to be older, more educated, Caucasian, and male. However, data also indicate that female veterans make up a greater percentage of the veteran population for later periods of service.

Veterans offer employers the skills, knowledge, and experience that Texas businesses need to thrive. These individuals can strengthen the current and future Texas economies and are a valuable resource for Texas employers. The Texas workforce system must ensure that employers have access to every potential skilled worker.

The Texas Workforce Investment Council was created in 1993 by the 73rd Texas Legislature. As an advisory body to the Governor and the Legislature, the development of an integrated strategic plan for the workforce system is one of the Council's primary responsibilities. Because all Texans are part of the critical pool of potential employees that is and will be required by Texas employers, [Advancing Texas: Strategic Plan for the Texas Workforce System \(FY2010–FY2015\) \(Advancing Texas\)](#) specifies three populations that will be targeted for increased employment outcomes. One of those target populations is veterans. Detailed demographic analyses and maps are also available [here](#).

**Veterans in Texas by County, 2011**



Source: U.S. Veterans Affairs VetPop2007 projections

**Top Ten Industries Employing Texas Veterans, 2011**

Industry	Number	Percent
Construction	63,286	7.2%
National security and international affairs	57,524	6.6%
Justice, public order, and safety activities	38,212	4.4%
Elementary and secondary schools	33,662	3.8%
Hospitals	31,973	3.6%
Truck transportation	20,439	2.3%
Architectural, engineering, and related services	19,192	2.2%
Support activities for mining	17,947	2.0%
Colleges and universities, including junior colleges	17,121	1.9%
Computer systems design and related services	16,748	1.9%

Source: 2011 ACS microdata.