

Veterans Employment Outlook: Arapahoe & Douglas Counties

Prepared by

Arapahoe/Douglas Works!

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For the

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Background

This report was prepared on behalf of the Arapahoe/Douglas Workforce Investment Board Veterans Task Force.

Executive Summary

National Perspective:

The United States currently has 1.4 million active duty military personnel and another 850,000 reserves. The Army has been the branch most heavily relied upon in these wars, with 73% of its 539,675 soldiers deployed to Iraq or Afghanistan between September 2001 and December 2011. During the same period, the Army provided 1.5 million 'troop-years' of deployment. A troop year is a metric that measures cumulative deployment length. One troop year could be one soldier deployed in one place for one year, or two soldiers deployed in one place six months each, or six soldiers deployed in one place 2 months each, either consecutively or concurrently. The divorce rate for active duty men was 2.9% in 2013; for active duty women, it was 7.2%.

Suicides among active duty military rose each year until in 2012, they surpassed the number of deaths in combat (349 suicides, 295 combat deaths). Veterans are killing themselves at roughly twice the rate of the general population. According to the Center for Public Integrity, 49,000 veterans committed suicide between 2005 and 2011, and census data shows that veterans make up 8.9% of the civilian population 18 and older, yet one in five (20%) of suicides are committed by veterans. In 2012, a veteran died by suicide every 65 minutes.

Twenty-nine percent (29%) of Gulf War II veterans have a service connected disability, versus 16.9% of all veterans over age 18 in the United States. Nearly 288,000 active duty personnel were diagnosed with traumatic brain injury between 2000 and 2013; during the same period nearly 119,000 troops in all branches were diagnosed with Post-Traumatic Stress Disorder (PTSD). Up to 14% of recently separated veterans may have 'deep depression.'

In February 2014, the unemployment rate for Gulf War II era veterans was 9.2% as opposed to a 6.7% overall unemployment rate.

Local Perspective (Combined Arapahoe & Douglas Counties):

- The U.S. Census estimates there are 64,794 veterans between 18 and 65 years old in the region.
- Of these, 11,193 (27.4%) served in the Gulf War II era (September 2001 to present).
- Of veterans in all age groups in the region, 88.8% are male and 11.2% are female
- In the 18 to 34 age group a greater proportion of veterans are female; 80.4% male, and 19.6% female
- In 2012, the unemployment rate for veterans between 18 and 34 years old was 10.1%.
- Median income for veterans in Arapahoe County is \$41,611; for non-veterans it is \$28,549
- Median income for veterans in Douglas County is \$59,206; for non-veterans it is \$46,039
- Female veterans in Arapahoe County make \$0.83 for every \$1.00 a male veteran makes; for female non-veterans, the number is \$0.78
- Female veterans in Douglas County make \$0.61 for every \$1.00 a male veteran makes; for female non-veterans, the number is \$0.50
- 18.1% (11,727) of veterans in the two-county region have a service-connected disability

Veterans Registered with Arapahoe/Douglas Works!

The Arapahoe/Douglas Workforce Investment Board's Veterans Task Force had a significant positive effect on Arapahoe/Douglas Works! veterans outcomes between PY12 and PY13.

In Program Year 2012 (PY12), ending June 30, 2013:

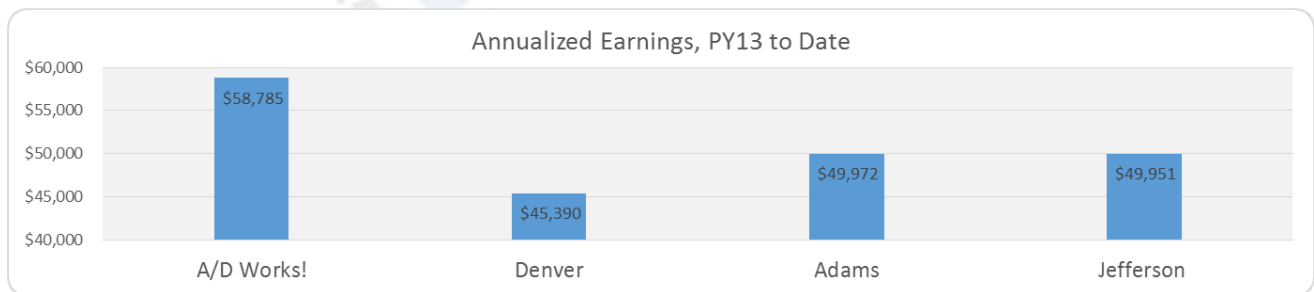
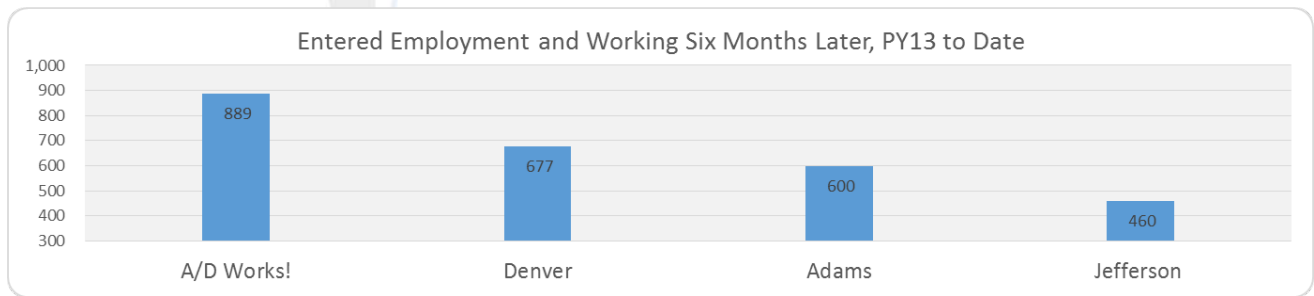
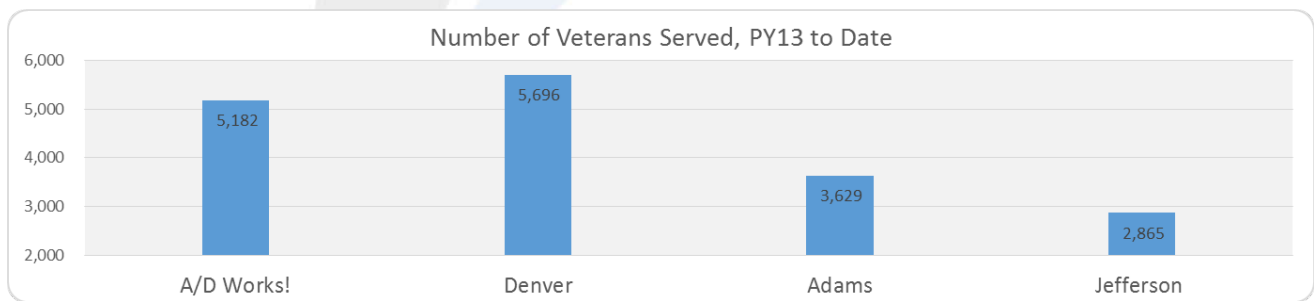
- 6,848 veterans were served
- 5,608 (81.8%) were not employed at registration; 1,240 were employed at registration
- Racial and ethnic makeup
 - White – 4,784 (69.9%)
 - Black or African American – 1,183 (17.2%)
 - Hispanic or Latino – 731 (10.6%)
 - Other – 566 (8.2%)
- 6,814 (99.5%) had at least a high school diploma; 2,400 (35%) had a Bachelor's degree or post-secondary certification

- 1,487 (21.7%) had a disability
- 1,298 entered employment; 1,005 were still working six months later with average annualized earnings \$55,639
- Average annualized earnings were \$20,488 above average new hire earnings for the same period, for an aggregate value-add economic impact of \$20.6 million

In Program Year 2013 (PY13) beginning on July 1, 2013 through March 28, 2014:

- 5,182 veterans were served
- 4,285 (82.6%) were not employed at registration; 897 were employed at registration
- Racial and ethnic makeup
 - White – 3,578 (69%)
 - Black or African American – 910 (17.6%)
 - Hispanic or Latino – 589 (11.4%)
 - Other – 404 (7.8%)
- 5,147 (99.3%) had at least a high school diploma; 1,920 (37%) had a Bachelor’s or post-secondary certification
- 1,137 (21.9%) had a disability
- 1,069 entered employment; 889 were still working six months later with average annualized earnings of \$58,785
- Average annualized earnings were \$23,634 above average new hire earnings using the latest data available (Q3 2013), for an aggregate value-add economic impact of \$21 million

Comparative Statistics, PY13 to Date:

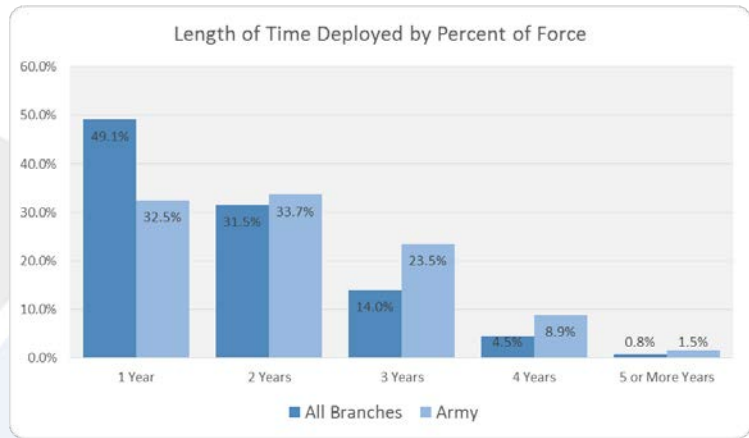


National Perspective:

Active Duty

The war in Afghanistan began in October 2001 and is still being fought. It is the longest war in U.S. history. The war in northwestern Pakistan is entering its 10th year, and the war in Iraq lasted 8 years, 9 months. So far, over 7,000 U.S. armed forces personnel have been killed, and over 50,000 have been wounded. The U.S. military estimates the number of Iraqis killed exceeds 130,000, though some estimates exceed 500,000. Through 2011, Afghan dead are estimated to be over 37,000.

Deployments have been lengthened and stretched as military goals outpaced the number of new volunteers. Over half of all U.S. armed services personnel have been deployed two or more years, and for the army this number is 67.5%. One in three U.S. Army personnel has been deployed three years or more. A Rand study states that between 2001 and 2011, the Army provided 1.5 million troop-years of deployment. The same study concludes that as of 2012, “The Army retains very little unutilized capacity to deploy additional active component soldiers without lengthening deployments or shortening the time between deployments, both of which increase the burden on those who have already deployed.”



Suicides among U.S. active duty military surpassed the number killed in combat in 2012, but have fallen sharply from 349 in 2012 to 301 in 2013. A January article in the Los Angeles Times speculates that the fall may be attributed to the wars winding down. According to the U.S. Census, when the troops come home, nearly 3 in 10 will have a service connected disability, and 1 in 5 of these have disability ratings of 70% or more.

Veterans

Military personnel serving during the Gulf War II era, from 2000 to present, have since initial geographic goals were met, fought a war against insurgents, where any native person they see may be an enemy, even those who appear to be allies. In Afghanistan there have been numerous demonstrations against the U.S. and its allies, and during 2012, 85 coalition troops, mostly U.S., were killed by Afghani security personnel. Throughout the wars, improvised explosive devices (IEDs) have been a danger; over 34% of U.S. troops killed in Iraq and Afghanistan have died as a result of IEDs.

Table 1: Education Profile of Active Duty Force

Service	Percent with HSD & Above	Percent with BA/BS & Above
Army	86.8%	83.0%
Navy	94.6%	89.0%
Marine Corps	96.1%	88.8%
Air Force	99.0%	99.0%
Coast Guard	99.5%	53.4%
Total	92.5%	89.3%

Source: Defense Manpower Research, Verified November 23, 2013

As a group, those returning from the second Gulf War are highly educated, communicate effectively, and think well. They are motivated, follow instructions well and work well as members of a team. They have high level technical skills as well as a variety of engineering, construction, maintenance and repair skills.

However, war is a traumatic experience, and like all returning veterans, those returning from these most recent conflicts will be faced with a sometimes painful period of adjustment. The struggle to fit back into family relationships, civilian society and find a place in the labor market is in itself a daunting experience, but 29% will be returning with service connected disabilities, which will compound their struggle.

Nearly 288,000 active duty personnel were diagnosed with traumatic brain injury between 2000 and 2013; during the same period nearly 119,000 troops in all branches were diagnosed with Post-Traumatic Stress Disorder (PTSD). Up to 14% of recently separated veterans may have ‘deep depression.’

Labor Market Ramifications

According to the U.S. Bureau of Labor Statistics (BLS) there were 2,995,000 Gulf War-era II veterans in the civilian population as of February 2014, up 11.2% from February 2013. Of these, 2,430,000 (81.1%) are in the labor force. An earlier BLS study, dated November 2011, says that 10.1% of this group usually work part-time, and over 30% are employed in the public sector. The table below gives additional insight:

Table 2: Employment status, veteran status, and period of service (numbers in thousands)	Total		Men		Women	
	Feb. 2013	Feb. 2014	Feb. 2013	Feb. 2014	Feb. 2013	Feb. 2014
VETERANS, 18 years and over						
Civilian noninstitutional population	21,520	21,298	19,304	19,054	2,216	2,244
Civilian labor force	11,114	10,833	9,728	9,389	1,387	1,445
Participation rate	51.6%	50.9%	50.4%	49.3%	62.6%	64.4%
Employed	10,342	10,149	9,058	8,781	1,284	1,368
Employment-population ratio	48.1%	47.7%	46.9%	46.1%	57.9%	61.0%
Unemployed	772	684	669	608	103	76
Unemployment rate	6.9%	6.3%	6.9%	6.5%	7.4%	5.3%
Not in labor force	10,406	10,465	9,576	9,665	829	799
Gulf War-era II veterans						
Civilian noninstitutional population	2694	2995	2147	2415	547	581
Civilian labor force	2,161	2,430	1,807	2,020	353	410
Participation rate	80.2%	81.1%	84.2%	83.7%	64.6%	70.6%
Employed	1,958	2,207	1,645	1,838	313	370
Employment-population ratio	72.7%	73.7%	76.6%	76.1%	57.1%	63.7%
Unemployed	203	223	162	183	41	40
Unemployment rate	9.4%	9.2%	9.0%	9.0%	11.6%	9.9%
Not in labor force	533	565	339	394	194	171
Gulf War-era I veterans						
Civilian noninstitutional population	3324	3412	2674	2707	650	704
Civilian labor force	2,806	2,787	2,331	2,284	475	503
Participation rate	84.4%	81.7%	87.2%	84.3%	73.0%	71.4%
Employed	2,637	2,658	2,184	2,177	452	481
Employment-population ratio	79.3%	77.9%	81.7%	80.4%	69.6%	68.3%
Unemployed	169	128	147	107	22	22
Unemployment rate	6.0%	4.6%	6.3%	4.7%	4.7%	4.3%
Not in labor force	519	625	343	424	175	201
World War II, Korean War, and Vietnam-era veterans						
Civilian noninstitutional population	10008	9554	9630	9195	378	359
Civilian labor force	3,080	2,817	2,956	2,718	124	99
Participation rate	30.8%	29.5%	30.7%	29.6%	32.8%	27.6%
Employed	2,852	2,633	2,736	2,539	116	95
Employment-population ratio	28.5%	27.6%	28.4%	27.6%	30.7%	26.4%
Unemployed	228	184	220	179	8	4
Unemployment rate	7.4%	6.5%	7.4%	6.6%	6.4%	4.4%
Not in labor force	6,928	6,737	6,674	6,477	254	260
Veterans of other service periods						
Civilian noninstitutional population	5494	5337	4853	4737	640	600
Civilian labor force	3,068	2,799	2,633	2,367	434	432
Participation rate	55.8%	52.4%	54.3%	50.0%	67.8%	72.0%
Employed	2,895	2,650	2,493	2,227	403	422
Employment-population ratio	52.7%	49.6%	51.4%	47.0%	62.9%	70.4%
Unemployed	172	149	140	140	32	10
Unemployment rate	5.6%	5.3%	5.3%	5.9%	7.3%	2.2%
Not in labor force	2,426	2,538	2,220	2,370	206	168
NONVETERANS, 18 years and over						
Civilian noninstitutional population	214160	216827	94137	95685	120024	121142
Civilian labor force	141,754	142,531	71,520	71,799	70,234	70,732
Participation rate	66.2%	65.7%	76.0%	75.0%	58.5%	58.4%
Employed	130,558	132,676	65,485	66,338	65,073	66,338
Employment-population ratio	61.0%	61.2%	69.6%	69.3%	54.2%	54.8%
Unemployed	11,196	9,854	6,035	5,460	5,161	4,394
Unemployment rate	7.9%	6.9%	8.4%	7.6%	7.3%	6.2%
Not in labor force	72,407	74,296	22,617	23,887	49,790	50,410

Source: US Bureau Labor Statistics

Note that the February 2014 national unemployment rate for the civilian labor force is 6.7%. This number can be used to compare the employment success of various veteran groups. Gulf War-era II veterans have the highest unemployment rate (9.2%) of any veterans grouping.

If 10.1% usually work part-time, this means that of the 2.2 million employed Gulf War-era II veterans, nearly 223,000 are working part time. There are two possible reasons that may give insight into the answer:

- A substantial portion of recently separated veterans cannot find full time work. The relatively high unemployment rate for this group seems to lend support to this possibility
- If 29% (approximately 640,000) have a service-connected disability, and of these 24.5% (156,900) have a disability rating of 70% or higher, it may be that many of these cannot work more than part-time

If 30.1% (662,100) of Gulf War-era II veterans work for the public sector, ongoing budget cuts in federal, state and local governments may disproportionately affect the group, and may be contributing to their current high unemployment rate (9.2%).

Local & Regional Perspective

The tables below are from the U.S. Census American Community Survey 2012 1-Year Estimates. This is the most recent and best data we have to continue a dialog on the workforce development needs of veterans.

Geography	Veterans
Arapahoe County	9.8%
Douglas County	10.0%
Metro Denver	8.8%
Colorado	10.4%

Source: US Census

Tables 3 and 4 show how many veterans resided in the local region, and their significance as a proportion of the civilian population 18 years and older.

Year	Arapahoe County	Douglas County	Arapahoe/Douglas Region	Metro Denver	Colorado
2008	44,897	21,799	66,696	190,115	415,075
2009	45,073	20,302	65,375	181,319	385,114
2010	41,668	20,371	62,039	174,725	390,354
2011	45,219	18,433	63,652	179,980	412,756
2012	43,638	21,097	64,735	175,769	408,071

Source: US Census, American Community Survey 2012 1-Year Estimates

Geography	Disability	No Disability	Total	Percent
Arapahoe County	411	2,475	2,886	6.7%
Douglas County	227	492	719	3.4%
Arapahoe/Douglas Region	638	2,967	3,605	5.6%
Metro Denver	3,557	8,832	12,389	7.1%
Colorado	8,805	18,680	27,485	6.9%

Source: US Census, American Community Survey 2012 1-Year Estimates

In the two-county Arapahoe/Douglas region, 5.6% (3,605) were in poverty sometime in the past year. Of special concern are the 638 disabled veterans in poverty, because the fact they were in poverty suggests they had not yet received disability benefits, or that the benefits they did receive were insufficient.

Table 6 shows the number and percent of those who have a service connected disability rating. It is significant to note that of the 11,727 disabled veterans in Arapahoe and Douglas counties, 2,685 have ratings of 70% or higher.

	Arapahoe County		Douglas County		Arapahoe/Douglas Region		Denver-Aurora-Broomfield, CO Metro Area		Colorado	
	Estimate	Percent	Estimate	Percent	Estimate	Percent	Estimate	Percent	Estimate	Percent
Total:	43,691		21,103		64,794		176,762		406,624	
Has no service-connected disability	35,895	82.2%	17,172	81.4%	53,067	81.9%	148,835	84.2%	330,003	81.2%
Has a service-connected disability rating:	7,796	17.8%	3,931	18.6%	11,727	18.1%	27,927	15.8%	76,621	18.8%
0 percent	338	4.3%	178	4.5%	516	4.4%	1,763	6.3%	4,186	5.5%
10 or 20 percent	3,118	40.0%	1,136	28.9%	4,254	36.3%	9,745	34.9%	23,725	31.0%
30 or 40 percent	1,438	18.4%	607	15.4%	2,045	17.4%	4,787	17.1%	14,142	18.5%
50 or 60 percent	962	12.3%	405	10.3%	1,367	11.7%	3,117	11.2%	11,015	14.4%
70 percent or higher	1,648	21.1%	1,037	26.4%	2,685	22.9%	6,942	24.9%	19,080	24.9%
Rating not reported	292	3.7%	568	14.4%	860	7.3%	1,573	5.6%	4,473	5.8%

Source: U.S. Census American Community Survey 2012 1-Year Estimates

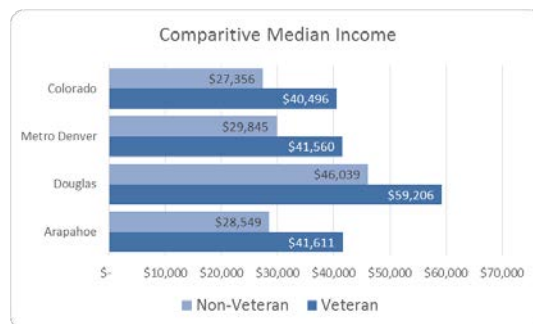
Educational Attainment, Veterans	Veterans	Non-Veterans
Less than high school graduate	2.1%	6.9%
High school graduate (includes equivalency)	16.0%	18.2%
Some college or associate's degree	39.7%	30.2%
Bachelor's degree or higher	42.2%	44.7%

Source: US Census, American Community Survey 2012 1-Year Estimates

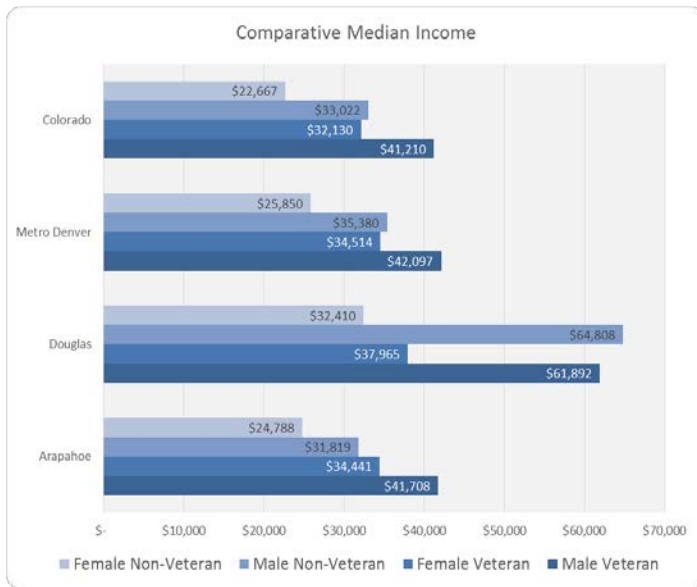
Overall, veterans in the Arapahoe/Douglas region have very high educational attainment, with 97.9% having at least a high school diploma and 42.2% having a bachelor's degree or higher. Since this table reflects all veterans in the region, it is safe to assume that a higher proportion of Gulf War-era II veterans have at least a bachelor's degree, as reflected in the national statistic cited in Table 1 above.

Because of their high levels of training and comparatively high educational attainment, veterans generally have higher median incomes than non-veterans. This is true in the local region as well:

- Arapahoe County – 45.7% higher
- Douglas County – 28.6% higher
- Metro Denver – 39.2% higher
- Colorado – 48% higher



Gender Income Gap among Veterans in Arapahoe/Douglas Region



The graph to the left shows significant disparities in the median income of veterans and non-veterans by gender.

The graph below shows what female veterans and non-veterans earn comparatively to each \$1.00 earned by men.

Veterans Currently Being Served by Arapahoe/Douglas Works!

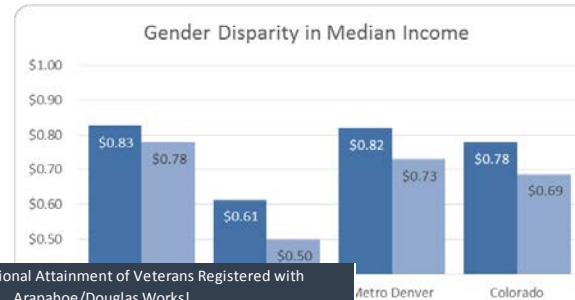


Table 7 shows the educational attainment level for veterans currently registered with Arapahoe/Douglas Works!

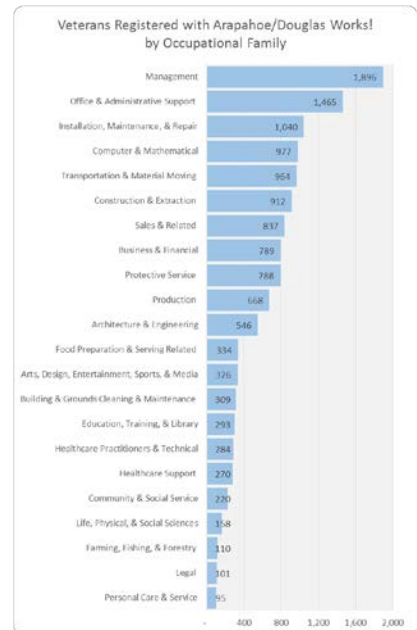
Table 8: Educational Attainment of Veterans Registered with Arapahoe/Douglas Works!

Educational Attainment	Number	Percent
Less than High School	57	0.7%
High School Diploma	2,106	25.8%
1 Year College	907	11.1%
2 Years College	1,539	18.9%
3 Years College or Associate	738	9.1%
Bachelor's Degree	1,672	20.5%
Post College	211	2.6%
Master's Degree	815	10.0%
Ph.D.	109	1.3%

Note that 34.4% have a bachelor's degree or above, and 99.3% at least a high school diploma.

have

The bar chart to the right shows the occupational characteristics of veterans currently registered with Arapahoe/Douglas Works! When a job seeker registers in Connecting Colorado, they are given the opportunity to list all their job skills. When this is done, the system will assign up to 4 occupational codes. This makes sense because most people have the skills to more than one occupation. Since the bar chart shows a total of 13,382 veterans, this means the system assigned each veteran an average of 1.64 occupations.



Veterans Served PY13 to Date

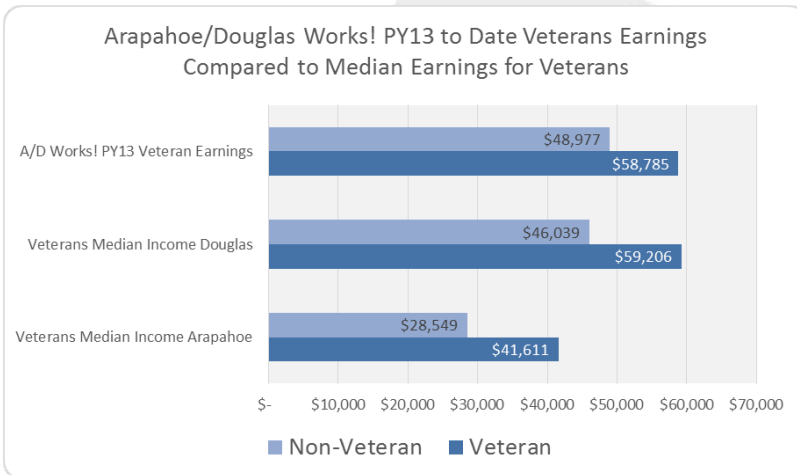
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Earnings Analysis by Veteran Sub Group

Table 9: Employment by Specific Veteran Group

Group	Entered Employment	Still Working 6 Mo. Later	Average Annualized Earnings
Veterans 18-34	490	406	\$ 55,799
Veterans 45-54	333	289	\$ 58,490
Veterans 55 and Older	246	194	\$ 62,524
Total Veterans	1069	889	\$ 58,785
Trailing Spouses	14	13	\$ 59,407
Disabled Veterans	190	153	\$ 57,426
Recently Separated (3 years)	129	106	\$ 47,326
Post 9/11 Veterans	341	280	\$ 54,131

Source: Connecting Colorado N9 Report



Conclusion

Advocacy and other actions taken by the Arapahoe/Douglas Workforce Board’s Veterans Task Force clearly had an impact on service outcomes.

- Veterans annualized earnings at placement rose from \$55,639 in PY12 to \$58,785 in PY13
- Arapahoe/Douglas Works! is on track to exceed the number of veterans served in PY12 by nearly 100
- Comparative results between workforce regions in metro Denver show
 - Only Denver has exceeded the number of veterans served to date in PY13
 - Arapahoe/Douglas Works! has outpaced all other metro Denver regions in number placed
 - Annualized earnings are significantly higher for Arapahoe/Douglas Works! than for any other metro Denver workforce region

Continued advocacy may be advisable around:

- Since veterans benefits fall under the ‘discretionary non-military spending’ category, cuts in spending may adversely affect the 11,727 veterans in the region with service connected disabilities
- Since 30.1% of Gulf War-era II veterans work in the public sector, non-military discretionary spending cuts may adversely affect a substantial number of regional veterans
- Long wait times for benefits through the Veterans Administration adversely affect disabled veterans, particularly recently separated ones