



# THE HIRE HEROES REPORT

*The Second Annual Study of Employment Trends in the Military and Veteran Population*

## KEY FINDINGS

### Paid equally in the military, women veterans earn \$9k less than men after service

- Women veterans begin their civilian job search with **lower salary expectations** than their male counterparts yet realized greater success in achieving the **highest salary ranges**.
- At just over **\$60k** a year, male veterans make the most. On average, women veterans earn **\$51,626** and Military Spouses just **\$44,910**.
- **39.13%** of male veterans who wanted **\$90k-\$99k** meet or exceed that, and **65.85%** of those who wanted more than **\$100k** meet or exceed that. But their female counterparts achieve **46.13%** and **75%** of those salaries.
- More than **12%** of male military veterans go into Installation, Maintenance, and Repair or Safety, Security and Law Enforcement and more than **30%** of women veterans are going into Administration, Healthcare, or HR.

### Better educated, but less employable: the struggle of military spouses

- Nearly **60%** of military spouses have a four-year degree or higher.
- Still, **70.64%** of all military spouse job seekers were underemployed or unemployed - **more than twice the rate** of our overall population.
- Military spouses are going into many of the same job functions as women veterans: Administration/Clerical tops the list, but double the proportion of military spouses are going into Customer Service jobs.

### Success after service? Young service members fall behind

- For veterans, the most important demographic indicator of achieving a higher salary is rank, followed by education level.
- When a veteran exits the service within 5 years of enlisting, he or she will experience **higher rates of underemployment** than more senior jobseekers.
- **47.23%** of our overall population have completed an associate or bachelor's degree. When compared to the baseline High School/GED group, clients with a 4-year degree were about **2x more likely** to get hired.



## BY THE NUMBERS

Employment assistance is the number **one** request from individuals transitioning from the military to civilian life, followed by education and VA assistance. As of October 2019, unemployment in the U.S. stood at 3.6%.



**200K** Service Members will exit the armed forces every year



**80%** will not have a job lined up



The average starting salary is **\$57,714**

## CALL TO ACTION

The Bureau of Labor Statistics reports that the veteran unemployment rate is historically low. Through serving and studying this population, we understand a different reality: the three populations above are more vulnerable to economic insecurity and demand further attention.

Our duty is to respond. With more strategic and proactive outreach, we can connect these populations to education and more effective job skills training so they pursue opportunities with success after service. It is our hope that by sharing these findings and declaring these shortcomings publicly, we can lead the national conversation, shaping public policy and informing the response of the nonprofit sector.

### For more information:

- **Erin Johnson**, Director of Growth, [ejohnson@hireheroesusa.org](mailto:ejohnson@hireheroesusa.org)
- **David Talamantez**, Associate Director of Marketing, [dtalamantez@hireheroesusa.org](mailto:dtalamantez@hireheroesusa.org)
- CEO Christopher Plamp and Erin Johnson available for interviews
- Supporting graphics available upon request.