

An Overview of Transitioning Military Personnel in North Carolina

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Military Economic Impact on North Carolina



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Projected Active-Duty Separations

Table V: Projected Military Separations

BRANCH	2022	2023	2024	2025	TOTAL
Marine Corps	7,050	10,403	9,410	10,547	37,410
Army	4,600	8,700	9,530	6,113	28,943
Air Force	896	1,219	1,107	1,035	4,257
Navy	563	992	988	611	3,154
Coast Guard	216	341	309	226	1,092
Space Force	-	1	1	-	2
Total	13,325	21,656	21,345	18,532	74,858

What are the potential benefits to retain these individuals in NC?

- New supply of workers, both of military personnel and their families in a very tight labor market
- Potential source for business creation as entrepreneurs
- Taxpayers and engaged citizens, particularly in areas that need population and a more diverse economy

What do we know about these individuals?

- They are relatively **young**
 - About half of recently separated individuals were under 30; three-fourths under 40
- Formal educational credentials **vary** but many have **specialized skills**
- Among all Active-Duty Personnel:
 - 70% have High School Degree or Equivalent as highest degree
 - 5% have Some College, no degree
 - 5% have Associate Degree
 - 14% have Bachelor's Degree
 - 5% have an advanced degree (MA, Professional, Ph.D.)

What do we know about these individuals?

- NC Active-Duty Population much more likely to be
 - **Male** (88%) vs. **Female** (12%) (more skewed than US active-duty population)
 - **White** (76%) vs. **Minority** (24%) (more skewed than US active-duty population)
 - **Black** (15%), Asian (3%), Unknown (3%), Multi-Racial (1%)
 - **Hispanic** (18%)
 - **Young**: average age is 27.3 years
- Almost half are **Married** (mostly to civilians, although some dual-military)
- More than one-third have **Children**
- Fewer than half (47%) are **Single with No Children**
- About half of recent US Separations were **Voluntary** (49%), 27% were **Involuntary**, 24% were **Retirements**

Most Common Military Occupations and Potential Civilian Occupations

Table IV: Most Common Military Occupational Specializations in NC

MILITARY OCCUPATIONAL CODE TITLE	STANDARD OCCUPATIONAL CLASSIFICATION TITLE
Motor Vehicle Operator	Installation and Repair Workers, Truck Drivers, Office Clerks, Supervisors of Material-Moving Machine and Vehicle Operators.
Hospital Corpsman	Medical Secretaries, Orderlies, Emergency Medical Technicians & Paramedics, Medical & Nursing Assistants, Paramedics, Licensed Practical & Licensed Vocational Nurses.
Health Care Specialist	Paramedics, Health Education Specialists, Registered Nurses, Health Informatics Specialists, Occupational Health & Safety Specialists.
Combat Engineer	Construction Workers, Operating Engineers & other Construction Equipment Operators, Administrative Services Managers, Facilities Managers.
Wheeled Vehicle Repairer	Supervisors of Mechanics, Bus & Truck Mechanics & Diesel Engine Specialists, Automotive Service Technicians and Mechanics, Supervisors of Material-Moving Machine and Vehicle Operators.
Field Radio Operator	Broadcast Technicians, Electrical and Electronics Repairers, Installation, Maintenance & Repair Workers, Radio, Cellular, & Tower Equipment Installers & Repairers.
Psychological Operations Specialist	Advertising & Promotions Managers, Clinical & Counseling Psychologists, Fundraising Managers, Intelligence Analysts, Market Research Analysts & Marketing Specialists.
Military Police	Correctional Officers & Jailers, Supervisors of Correctional Officers, Supervisors of Police and Detectives, Animal Control Workers, Transportation Security Screeners.

Based on analysis of Defense Manpower Data Center data and O*Net Military Crosswalk

**Where are they from?
How many will stay in
NC?**

State	% of Total
FL	8.5%
CA	8.4%
NC	7.9%
TX	7.9%
NY	5.0%
VA	4.6%
GA	4.5%
PA	3.7%
OH	3.6%
IL	3.0%
MI	2.6%
SC	2.5%
NJ	2.4%
TN	2.3%
MD	2.1%

How many will stay in NC?

- Survey of Transitioning Service Members: Summary Report (Feb. 2022)
 - Greg DeLone, PhD and Greg McElveen (Fayetteville State University)
 - Convenience sample of nearly 500 transitioning individuals, most from Fort Bragg
- 40% said they planned to stay in NC
- Top States for the remaining 60% were Texas (8%) and Florida (8%), California (3%), Georgia (3%) and Virginia (3%)
- 39% had lived in their desired state prior to military service

What is important to them?

- 3 Top Factors for decision-making:
 - Availability of multiple **employment** opportunities that fit their goals
 - Great **housing** values/attractive housing and neighborhoods at affordable costs
 - General **cost of living**
- Transferability of Occupational Licenses not a top factor for deciding
- Taxing retirement pay no longer an issue
- Differences by Age/Length of Service
 - More Retirees (vs. other Separations) plan to stay in NC
- Many suggestions centered on lowering taxes or providing assistance with finding employment for the service member or the service member's spouse

Plans for civilian life?

- 44% plan to work full time
- 36% plan to enroll in college full time
- Smaller percentages plan to enroll or work part time, start own business
- 25% had already secured employment
- Top desired job areas were
 - Logistics/Operational Management
 - Maintenance and Repair
 - Information Technology
 - Government Administration

The American Veteran Experience and the Post-9/11 Generation (Pew, 2019)

- **One-in-four** veterans say they **had a job lined up** when they left the military
 - 48% say they looked for a job right away, 21% say they looked for a job, but not right away, 5% say they didn't look for a job after leaving the military
 - Among those who looked for a job, 57% had one in less than six months
- About **half** of veterans say they **enrolled in school** after leaving the military
 - More likely than others to say they enrolled full-time – 36% vs. 24% of those who served in previous eras.
- **42%** who worked in a civilian job after leaving the military believe they were **overqualified** for their first post-military job
- 56% say they stayed in their first job for **more than a year**

Takeaways

- Transitioning Military Personnel and their families are an **underutilized asset** of the NC economy
 - Can we create strategies to retain more people?
 - Can we better connect employers and educators to this population?
 - How can make the state more inviting to these folks?

Thank you!

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