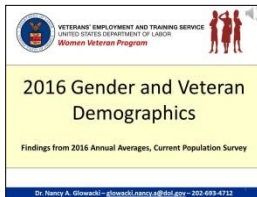
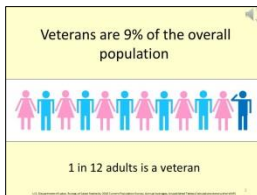


## 2016 Gender and Veteran Demographics Webinar



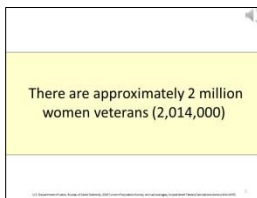
### Slide 1

Hi, my name is Nancy Glowacki. I am an Army veteran and I currently serve as the Women Veteran Program Manager for the Department of Labor Veterans' Employment and Training Service, known as DOL VETS. I'd like to talk to you a little bit today about demographics pertaining to women veterans and why these demographics are so important.



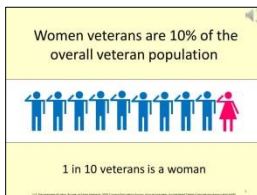
### Slide 2

You may already know that veterans make up 9% of the overall adult population in America. This means that approximately 1 in every 12 adults is a veteran.



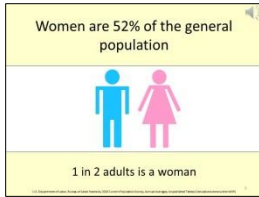
### Slide 3

There are currently approximately 2 million living women veterans in the United States.



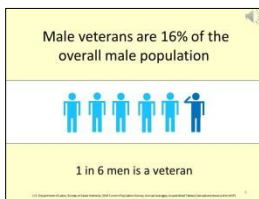
### Slide 4

Women currently make up approximately 10% of the overall veteran population. That means that 1 in every 10 veterans is a woman.



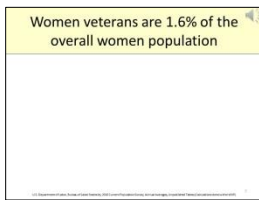
Slide 5

Comparatively, 1 in every 2 adults in the general population is a woman.



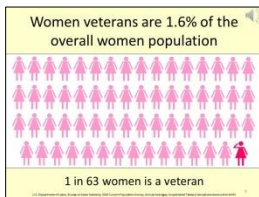
Slide 6

Veterans make up 16% of the men in America. 1 in 6 adult males in this country is a veteran. So, most Americans have had personal interactions with a veteran who was a man.



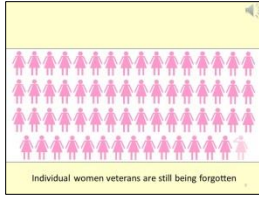
Slide 7

But among women in America, only 1.6% are veterans.



Slide 8

This means that only 1 in every 63 women in this country is a veteran. So in order to meet 1 woman veteran, you may have to meet 63 women. This is important for us all to remember – while everyone has had personal interaction with a woman, most people have not had personal interaction with a woman veteran.



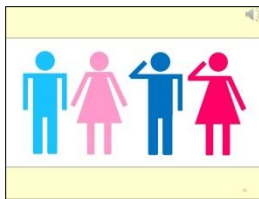
Slide 9

Perhaps this is why even as women veterans get more recognition than ever before as a population, individual women veterans still get forgotten.



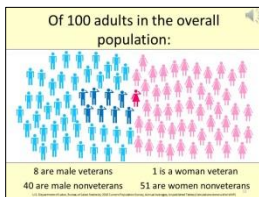
Slide 10

For those of us who provide veteran services, it is absolutely critical that we ask each and every potential female client, "have you ever served in the military?" Remember, we may have to ask 63 women before hearing 1 yes, but we must keep on asking.



Slide 11

So, what does this look like when we combine men and women and veterans and nonveterans?



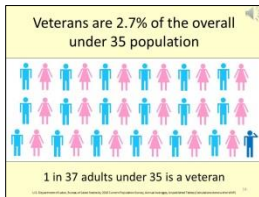
Slide 12

For every 100 adults, 1 is a woman veteran, 8 are male veterans, 40 are male nonveterans, and 51 are women nonveterans.



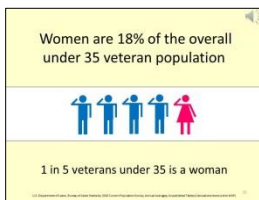
Slide 13

If we look at adults under 35 years old, we see an even greater divide between veterans and nonveterans, particularly for women veterans.



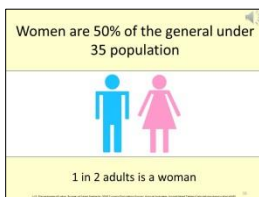
Slide 14

Only 2.7% of all 18-34 year olds in America are veterans – that's 1 in 37 adults under 35 years old.



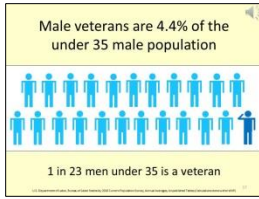
Slide 15

Women make up 18% of 18-34 year old veterans, which means that 1 in every 5 veterans under 35 years old is a woman.



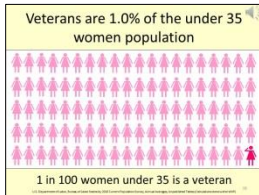
Slide 16

Comparatively, in the general population of 18-34 year olds, 1 in 2 people is a woman.



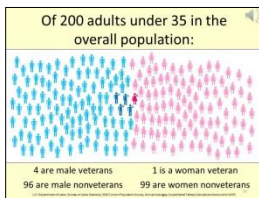
Slide 17

Among men, veterans comprise 4.4% of 18-34 year olds. 1 in 23 men under 35 years old is a veteran.



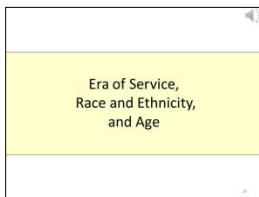
Slide 18

Meanwhile, among women 18-34 years old, only 1% are veterans – 1%! That means that to meet just one woman under age 35 who has served in the military, you may have to meet 100 women of that age group.



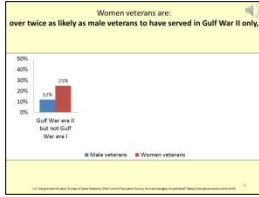
Slide 19

Now how does this look in the overall population? Well, for every 200 18-34 year olds, 1 is a woman veteran, 4 are male veterans, 96 are male nonveterans, and 99 are women nonveterans.



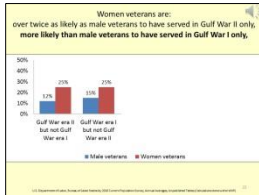
Slide 20

Now let's look at era of service, race and ethnicity, and age differences between male veterans and women veterans.



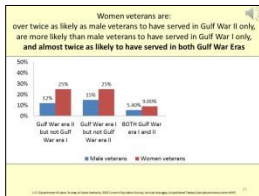
Slide 21

Compared to male veterans, women veterans are over twice as likely to have served in the Gulf War II era but not the Gulf War I era.



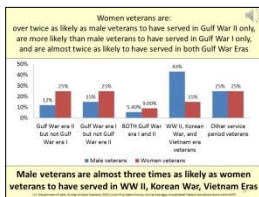
Slide 22

Women veterans are more likely than male veterans to have served in the Gulf War I era but not the Gulf War II era,



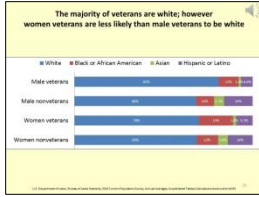
Slide 23

and women veterans are almost twice as likely as male veterans to have served in both Gulf War I and Gulf War II eras.



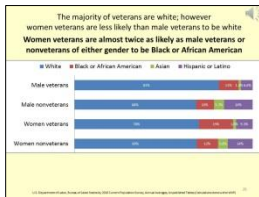
Slide 24

Meanwhile, male veterans are almost three times as likely as women veterans to have served in the World War II era, the Korean War era, or the Vietnam War era.



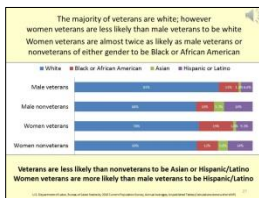
Slide 25

Looking at race and ethnicity – the majority of veterans are white, however women veterans are less likely than male veterans to be white.



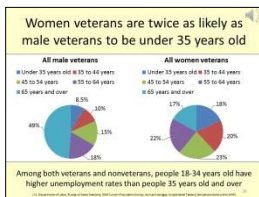
Slide 26

Women veterans are almost twice as likely as male veterans or nonveterans of either gender to be Black or African American.



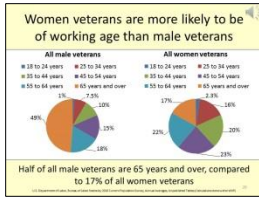
Slide 27

Veterans are less likely than nonveterans to be Asian or Hispanic or Latino, and women veterans are more likely than male veterans to be Hispanic or Latino.



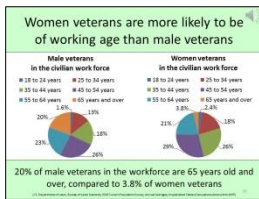
Slide 28

Looking at age – here is where we see some drastic differences. Women veterans are twice as likely as male veterans to be under 35 years old. This is important to remember because people under 35 years old consistently have higher unemployment rates, a trend that is true for both veterans and nonveterans, and among both genders.



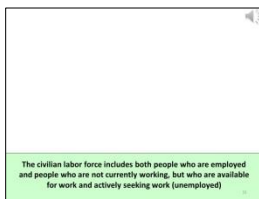
Slide 29

Half of male veterans are 65 years old or over, compared to 17% of women veterans. But, our focus at the Department of Labor is employment, and you may be wondering just how many of those males over 65 years old are still in the workforce.



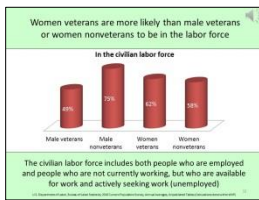
Slide 30

If we look only at veterans who are currently in the civilian labor force, we still see that 20% of male veterans in the workforce are 65 years old or over, compared to 3.8% of women veterans. That’s right – male veterans in the workforce are 5 times as likely as women veterans in the workforce to be 65 years old or over.



Slide 31

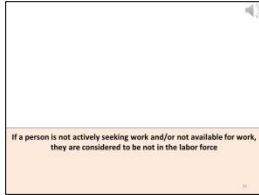
So what does workforce or civilian labor force really mean? The workforce, also known as the civilian labor force, includes both people who are currently employed and people who are not currently employed, but who are both available for work and actively seeking work – those known as unemployed.



Slide 32

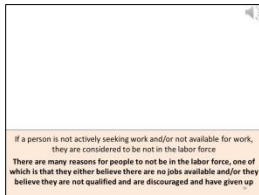


Women veterans are more likely than male veterans or women non-veterans to be in the civilian labor force.



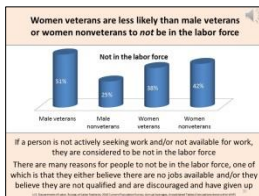
### Slide 33

That leaves us with the term, not in the labor force. If a person is no longer actively seeking work, they are considered to be not in the labor force.



### Slide 34

There are many reasons why a person may not be seeking work. They could be retired, they could be a stay at home parent, and they could also desire to work but have given up on seeking work. This can happen when a job seeker either believes no jobs are available or believes that they are not qualified and therefore have become discouraged and given up.



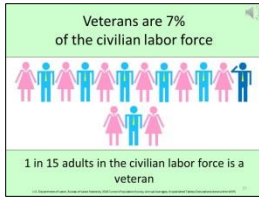
### Slide 35

Women veterans are less likely than male veterans or women nonveterans to not be in the labor force.



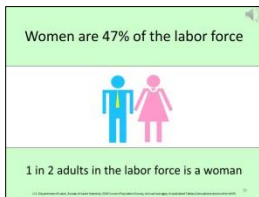
### Slide 36

So, since our focus at the Department of Labor is the workforce, let's now look at those basic demographics again, but this time focusing only on people in the civilian labor force.



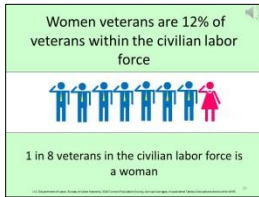
Slide 37

1 in 15 adults in the civilian labor force is a veteran. You most likely work with, or have worked with, at least one veteran.



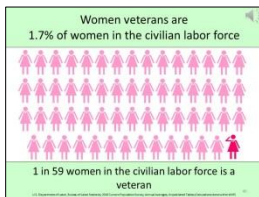
Slide 38

1 in 2 adults in the workforce is a woman.



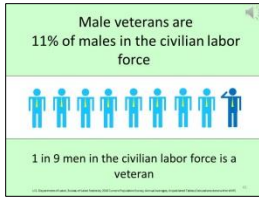
Slide 39

But only 1 in 8 veterans in the workforce is a woman.



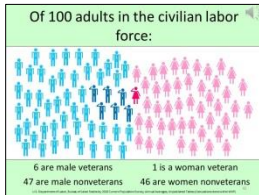
Slide 40

Only 1 in every 59 women in the workforce is a veteran.



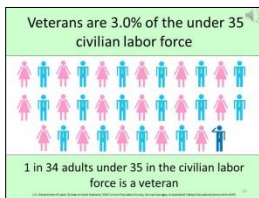
Slide 41

Comparatively, 1 in 9 men in the workforce is a veteran.



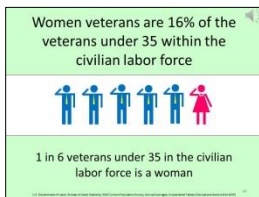
Slide 42

Looking at 100 adults, including both genders and both veterans and nonveterans, we still see that only 1 is a woman veteran, but there are some differences in those around her. Here we see that 6 out of 100 adults in the workforce are male veterans, 47 are male nonveterans, and 46 are women nonveterans.



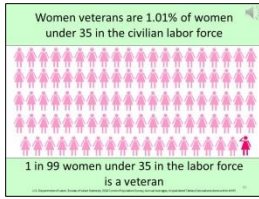
Slide 43

Looking at 18-34 year olds in the workforce, veterans comprise only 3% - that means that 1 in every 34 adults under the age of 35 in the civilian labor force is a veteran.



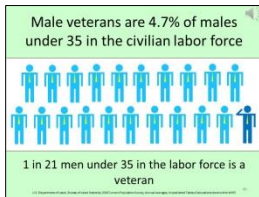
Slide 44

1 in 6 18-34 year old veterans in the civilian labor force is a woman.



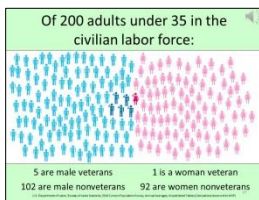
Slide 45

Meanwhile, only 1.01% of women under 35 years old in the civilian labor force are veterans – that’s 1 in 99.



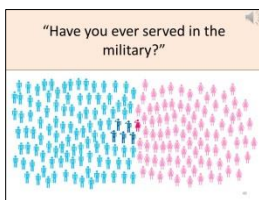
Slide 46

Comparatively, 1 in 21 men under the age of 35 in the workforce is a veteran.



Slide 47

Looking again at how many male veterans, male nonveterans, and women nonveterans we would see to see just 1 woman veteran – in 200 adults under 35 years old in the civilian work force, 1 would be a woman veteran, 5 would be male veterans, 102 would be male nonveterans, and 92 would be women nonveterans.



Slide 48

I hope these demographics gave you a glimpse of why it is so vital that we refuse to make assumptions about who a veteran is and that as service providers we ask each and every person, “have you ever served in the military?” and that we continue asking no matter how many no’s we may hear from women. Our diligence could make a huge difference to a woman veteran in need of veteran services.



Slide 49

It is also vital that women veterans own their service proudly, and tell people that they are a veteran as often as they can. Every person you tell about your military service is one person who has now interacted personally with a woman veteran and who is now a little less likely to assume all veterans are men, or to assume that the next woman they meet is not a veteran.



Slide 50

Thank you for taking the time to view this webinar. Please feel free to download the PPT slides and to use them as you see fit, and as always, please remember that free employment services are available in your local area. Visit [veterans.gov](http://veterans.gov) to learn more, or view the Employment Assistance for Women Veterans webinar, also available at [dol.gov/vets/womenveterans](http://dol.gov/vets/womenveterans).