

**U.S. Department of Labor,
Veterans Employment and Training Service (VETS)
Women Veteran Program (WVP)**

Findings from 2016 Annual Averages, Current Population Survey

Except where otherwise noted, data obtained from U.S. Department of Labor, Bureau of Labor Statistics, 2016 Current Population Survey, Annual Averages, Unpublished Tables (Calculations done within WVP).

There are approximately 2 million women veterans (2,014,000).

Percentage of population

- Veterans are 9% of the overall population and 7% of the labor force.
 - 1 in 12 adults is a veteran, and 1 in 15 adults in the civilian labor force is a veteran.
- Women veterans are 10% of the overall veteran population and 12% of the veterans within the civilian labor force.
 - 1 in 10 veterans is a woman, and 1 in 8 veterans in the civilian labor force is a woman.
- Women are 52% of the overall population and 47% of the civilian labor force.
 - Women veterans are 1.6% of the overall women population and 1.7% of women in the civilian labor force.
 - 1 in 63 women is a veteran, and 1 in 59 women in the civilian labor force is a veteran.
 - Male veterans are 16% of the overall male population and 11% of males in the civilian labor force.
 - 1 in 6 men is a veteran, and 1 in 9 men in the civilian labor force is a veteran.
- Of 100 adults in the overall population:
 - 8 are male veterans
 - 40 are male nonveterans
 - 1 is a woman veteran
 - 51 are women nonveterans
- Of 100 adults in the civilian labor force:
 - 6 are male veterans
 - 47 are male nonveterans
 - 1 is a woman veteran
 - 46 are women nonveterans

Among people under 35 years old:

- Veterans are 2.7% of the overall under 35 population and 3.0% of the under 35 civilian labor force.
 - 1 in 37 adults under 35 is a veteran, and 1 in 34 adults under 35 in the civilian labor force is a veteran.
- Women are 18% of the overall under 35 veteran population and 16% of the veterans under 35 within the civilian labor force.
 - 1 in 5 veterans under 35 is a woman, and 1 in 6 veterans under 35 in the civilian labor force is a woman.
- Women are 50% of the under 35 population and 47% of the under 35 civilian labor force.
 - Veterans are 1.0% of the under 35 women population and 1.01% of women under 35 in the civilian labor force.
 - 1 in 100 women under 35 is a veteran, and 1 in 99 women under 35 in the labor force is a veteran.

- Male veterans are 4.4% of the under 35 male population and 4.7% of males under 35 in the civilian labor force.
 - 1 in 23 men under 35 is a veteran, and 1 in 21 men under 35 in the labor force is a veteran.
- Of 200 adults under 35 in the overall population:
 - 4 are male veterans
 - 96 are male nonveterans
 - 1 is a woman veteran
 - 99 are women nonveterans
- Of 200 adults under 35 in the civilian labor force:
 - 5 are male veterans
 - 102 are male nonveterans
 - 1 is a woman veteran
 - 92 are women nonveterans

Age

- Women veterans are more likely to be of working age than male veterans.
 - Half of male veterans are 65 years and over, compared to 17% of women veterans.
 - Among the civilian work force only, 20% of male veterans are 65 years old and over, compared to 3.8% of women veterans.
- Women veterans are twice as likely as male veterans to be under 35 years old.
 - Among both veterans and nonveterans of both genders, persons 18-34 have higher unemployment rates than persons 35 and over.

	Civilian Noninstitutional Population				Civilian Labor Force			
	Male veterans	Male nonveterans	Women veterans	Women nonveterans	Male veterans	Male nonveterans	Women veterans	Women nonveterans
18 to 24 years	1.0%	15%	2.3%	12%	1.6%	13%	2.4%	13%
25 to 34 years	7.5%	20%	16%	17%	13%	24%	18%	22%
35 to 44 years	10%	18%	20%	16%	18%	22%	26%	21%
45 to 54 years	15%	18%	23%	17%	26%	21%	29%	22%
55 to 64 years	18%	17%	22%	17%	23%	16%	21%	17%
65 years and over	49%	12%	17%	21%	20%	4.5%	3.8%	5.7%
Under 35 years old	8.5%	35%	18%	29%	15%	37%	21%	35%

Era of Service

- Women veterans are over twice as likely as male veterans to have served in the Gulf War II era but not Gulf War I, are more likely than male veterans to have served in Gulf War I but not Gulf War II, and are almost twice as likely as male veterans to have served in both Gulf War I and II.
- Male veterans are almost three times as likely as women veterans to have served in WW II, Korean War, and Vietnam Eras.

	Civilian Noninstitutional Population		Civilian Labor Force	
	Male veterans	Women veterans	Male veterans	Women veterans
WW II, Korean War, and Vietnam era veterans	43%	15%	22%	6.0%
Gulf War era II but not Gulf War era I	12%	25%	20%	30%
Gulf War era I but not Gulf War era II	15%	25%	25%	30%
BOTH Gulf War era I and II	5.4%	9.0%	9.1%	11%
Other service period veterans	25%	25%	25%	23%

Race and Ethnicity

- The majority of veterans are white; however women veterans are less likely than male veterans to be white.
- Women veterans are almost twice as likely as male veterans or nonveterans of either gender to be Black or African American.
- Veterans of both genders are less likely than nonveterans to be Asian or Hispanic or Latino; women veterans are more likely than male veterans to be Hispanic or Latino.

	Civilian noninstitutional population				Civilian Labor Force			
	Male veterans	Male nonveterans	Women veterans	Women nonveterans	Male veterans	Male nonveterans	Women veterans	Women nonveterans
White	81%	68%	70%	69%	78%	69%	67%	69%
Black or African American	11%	10%	19%	12%	12%	9.4%	21%	12%
Asian	1.4%	5.7%	1.8%	5.6%	1.7%	5.6%	2.1%	5.4%
Hispanic or Latino	6.6%	16%	9.3%	14%	8.2%	17%	10%	14%

Whites:

- Veterans are 9.1% of the overall white population and 6.9% of the white civilian labor force.
 - 1 in 11 white adults is a veteran, and 1 in 14 white adults in the civilian labor force is a veteran.
- Women veterans are 8.6% of the overall white veteran population and 10% of the white veterans in the civilian labor force.
 - 1 in 12 white veterans is a woman, and 1 in 10 white veterans in the labor force is a woman.

- Women are 51% of the overall white population and 46% of the white civilian labor force.
 - Women veterans are 1.5% of the overall white women population and 1.6% of women in the white civilian labor force.
 - 1 in 66 white women is a veteran, and 1 in 63 white women in the labor force is a veteran.
 - Male veterans are 17% of the overall white male population and 12% of white males in the civilian labor force.
 - 1 in 6 white men is a veteran, and 1 in 9 white men in the civilian labor force is a veteran.

Blacks or African Americans:

- Veterans are 8.3% of the overall black population and 7.6% of the black civilian labor force.
 - 1 in 12 black adults is a veteran, and 1 in 13 black adults in the labor force is a veteran.
- Women veterans are 16% of the overall black veteran population and 19% of black veterans in the civilian labor force.
 - 1 in 6 black veterans is a woman, and 1 in 5 black veterans in the civilian labor force is a woman.
- Women are 55% of the overall black population and 52% of the black civilian labor force.
 - Women veterans are 2.4% of the overall black women population and 2.7% of women in the black civilian labor force.
 - 1 in 42 black women is a veteran, and 1 in 36 black women in the civilian labor force is a veteran.
 - Male veterans are 15% of the overall black male population and 13% of black males in the civilian labor force.
 - 1 in 7 black men is a veteran, and 1 in 8 black men in the civilian labor force is a veteran.

Asians:

- Veterans are 2.1% of the overall asian population and 2.1% of asians in the civilian labor force.
 - 1 in 47 asian adults is a veteran, and 1 in 48 asian adults in the labor force is a veteran.
- Women veterans are 12% of the overall asian veteran population and 14% of asian veterans in the civilian labor force.
 - 1 in 8 asian veterans is a woman, and 1 in 7 asian veterans in the civilian labor force is a woman.
- Women are 54% of the overall asian population and 47% of the asian civilian labor force.
 - Women veterans are .5% of the overall asian women population and .6% of women in the asian civilian labor force.
 - 1 in 206 asian women is a veteran, and 1 in 158 asian women in the labor force is a veteran.
 - Male veterans are 4.0% of the overall asian male population and 3.4% of asian males in the civilian labor force.
 - 1 in 25 asian men is a veteran, and 1 in 30 asian men in the labor force is a veteran.

Hispanics or Latinos:

- Veterans are 3.9% of the overall hispanic population and 3.6% of the hispanic civilian labor force.
 - 1 in 26 hispanic adults is a veteran, and 1 in 28 hispanic adults in the civilian labor force is a veteran.

- Women veterans are 13% of the overall hispanic veteran population and 14% of hispanic veterans within the civilian labor force.
 - 1 in 8 hispanic veterans is a woman, and 1 in 7 hispanic veterans in the civilian labor force is a woman.
- Women are 50% of the overall hispanic population and 43% of the hispanic civilian labor force.
 - Women veterans are 1.0% of the overall hispanic women population and 1.2% of women in the hispanic civilian labor force.
 - 1 in 98 hispanic women is a veteran, and 1 in 83 hispanic women in the civilian labor force is a veteran.
 - Male veterans are 6.7% of the overall hispanic male population and 5.3% of hispanic males in the civilian labor force.
 - 1 in 15 hispanic men is a veteran, and 1 in 19 hispanic men in the civilian labor force is a veteran.

Education:

- Women veterans are more likely than male veterans or nonveterans of either gender to have some college or to be college graduates.

	Civilian noninstitutional population				Civilian Labor Force			
	Male veterans	Male nonveterans	Women veterans	Women nonveterans	Male veterans	Male nonveterans	Women veterans	Women nonveterans
High school graduates, no college	31%	30%	18%	28%	28%	30%	15%	24%
Some college or associate degree	35%	26%	42%	30%	37%	26%	41%	31%
College graduates	30%	31%	39%	31%	33%	34%	43%	38%

	Civilian noninstitutional population				Civilian Labor Force			
	Male veterans	Male nonveterans	Women veterans	Women nonveterans	Male veterans	Male nonveterans	Women veterans	Women nonveterans
Bachelor's degree	18%	20%	24%	20%	20%	22%	25%	24%
Master's degree	8.6%	7.5%	13%	8.9%	9.4%	8.2%	15%	11%
Professional or Doctoral degree	3.1%	3.6%	2.7%	2.4%	3.3%	3.9%	3.3%	3.1%

Enrolled in school:

- Women veterans are more likely than male veterans to be enrolled in school.
- Among women, veterans and nonveterans are equally likely to be enrolled in school, however:
 - Among women 18-24 year olds, nonveterans are over twice as likely as veterans to be enrolled in school.
 - Among women 25-34 year olds, 35-44 year olds, and 45-54 year olds, veterans are over twice as likely as nonveterans to be enrolled in school.

	Civilian Noninstitutional Population				Civilian Labor Force			
	Male veterans	Male nonveterans	Women veterans	Women nonveterans	Male veterans	Male nonveterans	Women veterans	Women nonveterans
18 to 54 years, enrolled in school	8.5%	12%	12%	13%	6.1%	6.6%	11%	9.4%
18 to 24 years, enrolled in school	32%	41%	21%	45%	24%	27%	17%	34%
25 to 34 years, enrolled in school	18%	7.6%	23%	10%	13%	5.2%	20%	8.1%
35 to 44 years, enrolled in school	6.8%	2.4%	10%	4.0%	5.2%	1.8%	9.4%	3.7%
45 to 54 years, enrolled in school	2.9%	1.1%	6.4%	2.1%	2.2%	.7%	5.8%	2.0%

Civilian labor force participation rate

- The civilian labor force includes both people who are employed and people who are not currently working, but who are available for work and actively seeking work (unemployed).
- Women veterans are more likely than male veterans or women nonveterans to be in the civilian labor force.
 - 49% of male veterans are in the civilian labor force
 - 75% of male nonveterans are in the civilian labor force
 - 62% of women veterans are in the civilian labor force
 - 58% of women nonveterans are in the civilian labor force

Employment-population ratio

- The employment-population ratio is the percent of the civilian noninstitutional population who are employed.
- Women veterans are more likely than male veterans or women nonveterans to be employed.
 - 47% of male veterans are employed
 - 71% of male nonveterans are employed
 - 59% of women veterans are employed
 - 55% of women nonveterans are employed

Not in the labor force

- If a person is not actively seeking work and/or not available for work, they are considered to be not in the labor force. There are many reasons for people to not be in the labor force, one of which is that they either believe there are no jobs available and/or they believe they are not qualified and have therefore become discouraged and given up.
- Women veterans are less likely than male veterans or women nonveterans to not be in the labor force.
 - 51% of male veterans are not in the labor force
 - 25% of male nonveterans are not in the labor force
 - 38% of women veterans are not in the labor force
 - 42% of women nonveterans are not in the labor force

Unemployment Rates

- The unemployment rate is the percent of the civilian labor force who are not currently working, but who are available for work and who are actively seeking work.
- In 2016, the unemployment rate of all women veterans was not statistically different from all male veterans or all nonveterans of either gender (*margin of error at 90% CI: male veterans +/- .3, male nonveterans +/- .1, women veterans +/- .8, women nonveterans +/- .1*).
 - Male veterans unemployment rate: 4.2%
 - Male nonveterans unemployment rate: 4.8%
 - Women veterans unemployment rate: 5.0%
 - Women nonveterans unemployment rate: 4.6%
- The highest unemployment rates, particularly for women veterans, are among 18-54 year olds currently enrolled in school.
 - Unemployment rates of 18-54 year olds *not* currently enrolled in school are very similar among the four populations.
 - Among women 55 years and older, the unemployment rates of veterans are a full percentage point higher than nonveterans.
 - These are trends consistent over the past three years.¹

	2016 Unemployment Rates			
	Male veterans	Male nonveterans	Women veterans	Women nonveterans
18 to 54 years, enrolled in school	5.9%	7.3%	8.0%	5.6%
18 to 54 years, not enrolled in school	4.1%	5.0%	4.9%	4.9%
55 years and over	4.1%	3.7%	4.6%	3.4%

	2015 Unemployment Rates ¹				2014 Unemployment Rates ¹			
	Male veterans	Male nonveterans	Women veterans	Women nonveterans	Male veterans	Male nonveterans	Women veterans	Women nonveterans
18 to 54 years, enrolled in school	6.8%	8.4%	11%	6.1%	10%	9.4%	8.2%	8.2%
18 to 54 years, not enrolled in school	4.4%	5.5%	5.0%	5.3%	5.3%	6.4%	5.9%	6.1%
55 years and over	4.4%	3.8%	4.7%	3.6%	4.8%	4.4%	5.5%	4.3%

- Among 18-54 year olds enrolled in school and seeking employment, veterans are more likely than nonveterans to be seeking full-time work (compared to part-time work).
 - Percent of unemployed male veterans enrolled in school who are seeking full-time work: 75%
 - Percent of unemployed male nonveterans enrolled in school who are seeking full-time work: 48%
 - Percent of unemployed women veterans enrolled in school who are seeking full-time work: 62%

- Percent of unemployed women nonveterans enrolled in school who are seeking full-time work: 52%
- Among 18-54 year olds enrolled in school, veterans are less likely than nonveterans to not be in the labor force.
 - Percent of male veterans enrolled in school who are not in the labor force: 38%
 - Percent of male nonveterans enrolled in school who are not in the labor force: 52%
 - Percent of women veterans enrolled in school who are not in the labor force: 34%
 - Percent of women nonveterans enrolled in school who are not in the labor force: 47%

Racial/ethnic trends in unemployment rates

- Unemployment rates for Whites:
 - Among white women, women veterans had higher unemployment rates than women nonveterans (this is a change from the previous three years).²
 - White male veterans unemployment rates: 4.0%
 - White male nonveterans unemployment rates: 4.2%
 - White women veterans unemployment rates: 5.1%
 - White women nonveterans unemployment rates: 4.0%
- Unemployment rates for Blacks or African Americans:
 - Among blacks or african americans, unemployment rates for veterans are lower than nonveterans, which is consistent with the past three years.²
 - Black or African American male veterans unemployment rates: 5.6%
 - Black or African American male nonveterans unemployment rates: 9.2%
 - Black or African American women veterans unemployment rates: 5.1%
 - Black or African American women nonveterans unemployment rates: 7.7%
- Unemployment rates for Asians:
 - Among asians, unemployment rates for women veterans higher than male veterans or nonveterans of either gender, however it should be noted that the sample size for asian women veterans is very small and the unemployment rates change from year to year.²
 - Asian male veterans unemployment rates: 1.1%
 - Asian male nonveterans unemployment rates: 3.4%
 - Asian women veterans unemployment rates: 7.8%
 - Asian women nonveterans unemployment rates: 3.8%
- Unemployment rates for Hispanic/Latino:
 - For the first time in several years (2013, 2014, 2015) Hispanic women veterans have lower unemployment rates than women nonveterans and do not have higher unemployment rates than women veterans of other races.²
 - Hispanic/Latino male veterans unemployment rates: 4.9%
 - Hispanic/Latino male nonveterans unemployment rates: 5.2%
 - Hispanic/Latino women veterans unemployment rates: 4.8%
 - Hispanic/Latino women nonveterans unemployment rates: 6.1%

	2015 Unemployment Rates ²			
	Male veterans	Male nonveterans	Women veterans	Women nonveterans
Whites	3.9%	4.6%	4.8%	4.3%
Blacks or African Americans	7.9%	10%	6.5%	8.7%
Asians	3.3%	3.9%	2.5%	3.6%
Hispanics or Latinos	5.7%	6.1%	9.8%	6.8%

	2014 Unemployment Rates ²				2013 Unemployment Rates ²			
	Male veterans	Male nonveterans	Women veterans	Women nonveterans	Male veterans	Male nonveterans	Women veterans	Women nonveterans
Whites	4.7%	5.2%	5.4%	5.1%	6.2%	6.6%	6.3%	6.0%
Blacks or African Americans	8.2%	12%	5.5%	10%	8.1%	15%	8.8%	12%
Asians	3.8%	5.2%	9.6%	4.6%	8.2%	5.4%	7.3%	4.7%
Hispanics or Latinos	5.3%	6.6%	12%	7.9%	7.0%	8.6%	10%	9.2%

Usually work Full-time (versus Part-time)

- Women veterans are slightly less likely than male veterans to usually work full-time, but more likely than women nonveterans to usually work full-time.
 - Percent of male veterans who usually work full-time: 87%
 - Percent of male nonveterans who usually work full-time: 89%
 - Percent of women veterans who usually work full-time: 83%
 - Percent of women nonveterans who usually work full-time: 76%

Usually work full-time, but worked less than 35 hours during survey week (for reasons excluding vacation time, holidays, unavailability, full-time workweek being less than 35 hours, and 'other reasons').

- Reasons most cited by:
 - Male veterans:
 - Retired/Social Security limit on earnings: 29%
 - Slack work/business conditions: 9.2%
 - Own illness/injury/medical/appointment: 6.7%
 - Other family/personal obligations (excluding child-care problems): 5.6%
 - Male nonveterans:
 - School/Training: 18%
 - Slack work/business conditions: 15%
 - Retired/Social Security limit on earnings: 7.2%
 - Could only find part-time work: 6.9%
 - Own illness/injury/medical/appointment: 5.9%
 - Other family/personal obligations (excluding child-care problems): 5.8%
 - Women veterans:
 - Other family/personal obligations (excluding child-care problems): 16%

- Own illness/injury/medical/appointment: 9.2%
- Slack work/business conditions: 7.8%
- Retired/Social Security limit on earnings: 7.8%
- Could only find part-time work: 7.4%
- School/Training: 6.4%
- Women nonveterans:
 - Other family/personal obligations (excluding child-care problems): 21%
 - School/Training: 14%
 - Slack work/business conditions: 8.3%
 - Retired/Social Security limit on earnings: 6.6%
 - Could only find part-time work: 5.7%

Duration of Unemployment:

- Mean (average):
 - Male veterans: 29.9 weeks
 - Male nonveterans: 29.9 weeks
 - Women veterans: 27.3 weeks
 - Women nonveterans: 26.1 weeks
- Median (exact center of distribution):
 - Male veterans: 10.8 weeks
 - Male nonveterans: 11.6 weeks
 - Women veterans: 12.5 weeks
 - Women nonveterans: 10.4 weeks

Industry and Class of Worker

- Government
 - Veterans are more likely than nonveterans to work in government and women are more likely than men to work in government.
 - 21% of male veterans work in government
 - 10% of male nonveterans work in government
 - 30% of women veterans work in government
 - 17% of women nonveterans work in government
 - Veterans are more likely to work for federal government than state or local government.
 - Federal Government
 - 9.2% of male veterans work for federal government
 - 1.8% of male nonveterans work for federal government
 - 16% of women veterans work for federal government
 - 2.1% of women nonveterans work for federal government
 - State Government
 - 4.5% of male veterans work for state government
 - 3.4% of male nonveterans work for state government
 - 7.2% of women veterans work for state government
 - 6.0% of women nonveterans work for state government
 - Local Government
 - 7.0% of male veterans work for local government
 - 4.9% of male nonveterans work for local government
 - 7.3% of women veterans work for local government
 - 8.4% of women nonveterans work for local government
- Self-employed
 - Women are less likely than men to be self-employed

- 6.7% of male veterans are self-employed
 - 6.7% of male nonveterans are self-employed
 - 3.8% of women veterans are self-employed
 - 4.8% of women nonveterans are self-employed
- Private industries
 - Women are less likely than men to be in private industries; veterans are less likely than nonveterans to be in private industries
 - 71% of male veterans work in private industries
 - 81% of male nonveterans work in private industries
 - 66% of women veterans work in private industries
 - 78% of women nonveterans work in private industries
- Education and health services
 - Women are over three times as likely as men to work in education and health services; women nonveterans are slightly more likely than women veterans to work in education and health services.
 - 6.3% of male veterans work in education and health services
 - 6.7% of male nonveterans work in education and health services
 - 22% of women veterans work in education and health services
 - 25% of women nonveterans work in education and health services
- Retail
 - Veterans are less likely than nonveterans to work in retail.
 - 8.1% of male veterans work in retail
 - 10% of male nonveterans work in retail
 - 8.5% of women veterans work in retail
 - 11% of women nonveterans work in retail
- Professional and business services
 - Women are slightly less likely than men to work in professional and business services.
 - 11% of male veterans work in professional and business services
 - 12% of male nonveterans work in professional and business services
 - 7.9% of women veterans work in professional and business services
 - 9.4% of women nonveterans work in professional and business services
- Financial activities
 - Women are slightly more likely than men to work in financial activities.
 - 4.7% of male veterans work in financial activities
 - 5.6% of male nonveterans work in financial activities
 - 6.6% of women veterans work in financial activities
 - 7.2% of women nonveterans work in financial activities
- Manufacturing
 - Men are over twice as likely as women to work in manufacturing.
 - 14% of male veterans work in manufacturing
 - 13% of male nonveterans work in manufacturing
 - 5.1% of women veterans work in manufacturing
 - 6.2% of women nonveterans work in manufacturing
- Leisure and hospitality
 - Nonveterans are more likely than veterans to work in leisure and hospitality.
 - 3.2% of male veterans work in leisure and hospitality
 - 8.0% of male nonveterans work in leisure and hospitality
 - 4.6% of women veterans work in leisure and hospitality
 - 9.0% of women nonveterans work in leisure and hospitality

- Transportation and utilities
 - Men are more likely than women to work in transportation and utilities.
 - 8.0% of male veterans work in transportation and utilities
 - 5.9% of male nonveterans work in transportation and utilities
 - 3.0% of women veterans work in transportation and utilities
 - 2.0% of women nonveterans work in transportation and utilities
- Construction
 - Men are more likely than women to work in construction.
 - 6.4% of male veterans work in construction
 - 9.7% of male nonveterans work in construction
 - 1.4% of women veterans work in construction
 - 1.1% of women nonveterans work in construction

Occupations

Management, business, and financial operations occupations

- Management occupations (39% female)
 - Make up approximately 5.0% of employment³
 - Average annual wage: \$115,020 (Range of national averages based on specific occupation: \$42,530 – 185,850)³
 - Management occupations include Top executives; Chief executives; General and operations managers; Legislators; Advertising, marketing, promotions, public relations, and sales managers; Public relations and fundraising managers; Operations specialties managers; Administrative services managers; Computer and information systems managers; Financial managers; Industrial production managers; Purchasing managers; Transportation, storage, and distribution managers; Compensation and benefits managers; Human resources managers; Training and development managers; Other management occupations; Farmers, ranchers, and other agricultural managers; Construction managers; Education administrators; Architectural and engineering managers; Food service managers; Funeral service managers; Gaming managers; Lodging managers; Medical and health services managers; Natural sciences managers; Postmasters and mail superintendents; Property, real estate, and community association managers; Social and community service managers; and Emergency management directors.³
 - Veterans are slightly more likely than nonveterans to work in management occupations, women are less likely than men to work in management occupations.
 - 15% of male veterans work in management occupations
 - 13% of male nonveterans work in management occupations
 - 11% of women veterans work in management occupations
 - 10% of women nonveterans work in management occupations
- Business and financial operations occupations (55% female)
 - Make up approximately 5.1% of employment³
 - Average annual wage: \$73,800 (Range of national averages based on specific occupation: \$43,920 – 118,050)³
 - Business and financial operations occupations include Business operations specialists; Agents and business managers of artists, performers, and athletes; Buyers and purchasing agents; Claims adjusters, appraisers, examiners, and investigators; Compliance officers; Cost estimators; Human resources workers; Farm labor contractors; Labor relations specialists; Logisticians; Management analysts; Meeting, convention, and event planners; Fundraisers; Compensation, benefits, and job analysis specialists; Training and development specialists; Market research analysts and marketing specialists; Financial specialists; Accountants and auditors; Appraisers and assessors of real estate; Budget

analysts; Credit analysts; Financial analysts and advisors; Insurance underwriters; Financial examiners; Credit counselors and loan officers; Tax examiners, collectors and preparers, and revenue agents; and Tax preparers.³

- Women veterans are more likely than women veterans or nonveterans of either gender to work in business and financial operations occupations.
 - 4.9% of male veterans work in business and financial operations occupations
 - 4.2% of male nonveterans work in business and financial operations occupations
 - 8.7% of women veterans work in business and financial operations occupations
 - 5.8% of women nonveterans work in business and financial operations occupations

Professional and related occupations

- Healthcare practitioners and technical occupations (76% female)
 - Make up approximately 5.8% of employment³
 - Average annual wage: \$77,800 (Range of national averages based on specific occupation: \$29,170 – 258,100)³
 - Healthcare practitioners and technical occupations include Health diagnosing and treating practitioners; Chiropractors; Dentists; Oral and maxillofacial surgeons; Orthodontists; Prosthodontists; Dietitians and nutritionists; Optometrists; Pharmacists; Physicians and surgeons; Anesthesiologists; Family and general practitioners; Internists, general; Obstetricians and gynecologists; Pediatricians, general; Psychiatrists; Surgeons; Physician assistants; Podiatrists; Therapists; Speech-language pathologists; Exercise physiologists; Veterinarians; Registered nurses; Nurse anesthetists; Nurse midwives; Nurse practitioners; Audiologists; Health technologists and technicians; Dental hygienists; Diagnostic related technologists and technicians; Diagnostic medical sonographers; Nuclear medicine technologists; Radiologic technologists; Magnetic resonance imaging technologists; Emergency medical technicians and paramedics; Health practitioner support technologists and technicians; Licensed practical and licensed vocational nurses; Medical records and health information technicians; Opticians, dispensing; Miscellaneous health technologists and technicians; Orthotists and prosthetists; Hearing aid specialists; Occupational health and safety specialists and technicians; Athletic trainers; and Genetic counselors.³
 - Women are more likely than men to be healthcare practitioners and work in technical occupations, women veterans are more likely than women nonveterans to be healthcare practitioners or work in technical occupations.
 - 3.3% of male veterans are healthcare practitioners or work in technical occupations
 - 2.7% of male nonveterans are healthcare practitioners or work in technical occupations
 - 14% of women veterans are healthcare practitioners or work in technical occupations
 - 9.6% of women nonveterans are healthcare practitioners or work in technical occupations
- Education, training, and library occupations (73% female)
 - Make up approximately 6.2% of employment³
 - Average annual wage: \$53,000 (Range of national averages based on specific occupation: \$26,550 – 126,230)³
 - Education, training, and library occupations include Postsecondary teachers; Graduate teaching assistants; Preschool, primary, secondary, and special education school teachers;

Other teachers and instructors; Adult basic and secondary education and literacy teachers and instructors; Substitute teachers; Librarians, curators, and archivists; Museum technicians and conservators; Library technicians; Other education, training, and library occupations; Audio-visual and multimedia collections specialists; Farm and home management advisors; Instructional coordinators; and Teacher assistants.³

- Women are three times more likely than men to work in education, training, and library occupations.
 - 2.6% of male veterans work in education, training, and library occupations
 - 3.0% of male nonveterans work in education, training, and library occupations
 - 7.7% of women veterans work in education, training, and library occupations
 - 9.3% of women nonveterans work in education, training, and library occupations
- Community and social service occupations (66% female)
 - Make up approximately 1.4% of employment³
 - Average annual wage: \$46,160 (Range of national averages based on specific occupation: \$33,190 – 57,970)³
 - Community and social service occupations include Counselors, social workers, and other community and social service specialists; Marriage and family therapists; Miscellaneous community and social service specialists; Health educators; Probation officers and correctional treatment specialists; Social and human service assistants; Community health workers; Religious workers; Clergy; and Directors, religious activities and education.³
 - Women are more likely than men to work in community and social service occupations and women veterans are more likely than women nonveterans to work in community and social service occupations.
 - 1.2% of male veterans work in community and social service occupations
 - 1.1% of male nonveterans work in community and social service occupations
 - 3.5% of women veterans work in community and social service occupations
 - 2.4% of women nonveterans work in community and social service occupations
- Computer and mathematical occupations (26% female)
 - Make up approximately 2.9% of employment³
 - Average annual wage: \$86,170 (Range of national averages based on specific occupation: \$52,430 – 115,580)³
 - Computer and mathematical occupations include Computer occupations; Computer and information research scientists; Computer and information analysts; Computer systems analysts; Information security analysts; Software developers and programmers; Computer programmers; Software developers, applications; Software developers, systems software; Web developers; Database and systems administrators and network architects; Network and computer systems administrators; Computer network architects; Computer support specialists; Computer user support specialists; Computer network support specialists; Mathematical science occupations; Operations research analysts; Statisticians; and Mathematical technicians.³
 - Men are more likely than women to work in computer and mathematical occupations, women veterans are more likely than women nonveterans to work in computer and mathematical occupations.
 - 4.3% of male veterans work in computer and mathematical occupations
 - 4.3% of male nonveterans work in computer and mathematical occupations
 - 2.8% of women nonveterans work in computer and mathematical occupations
 - 1.7% of women nonveterans work in computer and mathematical occupations

- Legal occupations (52% female)
 - Make up approximately .8% of employment³
 - Average annual wage: \$103,460 (Range of national averages based on specific occupation: \$49,840 – 136,260)³
 - Legal occupations include Lawyers and judicial law clerks; Judges, magistrates, and other judicial workers; Administrative law judges, adjudicators, and hearing officers; Arbitrators, mediators, and conciliators; Legal support workers; Paralegals and legal assistants; Miscellaneous legal support workers; Court reporters; and Title examiners, abstractors, and searchers.³
 - There are no significant differences by gender or veteran status for legal occupations.
 - 1.1% of male veterans work in legal occupations
 - 1.1% of male nonveterans work in legal occupations
 - 1.4% of women veterans work in legal occupations
 - 1.3% of women nonveterans work in legal occupations
- Arts, design, entertainment, sports, and media occupations (48% female)
 - Make up approximately 1.3% of employment³
 - Average annual wage: \$56,980 (Range of national averages based on specific occupation: \$27,010 – 101,990)³
 - Arts, design, entertainment, sports, and media occupations include Art and design workers; Artists and related workers; Art directors; Craft artists; Fine artists, including painters, sculptors, and illustrators; Multimedia artists and animators; Designers; Commercial and industrial designers; Merchandise displayers and window trimmers; Set and exhibit designers; Entertainers and performers, sports and related workers; Actors, producers, and directors; Athletes, coaches, umpires, and related workers; Dancers and choreographers; Musicians, singers, and related workers; Media and communication workers; Announcers; News analysts, reporters and correspondents; Public relations specialists; Writers and editors; Miscellaneous media and communication workers; Interpreters and translators; Broadcast and sound engineering technicians and radio operators; Audio and video equipment technicians; Broadcast technicians; Photographers; Television, video, and motion picture camera operators and editors; and Film and video editors.³
 - Veterans are less likely than nonveterans to work in arts, design, entertainment, sports, and media occupations.
 - 1.4% of male veterans work in arts, design, entertainment, sports, and media occupations
 - 2.0% of male nonveterans work in arts, design, entertainment, sports, and media occupations
 - 1.1% of women veterans work in arts, design, entertainment, sports, and media occupations
 - 2.1% of women nonveterans work in arts, design, entertainment, sports, and media occupations
- Architecture and engineering occupations (14% female)
 - Make up approximately 1.8% of employment³
 - Average annual wage: \$82,980 (Range of national averages based on specific occupation: \$44,800 – 149,590)³
 - Architecture and engineering occupations include Architects, surveyors, and cartographers; Photogrammetrists; Surveyors; Engineers; Drafters, engineering technicians, and mapping technicians; and Electro-mechanical technicians.³

- Men are over five times as likely as women to work in architecture and engineering occupations.
 - 3.9% of male veterans work in architecture and engineering occupations
 - 3.3% of male nonveterans work in architecture and engineering occupations
 - .6% of women veterans work in architecture and engineering occupations
 - .6% of women nonveterans work in architecture and engineering occupations
- Life, physical, and social science occupations (44% female)
 - Make up approximately .8% of employment³
 - Average annual wage: 71,220 (Range of national averages based on specific occupation: \$38,260 – 118,500)³
 - Life, physical, and social science occupations include Life scientists; Agricultural and food scientists; Animal scientists; Food scientists and technologists; Soil and plant scientists; Biological scientists; Biochemists and biophysicists; Microbiologists; Zoologists and wildlife biologists; Conservation scientists and foresters; Medical scientists; Physical scientists; Astronomers and physicists; Atmospheric and space scientists; Chemists and materials scientists; Environmental scientists and specialists, including health; Geoscientists, except hydrologists and geographers; Hydrologists; Social scientists and related workers; Economists; Survey researchers; Psychologists; Sociologists; Urban and regional planners; Anthropologists and archeologists; Geographers; Historians; Political scientists; Life, physical, and social science technicians; Agricultural and food science technicians; Biological technicians; Chemical technicians; Geological and petroleum technicians; Nuclear technicians; Social science research assistants; Miscellaneous life, physical, and social science technicians; Environmental science and protection technicians, including health; Forensic science technicians; and Forest and conservation technicians.³
 - Veterans are slightly less likely than nonveterans to work in life, physical, and social science occupations.
 - .7% of male veterans work in life, physical, and social science occupations
 - 1.0% of male nonveterans work in life, physical, and social science occupations
 - .6% of women veterans work in life, physical, and social science occupations
 - .9% of women nonveterans work in life, physical, and social science occupations

Service occupations

- Personal care and service occupations (77% female)
 - Make up approximately 3.1% of employment³
 - Average annual wage: \$25,650 (Range of national averages based on specific occupation: \$20,350 – 66,560)³
 - Personal care and service occupations include Supervisors of personal care and service workers; Animal care and service workers; Animal trainers; Nonfarm animal caretakers; Entertainment attendants and related workers; Gaming services workers; Gaming dealers; Gaming and sports book writers and runners; Motion picture projectionists; Ushers, lobby attendants, and ticket takers; Miscellaneous entertainment attendants and related workers; Funeral service workers; Morticians, undertakers, and funeral directors; Personal appearance workers; Barbers, hairdressers, hairstylists and cosmetologists; Miscellaneous personal appearance workers; Makeup artists, theatrical and performance; Manicurists and pedicurists; Shampooers; Skincare specialists; Baggage porters, bellhops, and concierges; Tour and travel guides; Other personal care and service workers; Childcare workers; Personal care aides; Fitness trainers and aerobics instructors; Recreation workers; and Residential advisors.³

- Women are at least three times as likely as men to work in personal care and service occupations; women nonveterans are more likely than women veterans to work in personal care and service occupations.
 - 1.3% of male veterans work in personal care and service occupations
 - 1.6% of male nonveterans work in personal care and service occupations
 - 3.9% of women veterans work in personal care and service occupations
 - 6.3% of women nonveterans work in personal care and service occupations
- Healthcare support occupations (88% female)
 - Make up approximately 2.9% of employment³
 - Average annual wage: \$29,520 (Range of national averages based on specific occupation: \$22,870 – 58,340)³
 - Healthcare support occupations include Nursing, psychiatric, and home health aides; Nursing assistants; Orderlies; Occupational therapy and physical therapist assistants and aides; Massage therapists; Miscellaneous healthcare support occupations; Dental assistants; Medical assistants; Medical equipment preparers; Medical transcriptionists; Pharmacy aides; Veterinary assistants and laboratory animal caretakers; and Phlebotomists.³
 - Women are approximately 8 times more likely than men to work in healthcare support occupations
 - .5% of male veterans work in healthcare support occupations
 - .5% of male nonveterans work in healthcare support occupations
 - 3.7% of women veterans work in healthcare support occupations
 - 4.4% of women nonveterans work in healthcare support occupations
- Food preparation and serving related occupations (54% female)
 - Make up approximately 9.1% of employment³
 - Average annual wage: \$22,850 (Range of national averages based on specific occupation: \$19,610 – 45,920)³
 - Food preparation and serving related occupations include Supervisors of food preparation and serving workers; Chefs and head cooks; Cooks and food preparation workers; Food and beverage serving workers; Bartenders; Fast food and counter workers; Combined food preparation and serving workers, including fast food; Counter attendants, cafeteria, food concession, and coffee shop; Waiters and waitresses; Food servers, nonrestaurant; Other food preparation and serving related workers; Dining room and cafeteria attendants and bartender helpers; Dishwashers; and Hosts and hostesses, restaurant, lounge, and coffee shop.³
 - Nonveterans are more likely than veterans to work in food preparation and serving related occupations and women are more likely than men to work in food preparation and serving related occupations.
 - 1.5% of male veterans work in food preparation and serving related occupations
 - 5.0% of male nonveterans work in food preparation and serving related occupations
 - 3.3% of women nonveterans work in food preparation and serving related occupations
 - 6.1% of women nonveterans work in food preparation and serving related occupations

- Protective service occupations (21% female)
 - Make up approximately 2.4% of employment³
 - Average annual wage: \$44,610 (Range of national averages based on specific occupation: \$21,930 – 85,810)³
 - Protective service occupations include Supervisors of protective service workers; Firefighters; Fire inspectors; Forest fire inspectors and prevention specialists; Law enforcement workers; Bailiffs, correctional officers, and jailers; Detectives and criminal investigators; Fish and game wardens; Parking enforcement workers; Police and sheriff's patrol officers; Transit and railroad police; Animal control workers; Private detectives and investigators; Security guards and gaming surveillance officers; Crossing guards; Lifeguards, ski patrol, and other recreational protective service workers; and Transportation security screeners.³
 - Women veterans are equally likely as male nonveterans and nearly three times as likely as women nonveterans to work in protective service occupations.
 - 7.3% of male veterans work in protective service occupations
 - 2.6% of male nonveterans work in protective service occupations
 - 2.6% of women veterans work in protective service occupations
 - .9% of women nonveterans work in protective service occupations
- Building and grounds cleaning and maintenance occupations (40% female)
 - Make up approximately 3.2% of employment³
 - Average annual wage: \$27,080 (Range of national averages based on specific occupation: \$22,990 – 46,900)³
 - Building and grounds cleaning and maintenance occupations include Supervisors of building and grounds cleaning and maintenance workers; Building cleaning and pest control workers; Janitors and cleaners, except maids and housekeeping cleaners; Maids and housekeeping cleaners; Pest control workers; Grounds maintenance workers; Landscaping and groundskeeping workers; Pesticide handlers, sprayers, and applicators, vegetation; and Tree trimmers and pruners.³
 - Women veterans are less likely than male veterans or nonveterans of either gender to work in building and grounds cleaning and maintenance occupations.
 - 3.2% of male veterans work in building and grounds cleaning and maintenance occupations
 - 4.4% of male nonveterans work in building and grounds cleaning and maintenance occupations
 - 1.6% of women veterans work in building and grounds cleaning and maintenance occupations
 - 3.3% of women nonveterans work in building and grounds cleaning and maintenance occupations

Sales and office occupations

- Office and administrative support occupations (72% female)
 - Make up approximately 16% of employment³
 - Average annual wage: \$36,330 (Range of national averages based on specific occupation: \$22,610 – 56,170)³
 - Office and administrative support occupations include Supervisors of office and administrative support workers; Communications equipment operators; Switchboard operators, including answering service; Telephone operators; Financial clerks; Bill and account collectors; Billing and posting clerks; Bookkeeping, accounting, and auditing

clerks; Gaming cage workers; Payroll and timekeeping clerks; Procurement clerks; Tellers; Information and record clerks; Brokerage clerks; Correspondence clerks; Court, municipal, and license clerks; Credit authorizers, checkers, and clerks; Customer service representatives; Eligibility interviewers, government programs; File clerks; Hotel, motel, and resort desk clerks; Interviewers, except eligibility and loan; Library assistants, clerical; Loan interviewers and clerks; New accounts clerks; Order clerks; Human resources assistants, except payroll and timekeeping; Receptionists and information clerks; Reservation and transportation ticket agents and travel clerks; Material recording, scheduling, dispatching, and distributing workers; Cargo and freight agents; Couriers and messengers; Dispatchers; Meter readers, utilities; Postal service workers; Production, planning, and expediting clerks; Shipping, receiving, and traffic clerks; Stock clerks and order fillers; Weighers, measurers, checkers, and samplers, recordkeeping; Secretaries and administrative assistants; Computer operators; Data entry and information processing workers; Word processors and typists; Desktop publishers; Insurance claims and policy processing clerks; Mail clerks and mail machine operators, except postal service; Office machine operators, except computer; Proofreaders and copy markers; and Statistical assistants.³

- Women are three times as likely as men to work in office and administrative support occupations.
 - 6.1% of male veterans work in office and administrative support occupations
 - 6.1% of male nonveterans work in office and administrative support occupations
 - 19% of women veterans work in office and administrative support occupations
 - 18% of women nonveterans work in office and administrative support occupations
- Sales and related occupations (49% female)
 - Make up approximately 11% of employment³
 - Average annual wage: \$39,320 (Range of national averages based on specific occupation: \$20,990 – 107,160)³
 - Sales and related occupations include Supervisors of sales workers; Retail sales workers; Cashiers; Gaming change persons and booth cashiers; Counter and rental clerks and parts salespersons; Retail salespersons; Sales representatives, services; Securities, commodities, and financial services sales agents; Travel agents; Models, demonstrators, and product promoters; Real estate brokers and sales agents; Real estate sales agents; Sales engineers; Telemarketers; Miscellaneous sales and related workers; and Door-to-door sales workers, news and street vendors, and related workers.³
 - Veterans are less likely than nonveterans to work in sales and related occupations.
 - 8.9% of male veterans work in sales and related occupations
 - 10% of male nonveterans work in sales and related occupations
 - 8.4% of women veterans work in sales and related occupations
 - 11% of women nonveterans work in sales and related occupations

Natural resources, construction, and maintenance occupations

- Installation, maintenance, and repair occupations (3.6% female)
 - Make up approximately 3.9% of employment³
 - Average annual wage: \$45,990 (Range of national averages based on specific occupation: \$25,840 – 72,450)³
 - Installation, maintenance, and repair occupations include Supervisors of installation, maintenance, and repair workers; Electrical and electronic equipment mechanics, installers, and repairers; Computer, automated teller, and office machine repairers; Radio, cellular, and tower equipment installers and repairers; Telecommunications equipment installers and repairers, except line installers; Miscellaneous electrical and electronic

equipment mechanics, installers, and repairers; Automotive service technicians and mechanics; Bus and truck mechanics and diesel engine specialists; Heavy vehicle and mobile equipment service technicians and mechanics; Farm equipment mechanics and service technicians; Mobile heavy equipment mechanics, except engines; Rail car repairers; Small engine mechanics; Motorboat mechanics and service technicians; Motorcycle mechanics; Outdoor power equipment and other small engine mechanics; Bicycle repairers; Recreational vehicle service technicians; Tire repairers and changers; Control and valve installers and repairers; Mechanical door repairers; Control and valve installers and repairers, except mechanical door; Heating, air conditioning, and refrigeration mechanics and installers; Home appliance repairers; Industrial machinery installation, repair, and maintenance workers; Millwrights; Refractory materials repairers, except brickmasons; Line installers and repairers; Electrical power-line installers and repairers; Telecommunications line installers and repairers; Precision instrument and equipment repairers; Camera and photographic equipment repairers; Medical equipment repairers; Musical instrument repairers and tuners; Watch repairers; Wind turbine service technicians; Coin, vending, and amusement machine servicers and repairers; Commercial divers; Fabric menders, except garment; Locksmiths and safe repairers; Manufactured building and mobile home installers; Riggers; Signal and track switch repairers; and Helpers--installation, maintenance, and repair workers.³

- Men are significantly more likely than women to work in installation, maintenance, and repair occupations, women veterans are more likely than women nonveterans to work in installation, maintenance, and repair occupations.
 - 7.8% of male veterans work in installation, maintenance, and repair occupations
 - 5.7% of male nonveterans work in installation, maintenance, and repair occupations
 - .7% of women veterans work in installation, maintenance, and repair occupations
 - .2% of women nonveterans work in installation, maintenance, and repair occupations
- Construction and extraction occupations (3.0% female)
 - Make up approximately 4.0% of employment³
 - Average annual wage: \$47,580 (Range of national averages based on specific occupation: \$27,690 – 77,350)³
 - Construction and extraction occupations include Supervisors of construction and extraction workers; Construction trades workers; Boilermakers; Brickmasons, blockmasons, and stonemasons; Carpenters; Carpet, floor, and tile installers and finishers; Cement masons, concrete finishers, and terrazzo workers; Construction laborers; Construction equipment operators; Paving, surfacing, and tamping equipment operators; Pile-driver operators; Operating engineers and other construction equipment operators; Drywall installers, ceiling tile installers, and tapers; Electricians; Glaziers; Insulation workers; Painters and paperhangers; Pipelayers, plumbers, pipefitters, and steamfitters; Plasterers and stucco masons; Reinforcing iron and rebar workers; Roofers; Sheet metal workers; Structural iron and steel workers; Solar photovoltaic installers; Helpers, construction trades; Construction and building inspectors; Elevator installers and repairers; Fence erectors; Hazardous materials removal workers; Highway maintenance workers; Rail-track laying and maintenance equipment operators; Septic tank servicers and sewer pipe cleaners; Miscellaneous construction and related workers; Segmental pavers; Extraction workers; Derrick, rotary drill, and service unit operators, oil, gas, and mining; Earth drillers, except oil and gas; Explosives workers, ordnance handling experts, and blasters; Mining machine operators; Mine cutting and channeling machine operators; Rock splitters, quarry; Roof bolters, mining; Roustabouts, oil and gas; and Helpers--extraction workers.³

- Men are significantly more likely than women to work in construction and extraction occupations, women veterans are more likely than women nonveterans to work in construction and extraction occupations.
 - 6.6% of male veterans work in construction and extraction occupations
 - 10% of male nonveterans work in construction and extraction occupations
 - .6% of women veterans work in construction and extraction occupations
 - .3% of women nonveterans work in construction and extraction occupations
- Farming, fishing, and forestry occupations (22% female)
 - Make up approximately .3% of employment³
 - Average annual wage: \$26,360 (Range of national averages based on specific occupation: \$22,130 – 48,290)³
 - Farming, fishing, and forestry occupations include Supervisors of farming, fishing, and forestry workers; Agricultural workers; Agricultural inspectors; Animal breeders; Graders and sorters, agricultural products; Agricultural equipment operators; Farmworkers and laborers, crop, nursery, and greenhouse; Farmworkers, farm, ranch, and aquacultural animals; Fishing and hunting workers; Forest, conservation, and logging workers; Logging equipment operators; and Log graders and scalers.³
 - Male nonveterans are more likely than women nonveterans or veterans of either gender to work in farming, fishing, and forestry occupations.
 - .5% of male veterans work in farming, fishing, and forestry occupations
 - 1.1% of male nonveterans work in farming, fishing, and forestry occupations
 - .2% of women veterans work in farming, fishing, and forestry occupations
 - .3% of women nonveterans work in farming, fishing, and forestry occupations

Production, transportation, and material moving occupations

- Production occupations (28% female)
 - Make up approximately 6.6% of employment³
 - Average annual wage: \$36,220 (Range of national averages based on specific occupation: \$21,640 – 88,820)³
 - Production occupations include Supervisors of production workers; Assemblers and fabricators; Coil winders, tapers, and finishers; Structural metal fabricators and fitters; Fiberglass laminators and fabricators; Timing device assemblers and adjusters; Food processing workers; Bakers; Butchers and other meat, poultry, and fish processing workers; Slaughterers and meat packers; Food and tobacco roasting, baking, and drying machine operators and tenders; Food batchmakers; Food cooking machine operators and tenders; Metal workers and plastic workers; Computer control programmers and operators; Computer-controlled machine tool operators, metal and plastic; Machinists; Metal furnace operators, tenders, pourers, and casters; Model makers and patternmakers, metal and plastic; Molders and molding machine setters, operators, and tenders, metal and plastic; Foundry mold and coremakers; Multiple machine tool setters, operators, and tenders, metal and plastic; Tool and die makers; Welding, soldering, and brazing machine setters, operators, and tenders; Heat treating equipment setters, operators, and tenders, metal and plastic; Layout workers, metal and plastic; Plating and coating machine setters, operators, and tenders, metal and plastic; Tool grinders, filers, and sharpeners; Printing workers; Prepress technicians and workers; Printing press operators; Print binding and finishing workers; Textile, apparel, and furnishings workers; Laundry and dry-cleaning workers; Pressers, textile, garment, and related materials; Sewing machine operators; Shoe and leather workers and repairers; Shoe machine operators and tenders; Tailors, dressmakers, and custom sewers; Textile machine setters, operators, and tenders; Textile bleaching and dyeing machine operators and tenders; Textile cutting machine setters, operators, and tenders; Textile knitting and weaving machine setters, operators, and

tenders; Textile winding, twisting, and drawing out machine setters, operators, and tenders; Miscellaneous textile, apparel, and furnishings workers; Extruding and forming machine setters, operators, and tenders, synthetic and glass fibers; Fabric and apparel patternmakers; Upholsterers; Woodworkers; Cabinetmakers and bench carpenters; Furniture finishers; Model makers and patternmakers, wood; Woodworking machine setters, operators, and tenders; Sawing machine setters, operators, and tenders, wood; Plant and system operators; Power plant operators, distributors, and dispatchers; Stationary engineers and boiler operators; Water and wastewater treatment plant and system operators; Chemical plant and system operators; Gas plant operators; Petroleum pump system operators, refinery operators, and gaugers; Chemical processing machine setters, operators, and tenders; Separating, filtering, clarifying, precipitating, and still machine setters, operators, and tenders; Crushing, grinding, polishing, mixing, and blending workers; Cutting workers; Cutters and trimmers, hand; Extruding, forming, pressing, and compacting machine setters, operators, and tenders; Furnace, kiln, oven, drier, and kettle operators and tenders; Inspectors, testers, sorters, samplers, and weighers; Jewelers and precious stone and metal workers; Medical, dental, and ophthalmic laboratory technicians; Packaging and filling machine operators and tenders; Painting workers; Coating, painting, and spraying machine setters, operators, and tenders; Photographic process workers and processing machine operators; Adhesive bonding machine operators and tenders; Cleaning, washing, and metal pickling equipment operators and tenders; Cooling and freezing equipment operators and tenders; Etchers and engravers; Molders, shapers, and casters, except metal and plastic; Paper goods machine setters, operators, and tenders; and Tire builders.³

- Men are more likely than women to work in production occupations, women nonveterans are more likely than women veterans to work in production occupations.
 - 7.0% of male veterans work in production occupations
 - 7.7% of male nonveterans work in production occupations
 - 2.2% of women veterans work in production occupations
 - 3.4% of women nonveterans work in production occupations
- Transportation and material moving occupations (16% female)
 - Make up approximately 6.9% of employment³
 - Average annual wage: \$35,160 (Range of national averages based on specific occupation: \$22,520 – 136,400)³
 - Transportation and material moving occupations include Supervisors of transportation and material moving workers; Air transportation workers; Aircraft pilots and flight engineers; Airline pilots, copilots, and flight engineers; Commercial pilots; Air traffic controllers and airfield operations specialists; Air traffic controllers; Airfield operations specialists; Flight attendants; Motor vehicle operators; Ambulance drivers and attendants, except emergency medical technicians; Bus drivers; Driver/sales workers and truck drivers; Heavy and tractor-trailer truck drivers; Light truck or delivery services drivers; Taxi drivers and chauffeurs; Rail transportation workers; Locomotive engineers and operators; Rail yard engineers, dinkey operators, and hostlers; Railroad brake, signal, and switch operators; Railroad conductors and yardmasters; Subway and streetcar operators; Water transportation workers; Sailors and marine oilers; Ship and boat captains and operators; Captains, mates, and pilots of water vessels; Motorboat operators; Ship engineers; Parking lot attendants; Automotive and watercraft service attendants; Traffic technicians; Transportation inspectors; Transportation attendants, except flight attendants; Material moving workers; Conveyor operators and tenders; Crane and tower operators; Dredge, excavating, and loading machine operators; Hoist and winch operators; Industrial truck and tractor operators; Laborers and material movers, hand; Cleaners of vehicles and equipment; Laborers and freight, stock, and material movers,

hand; Machine feeders and offbearers; Packers and packagers, hand; Pumping station operators; Gas compressor and gas pumping station operators; Pump operators, except wellhead pumpers; Wellhead pumpers; Refuse and recyclable material collectors; Mine shuttle car operators; and Tank car, truck, and ship loaders.³

- Men are over three times as likely as women to work in transportation and material moving occupations, women veterans are more likely than women nonveterans to work in transportation and material moving occupations.
 - 11% of male veterans work in transportation and material moving occupations
 - 10% of male nonveterans work in transportation and material moving occupations
 - 3.0% of women veterans work in transportation and material moving occupations
 - 2.0% of women nonveterans work in transportation and material moving occupations

¹U.S. Department of Labor, Bureau of Labor Statistics, 2016, 2015, and 2014 Current Population Surveys, Annual Averages, Unpublished Tables.

²U.S. Department of Labor, Bureau of Labor Statistics, 2016, 2015, 2014, and 2013 Current Population Surveys, Annual Averages, Unpublished Tables.

³U.S. Department of Labor, Bureau of Labor Statistics. (March 30, 2016) News Release: Occupational Employment and Wages – May 2015, retrieved January 19, 2017 from <https://www.bls.gov/news.release/pdf/ocwage.pdf>.